

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 on the Management of Contacts of Confirmed or Probable Invasive Meningococcal disease e.g. Meningococcal Septicaemia, Meningitis or other clinical presentation and Supply of Chemoprophylaxis against Meningococcal Disease.](#)

(1.2) Is this a new, existing or revised policy/proposal? [Existing/Revised.](#)

(1.3) What is it trying to achieve (intended aims/outcomes)? [Guide staff on the appropriate management of contacts that may require meningococcal disease chemoprophylaxis.](#)

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

(1.5) Who owns and who implements the policy/proposal - where does it originate, for example DHSSPS, HSCB? [SET own the policy, staff responsible for the treatment of index cases of meningococcal disease implement the policy; nurses/medics/pha/pharmacy/occ health/gp ooh.](#)

(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?) [None known.](#)

(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) SET staff, SET patients, NDADOC.

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

SET/Guide (98) 2013: Guideline for the Management of Suspected Meningitis and Septicaemia in Childhood, SET Paediatric policy for treatment of index cases in childhood.

Health Protection Agency Guidance for public health management of meningococcal disease in the UK, March 2012, National guidance that advises UK.

(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

Health Protection Agency Guidance for public health management of meningococcal disease in the UK, March 2012

SET/PtCtCare (64)

SET/Guide (98) 2013: Guideline for the Management of Suspected Meningitis and Septicaemia in Childhood, SET Paediatric policy for treatment of index cases in childhood.

(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	-	-
Age	-	-
Religion	-	-
Political Opinion	-	-
Marital Status	-	-
Dependent Status	-	-
Disability	-	-
Ethnicity	-	-
Sexual Orientation	-	-

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

Trustwide consultation process engaged for guidelines as facilitated by Safe and Effective Care Department. Also in house consultation prior to this with senior clinical pharmacists.

(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?

Section 75 category	Please provide details
Gender	n/a
Age	n/a
Religion	n/a

Political Opinion	n/a
Marital Status	n/a
Dependent Status	n/a
Disability	n/a
Ethnicity	n/a
Sexual Orientation	n/a

(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	n/a
Political opinion	n/a
Racial group	n/a

(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 for these guidelines

(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.

SET has a robust training strategy and awareness raising programme for staff with regard to Equality and Human Rights. By using screening templates we have reviewed and assessed this policy as having no impact, but are mindful that should any complaints arise we review this screening.

(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. These guidelines refer to the provision of meningococcal chemoprophylaxis for meningococcal disease case contacts and staff contacts, a specific clinical presentation.

(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?
SEHSCT Pharmacy will monitor stock levels of chemoprophylaxis at the specified locations.
Pharmacy will review the prescriptions sheets provided in chemoprophylaxis packs on their return to the department.
The monitoring of stock levels and reviewing of prescription sheets will assist in ensuring the policy is adhered too.
The Trust undertakes to monitor this policy for any adverse impact on any of the Section 75 categories. The policy will be equality screened again when it is reviewed in April 2016.

Approved Lead Officer: _____
Position: _____
Date: _____
Policy/proposal screened by: _____

Please forward completed schedule to:

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