

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

Policy for the management of fit testing of Respiratory Protective Equipment (RPE) masks.

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

Existing Policy.

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

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

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



(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?)

(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 medical & nursing staff who work for the South Eastern HSS Trust are required to wear Respiratory Protective Equipment.

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

- Policy on Risk Assessment Policy SET/H&S(032009)
- Policy on Hazardous Substances SET/H&S (092009)
- Policy on use of Protective Personal Equipment SET/H&S (332009)

(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

Policy was drafted and issued for comment in August 2011. Comments received and incorporated into the policy. Policy reviewed and agreed by the Trust Seasonal Influenza Control Committee. DHSSPSNI agreed the way forward was for all Trusts to carry out their own fit testing programme for staff and therefore a policy had to be developed. Guidance to draw up this policy was sought from the DHSSPSNI.

(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	None	None
Age	None	None
Religion	None	None
Political Opinion	None	None

Marital Status	None	None
Dependent Status	None	None
Disability	None	None
Ethnicity	None	None
Sexual Orientation	None	None

(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 was reviewed and agreed by the Seasonal Influenza Sub-Committee which represents staff from directorates/wards/service areas throughout the Trust.

(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
Age			None
Religion			None

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

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

(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 policy has been developed to provide specific advice and guidance to staff who may be required to wear Respiratory Protective Equipment and therefore is considered that there were no implications for equality of opportunity.

(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 policy on due date.

Approved Lead Officer: Gerry Killen
Position: Emergency Planning & Information
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Date: 16th April 2013
Policy/proposal screened by: Gerry Killen

Please forward completed schedule to:

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