

Screening Outcome Report 1st April 2013 to 30th June 2013

Introduction

Section 75 of the Northern Ireland Act 1998 requires the Trust, when carrying out its functions in relation to Northern Ireland, to have due regard to the need to promote equality of opportunity between nine categories of persons, namely:

- between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- between men and women generally;
- between persons with a disability and persons without; and
- between persons with dependants and persons without.

Without prejudice to its obligations above, the Trust must also have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

The Equality Scheme outlines how we propose to fulfil our statutory duties under Section 75. Within the Scheme, the Trust gave a commitment to apply the screening methodology below to all new and revised policies and if necessary to subject policies to equality impact assessment. (EQIA)

Screening Methodology

For new or revised policies/proposals the Trust will consider the following four screening questions as per ECNI guidance:-

- What is the likely impact of equality of opportunity for those affected by this policy/proposal, for each of the Section 75 equality categories?
- Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?
- To what extent is the policy/proposal likely to impact on good relations between people of different religious belief, political opinion or racial group?
- Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

In keeping with the Trust's commitments in its Equality Scheme the Trust has applied the above screening criteria to new policies and proposals.

The screening process is used to identify which policies are likely to have an impact on equality of opportunity and/or good relations. Screening assesses the likely impact of the policy as major, minor or none.

If it is decided that a policy/proposal is likely to have major issues relating to equality, it is then necessary to consider carrying out a more detailed exercise called an equality impact assessment.

This screening report outlines the screening outcomes from the date of formal approval of the Trust's revised Equality Scheme i.e. 14th September 2011 to 31st March 2012 and will be produced each quarter thereafter.

Communication & Engagement

In order to carry out our functions there is a need to continue to effectively engage and work collaboratively with a wide range of stakeholders including Trust staff, Trade Unions, service users, carers, commissioners, voluntary/community sector, public representatives and independent providers.

The Trust is committed to promoting personal and public involvement in all its activities. The development of new policies and proposals will be supported by effective engagement processes to ensure that staff, service users and all interested parties are fully involved. Planning for, and delivering safe, clinically effective and cost effective services requires close collaboration at many levels.

If you have any queries about this document, and its availability in alternative formats (including Braille, disk and audio cassette, and in minority languages to meet the needs of those who are not fluent in English) then please contact:

Suzanne McCartney

Equality Manager

Telephone: 028 9266 5141

Textphone: 028 9262 3522

Mobile: 07872419376

Fax: 028 9266 7936

Email:

suzanne.mccartney@setrust.hscni.net

Susan Thompson

Equality Manager

Telephone: 028 9151 2177

Textphone: 028 9151 0137

Mobile: 07525898850

Fax: 028 9151 2171

Email:

susan.thompson@setrust.hscni.net

Outcome of Screening

The screening outcomes are outlined below. Four possible outcomes are recorded:

- 1 The policy has been **'screened in' for equality impact assessment;**
- 2 The policy has been **'screened out' with mitigation or an alternative policy proposed to be adopted;**
- 3 The policy has been **'screened out' without mitigation or an alternative policy proposed to be adopted.**
- 4 The policy will be **subjected to ongoing screening.** For more detailed strategies or policies that are to be put in place through a series of stages, screening should be considered at various times during implementation.

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
<p><u>Individual Funding Requests for new drug treatments</u></p> <p>The aim of this Policy is to outline the process for applying for approval for funding of a drug which has not been commissioned by HSC or the patient's clinical condition represents an unusual or rare circumstance and one likely to occur very infrequently.</p>	<p>Out</p>	<p>The Policy was deemed to have a minor impact and will continue to have ongoing screening. The Trust undertakes to monitor this policy for any future possible adverse impact to any of the nine categories.</p>
<p><u>Policy statement on use of salem sump tubes</u></p> <p>The aim of this Policy is to provide direction for staff and patients regarding use of salem sump.</p>	<p>Out</p>	<p>The Policy was deemed to have no impact and was screened out. The Trust will monitor the impact of this policy.</p>

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
<p><u>Regional Unlicensed Medicines Policy</u></p> <p>This policy supports the aim of ensuring that all medicinal products are safe, effective and of appropriate quality for use in patients. At the same time recognising that certain exemptions in legislation exist to enable a prescriber to, under their direct personal responsibility, prescribe unlicensed medicines to meet the specific needs of patients under their care.</p>	Out	The Trust has written the policy based on National best practice guidance to minimise risk to patients. The Trust undertakes to monitor this policy for any future possible adverse impact to any of the nine categories.
<p><u>Policy statement for Booking onto Scheduled Operating List on the Theatre Management System (TMS)</u></p> <p>The purpose of this policy is to provide direction for staff on the correct way to book patients onto TMS.</p>	Out	The Policy was deemed to have no impact and was screened out. The Trust will monitor the impact of this policy.
<p><u>Implementation of Post Qualifying Framework for Social Work</u></p> <p>The aim of this policy is to:</p> <ul style="list-style-type: none"> • manage engagement in Post Qualifying (PQ) Activity; • provide a framework for managing recruitment and selection for Post Qualifying programmes and Pathways; • ensure Equality of opportunity for Social Workers within the Trust; • provide guidance for managing candidates participation to ensure successful outcomes. 	Out	The Policy was deemed to have no impact and was screened out. The Trust will monitor the impact of this policy.
<p><u>Policy for the management of fit testing of Respiratory Protective Equipment (RPE) masks</u></p> <p>The aim of this Policy is to provide specific advice and guidance to staff who may be required to wear Respiratory Protective Equipment.</p>	Out	The Policy was deemed to have no impact and was screened out. The Trust will monitor any potential impact of this policy.

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
<p><u>HIV and Post Exposure Prophylaxis Following Sexual Exposure (PEPSE)</u></p> <p>The main aim of this Policy is to:</p> <ul style="list-style-type: none"> • provide safe and effective care to patients in a timely manner; • ensure decisions made by clinical staff are based on the best evidence and that patients who require PEPSE receive it in a timely manner in accordance with recommended guidance; • ensure this procedure links with guidance outlined in the other Trust policies. 	Out	<p>The Policy was deemed to have a minor impact. This policy has been written to meet the needs of all the patients and clients who may require administration of PEPSE. This includes the needs of all Equality categories. The policy will also contribute to the normalisation of testing for all categories, including gender and sexual orientation. The Policy will be monitored on a regular basis and will be review in 3 years. Any identified impact will be addressed as the policy is implemented.</p>
<p><u>Chaperone Policy & Guidelines</u></p> <p>This policy sets out guidance for the use of chaperones and procedures that should be in place for consultations, examinations, investigations and treatment. It is intended to safeguard both patients and staff of all ages, gender, race and cultural background.</p>	Out	<p>The Policy was deemed to have no impact and was screened out. The Trust will monitor the impact of this policy.</p>
<p><u>Print Policy</u></p> <p>The purpose of this policy is to detail staff requirements relating to printing/copying and faxing from Trust ICT equipment.</p>	Out	<p>The Policy was deemed to have no impact and was screened out. The Trust will monitor the impact of this policy.</p>