

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

[Protocol for the Use of Activity / Event Sponsorship and Partnership Marketing for SEHSCT Services](#)

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

[New Policy](#)

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

[This protocol sets 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.](#)

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

[None](#)



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

SEHSCT Financial Services Division

(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?)

No. The draft policy has been derived in the light of general and good financial practice.

(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)

The Policy is intended to guide SEHSCT Staff when seeking or providing sponsorship for activities or events and when undertaking partnership marketing with private or public sector organisations.

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

- Guidance on Activity / Event Sponsorship and Partnership Marketing (January 2016) (Department of Finance and Personnel);
- Anti-Bribery Policy (September 2014) (SEHSCT);
- Gifts and Hospitality (March 2018) (SEHSCT);
- Standards of Business Conduct (SEHSCT).

(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.

<i>Details of evidence/information</i>
<p>Evidence/information gathered to inform this policy:</p> <ul style="list-style-type: none"> • Guidance on Activity / Event Sponsorship and Partnership Marketing (January 2016) (Department of Finance and Personnel); • Anti-Bribery Policy (September 2014) (SEHSCT); • Gifts and Hospitality (March 2018) (SEHSCT); • Standards of Business Conduct (SEHSCT). <p>The Draft Protocol will be subject to the SEHSCT Consultative process.</p>

(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	N/A	N/A
Age	N/A	N/A
Religion	N/A	N/A

Political Opinion	N/A	N/A
Marital Status	N/A	N/A
Dependent Status	N/A	N/A
Disability	N/A	N/A
Ethnicity	N/A	N/A
Sexual Orientation	N/A	N/A

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

Discussions have taken place within the SEHSCT Equality Manager to ensure the policy screening follows best practice.

In addition, the Draft Protocol will be subject to the SEHSCT Consultative Process.

(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	N/A	None	None
Age	N/A	None	None

Religion	N/A	None	None
Political Opinion	N/A	None	None
Marital Status	N/A	None	None
Dependent Status	N/A	None	None
Disability	N/A	None	None
Ethnicity	N/A	None	None
Sexual Orientation	N/A	None	None

(4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?

<i>Section 75 category</i>	<i>Please provide details</i>
Gender	N/A
Age	N/A
Religion	N/A
Political Opinion	N/A
Marital Status	N/A
Dependent Status	N/A
Disability	N/A
Ethnicity	N/A
Sexual Orientation	N/A

(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	None
Political opinion	None
Racial group	None

(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?
N/A

(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	None	None	Yes
Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment	None	None	Yes
Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour	None	None	Yes
Article 5 – Right to liberty & security of person	None	None	Yes
Article 6 – Right to a fair & public trial within a reasonable time	None	None	Yes
Article 7 – Right to freedom from retrospective criminal law & no punishment without law	None	None	Yes
Article 8 – Right to respect for private & family life, home and correspondence.	None	None	Yes
Article 9 – Right to freedom of thought, conscience & religion	None	None	Yes
Article 10 – Right to freedom of expression	None	None	Yes
Article 11 – Right to freedom of assembly & association	None	None	Yes
Article 12 – Right to marry & found a family	None	None	Yes
Article 14 – Prohibition of discrimination in the enjoyment of the convention rights	None	None	Yes
1 st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property	None	None	Yes
1 st protocol Article 2 – Right of access to education	None	None	Yes

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.

None identified

(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	✓

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

Yes	
No	✓

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

Yes	
No	✓



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

No equality impact has been identified. No mitigating action necessary.

(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?

Comments arising from policy users will be considered – positive feedback or suggestions.

The policy will be formally reviewed in line with SEHSCT policy protocol. Complaints, if any raised, will also be formally monitored.

Approved Lead Officer: Brian Grimley

Position: Assistant Director (Financial Services)

Date: 09/08/18

Policy/proposal screened by: Kirsty McMaster

Please forward completed schedule to:

Susan Thompson

Equality Manager

Lough House, Ards Hospital

Newtownards

BT23 4AS

Telephone: 028 9151 2177

Textphone: 028 9151 0137

e: susan.thompson@setrust.hscni.net

Kathey Neill

Equality Officer

Lough House, Ards Hospital

Newtownards

BT23 4AS

Telephone: 028 9151 2122

Textphone: 028 9151 0137

e: kathey.neill@setrust.hscni.net