

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

Guideline Statement on the Management of Blood and Body Fluid Exposure

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

Existing Guideline

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

The purpose of this guideline statement is to assist the South Eastern Health & Social Care Trust to comply with current DHSSPS guidelines on the Management of Blood and Body Fluid Exposure incidents.

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

This guideline statement takes into account the multiple identities of healthcare workers who are infected with blood borne viruses as a result of an exposure to blood and body fluid incidents. Those healthcare workers who are infected with HIV as a result of an exposure to a blood or body fluid exposure incident will be protected under the Disability Discrimination (Northern Ireland) Order 2006 and as such the employer will be required when / if appropriate to consider retraining needs, redeployment, workplace adjustments or limitations to practice and or Ill Health retirement.

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

This guideline statement originates from DHSSPS and authoritative National 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?)

Key constraint would be non-compliance with authoritative DHSSPS and National guidelines in the prevention of transmission of blood borne viruses.

(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)

All clinical and non-clinical Healthcare Workers and other groups of Trust staff whose duties may include the handling and disposal of clinical waste.

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

Other National guidelines and regulations that influence this guideline statement are:

Guidance on Health Clearance for Tuberculosis, Hepatitis B, Hepatitis C and HIV for New Healthcare Workers with Direct Clinical Contact with Patients March 2009

Managing the risks of sharps injuries - NHS Employers

HIV post-exposure prophylaxis: guidance from the UK Chief Medical Officers' Expert Advisory Group on Aids (Department of Health, September 2008).

HPA Report Eye of the Needle UK Surveillance of Significant Occupational Exposures to BBVs in Healthcare Workers Dec 2014



COSHH Regulations (Northern Ireland) 2003

Health & Safety at Work (Northern Ireland) Order 1978

The Management of Health and Safety at Work Regulations(NI) 1992

All of the above guidelines and reulations owned by DHSSPS and National Regulators.

(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

The evidence that has informed this guideline statement has been gathered from DHSSPS and authoritative National documents listed below:

Guidance on Health Clearance for Tuberculosis, Hepatitis B, Hepatitis C and HIV for New Healthcare Workers with Direct Clinical Contact with Patients
March 2009

HIV post-exposure prophylaxis: guidance from the UK Chief Medical Officers' Expert Advisory Group on Aids (Department of Health, September 2008).

Prevention and Management of Blood and Body Fluid Exposures in the HSC Occupational Health Project Board DHSSPS May 2008

NHS Employers The Healthy workplaces handbook. The NHS reference guide to staff well-being. October 2007

Managing the risks of sharps injuries - NHS Employers

HPA Report Eye of the Needle UK Surveillance of Significant Occupational Exposures to BBVs in Healthcare Workers Dec 2014

(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	No differences expected	All clinical and non-clinical Healthcare Workers and other groups of Trust staff whose duties may include the handling and disposal of clinical waste.
Age	No differences expected	As above
Religion	No differences expected	As above
Political Opinion	No differences expected	As above
Marital Status	No differences expected	As above
Dependent Status	No differences expected	As above
Disability	Healthcare Workers who are infected with HIV as a result of an exposure to a blood or body fluid exposure incident will be protected under the Disability Discrimination (Northern Ireland) Order 2006 and as such the employer will be required when / if appropriate to consider retraining needs, redeployment, workplace adjustments or limitations to practice and or Ill Health retirement.	As above
Ethnicity	No differences expected	If this Guideline statement is relevant to a member of staff who may not speak English proficiently a translator or interpreter service is available
Sexual Orientation	No differences expected	As above

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

This guideline statement takes account of authoritative DHSSPS, National guidance and Regulatory bodies. All clinical and non-clinical healthcare workers and other groups of Trust staff whose duties may include the handling and disposal of clinical waste must comply with this guideline.

This guideline statement is readily accessible on the Trust Intranet and guidance on its use is offered at pre-placement to relevant prospective employees.

(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			No impact expected
Age			No impact expected
Religion			No impact expected
Political Opinion			No impact expected
Marital Status			No impact expected
Dependent Status			No impact expected
Disability			No impact expected
Ethnicity			If this Guideline statement is relevant to a member of staff who

			may not speak English proficiently a translator or interpreter service is available
Sexual Orientation			No impact expected

(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 expected
Age	None expected
Religion	None expected
Political Opinion	None expected
Marital Status	None expected
Dependent Status	None expected
Disability	None expected
Ethnicity	None expected
Sexual Orientation	None expected

(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		No impact expected

Political opinion		No impact expected
Racial group		No impact expected

<i>(4.4) Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?</i>	
<i>Good relations category</i>	<i>Please provide details</i>
Religious belief	None expected
Political opinion	None expected
Racial group	None expected

(5) Consideration of Disability Duties

<i>(5.1) How does the policy/proposal encourage disabled people to participate in public life and promote positive attitudes towards disabled people?</i>
<p>This guideline statement promotes a climate which encourages reporting of exposure to blood and body fluid incidents among healthcare workers safe in the knowledge that, should such exposures result in a healthcare worker becoming infected with a blood borne virus that these incidents will be managed in accordance with DHSSPS guidelines and with complete confidentiality.</p> <p>Healthcare workers who become infected with HIV as a result of an exposure incident to blood and body fluids will be protected under the terms of the Disability Discrimination (Northern Ireland) Order 2006 and therefore can engage in health care work under the supervision of the Occupational Health Services and in accordance with DHSSPS guidelines</p>

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

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.

This guideline statement in keeping with the Trust ongoing training programme takes into account the multiple identities/ equality issues/ disability issues and human rights of healthcare workers who are /may be infected with blood borne viruses as a result of an exposure to blood and body fluid incidents

(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.

This guideline statement originates from DHSSPS and National guidelines

This guideline statement does not exclude any particular groups.

This guideline statement is not expected to have a negative impact on equality, good relations and human rights.

This guideline statement is intended to promote greater safety in all the equality categories.

(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?

Keep up to date with new DHSSPS and National guidelines.

Ensure that the current guideline statement on the Management of Blood and Body Fluid Exposure incidents is updated as appropriate

The Occupational Health Service will be responsible for carrying out periodic audits of blood and body fluid exposure incidents and highlighting areas / incidents of particular concern to the relevant Directorate Heads.

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Position:	<u>Head of Occupation Health & Wellbeing Service</u>
Date:	<u>August 2018</u>
Policy/proposal screened by:	<u>Dr Alan Black, Consultant in Occupational Medicine</u>

Please forward completed schedule to:

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