

Screening Outcome Report 1st January 2019 to 31st March 2019

Introduction

Section 75 of the Northern Ireland Act 1998 requires the Trust, when carrying out its functions in relation to Northern Ireland, to have due regard to the need to promote equality of opportunity between nine categories of persons, namely:

- between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- between men and women generally;
- between persons with a disability and persons without; and
- between persons with dependants and persons without.

Without prejudice to its obligations above, the Trust must also have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

The Equality Scheme outlines how we propose to fulfil our statutory duties under Section 75. Within the Scheme, the Trust gave a commitment to apply the screening methodology below to all new and revised policies and if necessary to subject policies to equality impact assessment. (EQIA)

Screening Methodology

For new or revised policies/proposals the Trust will consider the following four screening questions as per ECNI guidance:-

- What is the likely impact of equality of opportunity for those affected by this policy/proposal, for each of the Section 75 equality categories?
- Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?
- To what extent is the policy/proposal likely to impact on good relations between people of different religious belief, political opinion or racial group?
- Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

In keeping with the Trust's commitments in its Equality Scheme the Trust has applied the above screening criteria to new policies and proposals.

The screening process is used to identify which policies are likely to have an impact on equality of opportunity and/or good relations. Screening assesses the likely impact of the policy as major, minor or none.

If it is decided that a policy/proposal is likely to have major issues relating to equality, it is then necessary to consider carrying out a more detailed exercise called an equality impact assessment.

This screening report outlines the screening outcomes from the date of formal approval of the Trust's revised Equality Scheme i.e. 14th September 2011 to 31st March 2012 and will be produced each quarter thereafter.

Communication & Engagement

In order to carry out our functions there is a need to continue to effectively engage and work collaboratively with a wide range of stakeholders including Trust staff, Trade Unions, service users, carers, commissioners, voluntary/community sector, public representatives and independent providers.

The Trust is committed to promoting personal and public involvement in all its activities. The development of new policies and proposals will be supported by effective engagement processes to ensure that staff, service users and all interested parties are fully involved. Planning for, and delivering safe, clinically effective and cost effective services requires close collaboration at many levels.

If you have any queries about this document, and its availability in alternative formats (including Braille, disk and audio cassette, and in minority languages to meet the needs of those who are not fluent in English) then please contact:

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Outcome of Screening

The screening outcomes are outlined below. Four possible outcomes are recorded:

- 1 The policy has been '**screened in**' for equality impact assessment;
- 2 The policy has been '**screened out**' with mitigation or an alternative policy proposed to be adopted;
- 3 The policy has been '**screened out**' without mitigation or an alternative policy proposed to be adopted.
- 4 The policy will be **subjected to ongoing screening**. For more detailed strategies or policies that are to be put in place through a series of stages, screening should be considered at various times during implementation.

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
<p><u>Policy for Haematology Clinical Nurse Specialist performing Bone Marrow Aspirate and Trepine</u></p> <p>This is a revised policy to enhance service provision, including a more flexible service, cost effectiveness and continuity of care for patients.</p>	Out	The Policy was deemed to have no impact and was screened out. This policy has been written to meet the needs of all patients including those in the nine equality categories. The implementation of the policy will be monitored and the policy will be reviewed in 2 years' time.
<p><u>Policy & Procedure on the Management & Handling of Complaints</u></p> <p>This is a revised policy to inform staff of their roles and responsibilities in the management and handling of service user complaints.</p>	Out	The Policy was deemed to have no impact and was screened out. This policy is in accordance with the DoH HSC Complaints Procedure and only minor changes from the extant Trust policy. Publicity material is up to date and available in various formats and complaints accepted by or on behalf of all service users by whatever means received.

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
<p><u>Water Safety Plan and Written Control Scheme</u></p> <p>This is a new policy providing clear guidance for staff within the SEHSCT regarding the requirements and processes set in place for the safe and effective management and maintenance of domestic water systems within SEHSCT facilities.</p>	Out	<p>This is a standard Trust procedure, developed through the expertise of the specialists within the Water Safety Group, applicable to all members of staff. There is no adverse impact on any of the Section 75 groups.</p>
<p><u>Transferring Personal Information Policy & Procedures</u></p> <p>This is an existing policy to Inform staff about the procedure to follow when transferring personal information.</p>	Out	<p>The Policy was deemed to have no impact and was screened out. The Trust undertakes to monitor the effect of the policy for equality of opportunity and good relations, disability duties and human rights by:</p> <ul style="list-style-type: none"> • Monitor levels and severity of complaints received with regard to the processing of FOI requests. • Review ICO Decision Notices online • Ensure publicity materials about the process are current and available to all
<p><u>Guideline on the Management of Thromboembolic Disease in Pregnancy and the Puerperium</u></p> <p>This is a revised policy regarding pregnant or postnatal women who are showing signs or symptoms of thromboembolic disease are correctly assessed and managed appropriately</p>	Out	<p>The Policy was deemed to no impact and was screened out.</p>
<p><u>Protocol for the Use of Activity / Event Sponsorship and Partnership Marketing for SEHSCT Services</u></p> <p>This is a new policy setting out the general principles which staff in SEHSCT are expected to comply with, when seeking or providing sponsorship for activities or events and when undertaking partnership marketing with private or public sector organisations.</p>	Out	<p>The Policy was deemed to have no impact and was screened out. The Trust undertakes to monitor the effect of the policy for equality of opportunity and good relations, disability duties and human rights by:</p> <ul style="list-style-type: none"> • Comments arising from policy users will be considered – positive feedback or suggestions. • The policy will be formally reviewed in line with SEHSCT policy protocol.

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
		<ul style="list-style-type: none"> Complaints, if any raised, will also be formally monitored.
<p><u>Supporting Carers</u></p> <p>This is a revised policy to enable Trust staff to provide help and support to family members or friends caring for someone with any kind of frailty, illness or disability. Carers can be adults caring for other adults; parents caring for ill or disabled children; or young people under 18 who care for another family member.</p>	Out	<p>The Policy was deemed to no impact and was screened out.</p> <p>The policy will be monitored and reviewed as per usual procedures within South eastern HSC Trust.</p>
<p><u>Effective use of Bedrails for all Adult Inpatients and Children in Adult Wards</u></p> <p>This is a revised policy to:</p> <ul style="list-style-type: none"> Ensure appropriate use of bedrails in adult inpatient care Reduce harm both from falls from bed and from entrapment in bed rails Support patients and staff to make individual decisions regarding the risk of using, or not using, bedrails 	Out	<p>The Policy was deemed to have no impact and was screened out.</p> <p>All incidents involving bedrails should be reported on a Trust incident reporting (IR1) form. It is essential that it clearly states on the form if the bedrails have been in the raised or lowered position at the time of the incident. If this information is not available it should be recorded that it is unknown. It is also important to record the outcome of the reassessment of risk after an incident that involved bedrails.</p>
<p><u>Massive Transfusion Protocol</u></p> <p>This is a revised policy to provide health care personnel with a comprehensive framework to guide them in the recognition of massive haemorrhage, activation of the Massive Transfusion Protocol and initial management of the patient presenting with life threatening bleeding.</p>	Out	<p>The Policy was deemed to have a minor impact and was screened out. The Trust undertakes to monitor the effect of the policy for equality of opportunity and good relations, disability duties and human rights by:</p> <ul style="list-style-type: none"> Compliance with this policy will be considered within the SET annual audit programme as appropriate. Complaints and Compliments.