

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

SET Policy on Adult Safeguarding and Adult Protection

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

Revised

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

The purpose of this policy is to make clear the requirements of the Trust in ensuring that where harm is caused it can be identified and dealt with through direct Trust service provision or commissioned services.

(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 Section 75 categories will benefit particularly those at risk of harm from a third party

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

This SET Policy is based on the new regional Adult Safeguarding: Prevention and Protection in Partnership (2015) Policy. It is owned by SET and is



implemented across Trust for all staff.

(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?)

Service user reluctance to engage in the adult Protection process

(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 of the above

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

Adult Safeguarding Prevention and Protection in Partnership (DHSSPS 2015)

Adult Safeguarding Operational Procedures (NIASP 2016)

Protocol for Joint Investigation of Adult Safeguarding Cases (NIASP 2016)

Achieving Best Evidence in Criminal Proceedings (NIO 2003)

SET Whistleblowing Policy (June 2017)

SET Reporting Adverse Incidents under RIDDOR (June 2019)

SET Policy and Procedure for the Management and Handling of Complaints (April 2017)

(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>
Refer to point (1.7) for existing policies.
Investigations conducted under this policy area
Staff experiences in this policy area
DSF monthly safeguarding activity returns
Audits
Supervision
Complaints/compliments

(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	
	<i>Service users</i>	<i>Staff</i>
Gender	Male and Female	82% Female
Age	18+ yrs greater proportion among 65+ yrs	18+yrs

Religion	Majority Protestant	Majority Protestant
Political Opinion	2 of the 3 Council areas return Unionist majority	2 of the 3 Council areas return Unionist majority
Marital Status	65% majority married/widowed Learning Disabled majority single	Majority married
Dependent Status	Client group predominantly dependant	Links with gender and caring responsibilities
Disability	Service users have a level of vulnerability	Under reporting in workplace. N.I average of 20%
Ethnicity	Majority white	Majority white
Sexual Orientation	6-10% LGB	6-10% LGB

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

This Policy is predominantly based on the regional Adult Safeguarding; Prevention and Protection in Partnership Policy and was widely consulted on in 2015 with the private, statutory, voluntary and faith communities.

(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			None-positive impact

Age			None-positive impact
Religion			None-positive impact
Political Opinion			None-positive impact
Marital Status			None-positive impact
Dependent Status			None-positive impact
Disability			None-positive impact
Ethnicity			None-positive impact
Sexual Orientation			None-positive impact

(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	Staff training and training provided to the Independant/voluntary/Faith sector partner agencies
Age	Staff training and training provided to the Independant/voluntary/Faith sector partner agencies
Religion	Staff training and training provided to the Independant/voluntary/Faith sector partner agencies
Political Opinion	Staff training and training provided to the Independant/voluntary/Faith sector partner agencies
Marital Status	Staff training and training provided to the Independant/voluntary/Faith sector partner agencies
Dependent Status	Staff training and training provided to the Independant/voluntary/Faith sector partner agencies
Disability	Staff training and training provided to the Independant/voluntary/Faith sector partner

	agencies
Ethnicity	Staff training and training provided to the Independent/voluntary/Faith sector partner agencies
Sexual Orientation	Staff training and training provided to the Independent/voluntary/Faith sector partner agencies

(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		None-positive impact
Political opinion		None-positive impact
Racial group		None-positive impact

(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	Training provided to both Trust staff and our partner agencies in the Independent/Voluntary/Faith sectors.
Political opinion	Training provided to both Trust staff and our partner agencies in the Independent/Voluntary/Faith sectors.
Racial group	Training provided to both Trust staff and our partner agencies in the Independent /Voluntary /Faith sectors. Interpreters provided as required.

(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 will ensure that appropriate measures are in place to identify where abuse has taken place or at risk of taking place, report incidents of abuse and ensure that the rights of adults at risk of harm and in need of protection are protected. It supports the adult at risk and in need of protection to live life in a safe way and gain access to the justice system. There is additional protection to South Eastern Trust Staff who experience Domestic Violence and Abuse in the Workplace.

(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	x		

criminal law & no punishment without law			
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		
1 st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property	x		
1 st 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.

This policy will have a positive impact on promoting awareness of human rights and is further supported by documentation completed by staff which incorporates a Human rights Checklist

(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

No adverse impact identified and regular monitoring will identify if this changes and if any mitigation is required.

(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?

- Review of Regional Policy/Procedures
- Internal and external audits
- Complaints/compliments
- DSF monthly safeguarding activity reports
- Supervision
- Social Work/Designated Officer/ Trust Safeguarding Forums
- Safety & Quality Adult Safeguarding Subcommittee meetings



South Eastern Health
and Social Care Trust

Approved Lead Officer: Mrs Linda Johnston, Assistant Director
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Position:

Date: 13th November 2017

Policy/proposal screened by: **Jenny fitzsimons**

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