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 the assessment, diagnosis and treatment of teenagers and young adults (TYA) with cancer.

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

(1.3) What is it trying to achieve (intended aims/outcomes)? This guideline will provide a framework for the delivery of services for teenagers and young adults diagnosed with cancer in the Trust.
(1.4) (1.4) Are there any Section 75 categories (see list in 3.1) which might be expected to benefit from the intended policy/proposal? All categories outlined in Section 75 will benefit from the policy
(1.5) Who owns and who implements the policy/proposal - where does it originate, for example DHSSPS, HSCB? This policy is owned by the Trust and will be implemented by any clinical team who encounters the patient. The TYA clinical nurse specialist is responsible for the circulation and development of the guideline.

(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?)

There are no specific key constraints that could detract from the intended aim or outcome.

Staff will be made aware of the guidelines.

(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)

Internal Stakeholders
The core internal stakeholders include medical and nursing staff working with TYA patients. Additionally, the extended members of the TYA multidisciplinary team are involved.

External stakeholders
External stakeholders include:

TYA patients diagnosed with cancer.
Teenage Cancer Trust.
Young Lives vs Cancer.
Cancer Fund for Children.
Other Trusts where the patient may transfer to or from.

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

Department of Health (2022) A Cancer Strategy for Northern Ireland 2022-2032. https://www.health-ni.gov.uk/publications/cancer-strategy-northern-ireland-2022-2032

Nursing and Midwifery Council (NMC): The Code: Standards of conduct, performance and ethics for nurses and midwives (2018)

Improving Outcomes in Children and Young People with Cancer. National Institute for Health and Clinical Excellence. August 2005 https://www.nice.org.uk/guidance/csg7

(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
Department of Health (2022) A Cancer Strategy for Northern Ireland 2022-2032. https://www.health-ni.gov.uk/publications/cancer-strategy-northern-ireland-2022-2032 Nursing and Midwifery Council (NMC): The Code: Standards of conduct, performance and ethics for nurses and midwives (2018) Improving Outcomes for Teenagers and Young Adults with Cancer

(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	Male and female patients requiring acute cancer-related care	SET nursing staff, medical staff and allied health professionals (both male and female)
Age	All patients will be over 16 years of age	All staff will be over 18 years of age
Religion	The guidelines have been written to meet the needs of all patients regardless of religion	The guidelines have been written to guide and support staff regardless of religion
Political Opinion	The guidelines have been written to meet the needs of all patients regardless of political opinion	The guidelines have been written to guide and support all staff regardless of political opinion
Marital Status	The guidelines have been written to meet the needs of all patients regardless of marital status	The guidelines have been written to guide and support all staff regardless of marital status
Dependent Status	The guidelines have been written to meet the needs of all patients regardless of dependency	The guidelines have been written to guide and support all staff regardless of dependency
Disability	The guidelines have been written to meet the needs of all patients regardless of disability	The guidelines have been written to guide and support all staff regardless of disability
Ethnicity	The guidelines have been written to ensure all patients regardless of ethnicity receive optimal care	The guidelines have been written to guide and support all staff regardless of ethnicity
Sexual Orientation	The needs of people who are undergoing or have completed gender reassignment have been considered when developing the guidelines.	The guidelines have been written to guide and support all staff regardless of sexual orientation

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

These guidelines have been developed in consultation with:

- Consultant Haematologist
- Consultant Plastic Surgeon
- Clinical Director, Cancer Services
- Sarcoma Clinical Nurse Specialist
- Clinical Manager, Cancer Services
- Macmillan Service Improvement Lead for Cancer Services
- Young adults with lived experience of cancer

(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	Male and female patients requiring acute cancer-related care	SET nursing staff, medical staff and allied health professionals (both male and female)	None/None
Age	All patients will be over 16 years of age	All staff will be over 18 years of age	None /None
Religion	The guidelines have been written to meet the needs of all patients regardless of religion	The guidelines have been written to guide and support staff regardless of religion	None/None
Political Opinion	The guidelines have been written to meet the needs of all patients regardless of political opinion	The guidelines have been written to guide and support all staff regardless of political opinion	None/None
Marital	The guidelines have been written to meet the	The guidelines have been written to guide and	None/None

Status	needs of all patients regardless of marital status	support all staff regardless of marital status	
Dependent Status	The guidelines have been written to meet the needs of all patients regardless of dependency	The guidelines have been written to guide and support all staff regardless of dependency	None/None
Disability	The guidelines have been written to meet the needs of all patients regardless of disability	The guidelines have been written to guide and support all staff regardless of disability	None/None
Ethnicity	The guidelines have been written to ensure all patients regardless of ethnicity receive optimal care	The guidelines have been written to guide and support all staff regardless of ethnicity	None/None
Sexual Orientation	The needs of people who are undergoing or have completed gender reassignment have been considered when developing the guidelines.	The guidelines have been written to guide and support all staff regardless of sexual orientation	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	The guideline provides equal opportunity for all genders
Age	The guideline provides equal opportunity for all ages over 16
Religion	The guideline provides equal opportunity for all religious beliefs
Political Opinion	The guideline provides equal opportunity for all political opinion
Marital Status	The guideline provides equal opportunity for all types of marital status
Dependent Status	The guideline provides equal opportunity for all types of dependant status
Disability	The guideline enables disabled people to access the same services a able bodied people
Ethnicity	The guideline provides equal opportunity for

	all ethnic groups
Sexual Orientation	The guideline provides equal opportunity for all types of sexual orientation

(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	N/A	None
Political opinion	N/A	None
Racial group	N/A	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	No
Political opinion	No
Racial group	The Trust has in place a process for face to face and telephone interpreting for service users who do not speak English as a first language. Written information will be provided in alternate formats on request or as a need is identified.

(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?
The policy enables disabled people to access the same services as able bodied people. The Trust has in place a Disability Action Plan 2018-2023 and is currently consulting on the next 5-year Plan 2023-2028

(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.

- All staff are required to complete mandatory Equality and Human Rights Training every 3 years
- Human rights awareness is provided through:
- Trust corporate induction
- E learning update sessions
- Face to face

(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

(7.4) Please give reasons for your decision and detail any mitigation considered.

- The Trust has carried out an Equality Screening of the policy and has not identified any potential adverse impact.
- The guidelines have been written to meet the needs of all nine equality categories. The trust will monitor the implementation and impact of the guidelines

(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?

- Monitoring patient complaints/compliments/ IR1 forms
- Feedback from staff
- Feedback from patient satisfaction surveys

South Eastern Health and Social Care Trust

Approved Lead Officer:	Lisa Callender
Position:	TYA Clinical Nurse Specialist
Date:	21/03/23
Policy/proposal screened by:	Lisa Callender

Please forward completed schedule to:

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