South Eastern Health and Social Care Trust

Equality, Good Relations and Human Rights Screening Template

Completed Screening Templates are public documents and will be posted on the Trust's website

See Guidance Notes for further background information on the relevant legislation and for help in answering the questions on this template (follow the links).

(1) Information about the Policy/Proposal

(1.1) Name of the policy/proposal

Guidelines for Management of Patients with Flu/Flu-like & Respiratory Infections during the 2025 - 2026 Flu Season

(1.2) Is this a new, existing or revised policy/proposal?

Revised

(1.3) What is it trying to achieve (intended aims/outcomes)?

This guidance outlines the Trust's implementation of the Department of Health (DOH), Northern Ireland (NI), seasonal Influenza vaccination programme 2025-2026, and other best practice publications; relating to the management of patients with influenza/respiratory infections during Flu Season.

(1.4) Are there any Section 75 categories (see list in 3.1) which might be expected to benefit from the intended policy/proposal?

No

(1.5) Who owns and who implements the policy/proposal - where does it originate, for example DHSSPS, HSCB?

SET Infection Prevention & Control Team – DOH and NICE guidelines

(1.6) Are there any factors that could contribute to/detract from the intended aim/outcome of the policy/proposal/decision? (Financial, legislative or other constraints?) **None**

(1.7) Who are the internal and external stakeholders (actual or potential) that the policy/proposal/decision could impact upon? (staff, service users, other public sector organisations, , trade unions, professional bodies, independent sector, voluntary and community groups etc)

None

(1.8) Other policies with a bearing on this policy/proposal **(**for example regional policies) - what are they and who owns them?

Management of Fit Testing of Respiratory Protective Equipment RPE) Masks

Care of Women in Maternity During Influenza Season - WACH

Infection Prevention Control Guideline for Patient Placement and Prioritisation for Side Room Isolation in Hospital

Northern Ireland Regional Infection Control Manual

(2) Available evidence

Evidence to help inform the screening process may take many forms. What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for relevant Section 75 categories.

Details of evidence/information
Evidence based guideline IPC guidance which is based on local, regional, national and international publications to prevent and manage infection spreading in vulnerable patient groups, staff and visitors. **Screening has taken in the regional and national guidance relevant to section 75**

(3) Needs, experiences and priorities

(3.1) Taking into account the information above what are the different needs, experiences and priorities of each of the Section 75 categories and for both service users and staff.

Category	**Needs, experiences and priorities**	
	Service users	***Staff***
Gender	None	None
Age	None	None
Religion	None	None
Political Opinion	None	None

Marital Status	None	None
Dependent Status	None	None
Disability	None	None
Ethnicity	None	None
Sexual Orientation	None	None

(3.2) Provide details of how you have involved stakeholders, views of colleagues, service users and staff etc when screening this policy/proposal.

In the absence of a sesonal influenza committee and on the advice of Standards/Policies and Guidelines colleagues, this updated policy was reviewed by Infection Control Clinical Manager and Infection Control Doctor prior to Director sign off.

(4) Screening Questions

You now have to assess whether the impact of the policy/proposal is major, minor or none. You will need to make an informed judgement based on the information you have gathered.

(4.1) What is the likely impact of equality of opportunity for those affected by this policy/proposal, for each of the Section 75 equality categories?			
Section 75 category	***Details of policy/proposal impact***		***Level of impact? Minor/major/none***
	Services Users	***Staff***	
Gender	None	None	None
Age	None	None	None
Religion	None	None	None

Political Opinion	None	None	None
Marital Status	None	None	None
Dependent Status	None	None	None
Disability	None	None	None
Ethnicity	None	None	None
Sexual Orientation	None	None	None

(4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?	
Section 75 category	***Please provide details***
Gender	None
Age	None
Religion	None
Political Opinion	None
Marital Status	None
Dependent Status	None
Disability	None
Ethnicity	None
Sexual Orientation	None

(4.3) *To what extent is the policy/proposal likely to impact on good relations between people of different religious belief, political opinion or racial group? minor/major/none*		
Good relations category	***Details of policy/proposal impact***	***Level of impact Minor/major/none***
Religious belief	None	None
Political opinion	None	None
Racial group	None	None

(4.4) Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?	
Good relations category	***Please provide details***
Religious belief	Guidance applies to all regardless
Political opinion	Guidance applies to all regardless
Racial group	Guidance applies to all regardless

(5) Consideration of Disability Duties

(5.1) How does the policy/proposal encourage disabled people to participate in public life and promote positive attitudes towards disabled people?
No impact

(6) Consideration of Human Rights

(6.1) Does the policy/proposal affect anyone's Human Rights?
Complete for each of the articles

Article	Positive impact	Negative impact = human right interfered with or restricted	Neutral impact
Article 2 – Right to life			X
Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment			X
Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour			X
Article 5 – Right to liberty & security of person			X
Article 6 – Right to a fair & public trial within a reasonable time			X
Article 7 – Right to freedom from retrospective criminal law & no punishment without law			X
Article 8 – Right to respect for private & family life, home and correspondence.			X
Article 9 – Right to freedom of thought, conscience & religion			X
Article 10 – Right to freedom of expression			X
Article 11 – Right to freedom of assembly & association			X
Article 12 – Right to marry & found a family			X
Article 14 – Prohibition of discrimination in the enjoyment of the convention rights			X
1st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property			X
1st protocol Article 2 – Right of access to education			X

Please note: If you have identified potential negative impact in relation to any of the Articles in the table above, speak to your line manager and/or Equality Unit. It may also be necessary to seek legal advice.

(6.2) Please outline any actions you will take to promote awareness of human rights and evidence that human rights have been taken into consideration in decision making processes. **The guidance will be kept under review as part of the Trust monitoring process, (complaints etc), and as a result of any change to national or regional guidance**.

(7) Screening Decision

(7.1) Given the answers in Section 4, how would you categorise the impacts of this policy/proposal?

Major impact	
Minor impact	
No impact	X

(7.2) Do you consider the policy/proposal needs to be subjected to ongoing screening

Yes	
No	X

(7.3) Do you think the policy/proposal should be subject to and Equality Impact Assessment (EQIA)?

Yes	
No	X

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(7.4) Please give reasons for your decision and detail any mitigation considered. **The guideline reflects evidence based practice for the management of patients with infection regardless of age, sex, religious belief and disability etc.**

(8) Monitoring

Please detail how you will monitor the effect of the policy/proposal for equality of opportunity and good relations, disability duties and human rights? **Ongoing surveillance of infection, DATIX reporting/investigation/complaints and audit.**

Approved Lead Officer: PETER JOHNSTON

Position: LEAD NURSE IPC

Date: 20/01/26

Policy/proposal screened by: PETER JOHNSTON OCTOBER 2025

Please forward completed schedule to:

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