

## 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 Performing the 18+0 to 20+6 Weeks Fetal Anomaly Scan

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

Revised

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

This protocol is a set of measurable, objective standards to determine a course of action. Professional judgement may be used in the application of this protocol.

The aim is to ensure that staff are familiar with the procedures to follow for the 18+0 to 20+6 week anomaly scan.

This protocol has been developed to aid the management of all woman's who consent to and attend for the 18+0 to 20+6 week anomaly scan.

(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 women of child bearing age will benefit

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

South Eastern Trust

(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?)

Staff not being made aware of the procedures

Staff competency to undertake the anomaly scan

(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)

Obstetric Sonographers, Obstetricians, & Midwives

Patients

Maternity staff

Fetal Anomaly Screening Programme

Royal College of Obstetricians and Gynaecologists

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

HSC Ultrasound Department Obstetric Guideline – Fetal Cardiac Scan

Fetal Anomaly Scan National Standards and Guidance for England

National Institute for Clinical Excellence (2010) Antenatal Care - Routine

Care for the healthy pregnant woman (Update), Guideline 62

FASP ultrasound practitioners' handbook, Fetal Anomaly Screening Programme, (Online), 2015

FASP Fetal Anomaly Screening Programme. Programme Handbook- Fetal Anomaly (2015), Fetal Anomaly Screening Programme, (Online), 2015

Multi-Cultural and Beliefs handbook , available on i-connect

## (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*

Fetal Anomaly Screening Programme

National Institute for Clinical Excellence

HSC

## (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.

<b>Category</b>	<b>Needs, experiences and priorities</b>	
	<b>Service users</b>	<b>Staff</b>
Gender	Female service users only	N/A
Age	Women of Child bearing age	N/A

Religion	All religions	N/A
Political Opinion	N/A	N/A
Marital Status	All Marital Status	N/A
Dependent Status	N/A	N/A
Disability	N/A	N/A
Ethnicity	All ethnic backgrounds	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.

Consultation Process with the relevant staff groups

#### (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	No impact	none/none
Age	No impact	No impact	none/none
Religion	minor	No impact	Minor/none
Political	No impact	No impact	None/none

Opinion			
Marital Status	No impact	No impact	None/none
Dependent Status	No impact	No impact	None/none
Disability	No impact	No impact	None/none
Ethnicity	minor	No impact	Minor/none
Sexual Orientation	No impact	No impact	None/none

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

<b><i>Section 75 category</i></b>	<b><i>Please provide details</i></b>
Gender	Not applicable
Age	Not Applicable
Religion	Not Applicable
Political Opinion	Not Applicable
Marital Status	Not Applicable
Dependent Status	Not Applicable
Disability	Not Applicable
Ethnicity	Not Applicable
Sexual Orientation	Not Applicable

***(4.3) To what extent is the policy/proposal likely to impact on good***

<b><i>relations between people of different religious belief, political opinion or racial group? minor/major/none</i></b>		
<b><i>Good relations category</i></b>	<b><i>Details of policy/proposal impact</i></b>	<b><i>Level of impact Minor/major/none</i></b>
Religious belief	No impact	none
Political opinion	No impact	none
Racial group	No impact	none

<b><i>(4.4) Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?</i></b>	
<b><i>Good relations category</i></b>	<b><i>Please provide details</i></b>
Religious belief	none
Political opinion	none
Racial group	The Trust will provide interpreters as required

## **(5) Consideration of Disability Duties**

<b><i>(5.1) How does the policy/proposal encourage disabled people to participate in public life and promote positive attitudes towards disabled people?</i></b>
The Trust has in place a Disability Action Plan which addresses these two duties

## **(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 <sup>st</sup> protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property			√
1 <sup>st</sup> 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.

Equality Screening Template addresses Human Rights issues.  
The Trust has in place a robust Equality and Diversity Training strategy for all staff.

**(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.

The Trust has carried out an Equality Screening of this policy and identified that there may be a potential minor adverse impact for services users from certain religious or ethnic minority backgrounds. These women may have specific beliefs if a life limiting abnormality is detected. The Trust will work with all service users to ensure that they receive the care which best meets their needs.

The Trust will carry out ongoing screening of the policy 3 months following implementation.

## **(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?

Policy has a review date

Incidents/discrepancies/complaints relating to anomaly scan reports

Regular audit should be performed to ensure compliance with departmental and regional guidelines

The 16 images outlined at 4.5 should be captured, stored and archived on PACS as a record of the examination. Additional images should be stored as appropriate when an abnormality is suspected or detected.

There must be a permanent electronic record of all imaging examinations. Ultrasound scan reports and images must be stored on an auditable electronic reporting system.

When an abnormality is detected or suspected, details should be entered in the fetal anomaly folder in the imaging room.

Compliments and complaints

Approved Lead Officer: \_\_\_\_\_



Position: \_\_\_\_\_

Date: 21<sup>st</sup> March 2018

Policy/proposal screened by: A Lattimer

**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](mailto:susan.thompson@setrust.hscni.net)