

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 Continuous Glucose Monitoring in Interstitial fluid using a continuous glucose recorder.

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

Revised Policy

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

This policy provides direction for all Diabetes Specialist Nurses (DSN) and Diabetes Nurses (DN) who have been appropriately trained in inserting, removing and interpreting results of Continuous Glucose Monitoring in Interstitial fluid using a continuous glucose recorder.

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

No.

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

SET-Diabetes Nursing Team

(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?)

No

(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 Consultants, DSNs, DNs, Patients, relatives and carers.

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

Policy for the Management of Latex Allergy (April 2014)

SET Consent policy (April 2004)

SET policy (2013) – Cleaning and decontamination of the care environment and equipment – Guidance and Principles

Policy statement: Regional Infection Prevention and Control Manual

Relevant manufacturer's instructions for appropriate continuous glucose recorder in use.

NICE (2010) Type 1 Diabetes in Children, young people and adults.

Diabetes UK (2008) Position statement: Continuous glucose monitoring.

(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>
<p>Feedback from colleagues who have previous experience in using the equipment with patients.</p> <p>Input from colleagues with regards to information required for the policy.</p> <p>Verbal feedback from patients who have used this equipment.</p> <p>Audit of Continuous Glucose Monitoring and effect on HbA1c, with patients' perspective of the new North Down and Ards locality service (June 2014)</p>

(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	N/A	N/A
Age	Main clinic group for this policy is 14 years and older,	

	however the policy has been written so it may be used in paediatrics.	N/A
Religion	N/A	N/A
Political Opinion	N/A	N/A
Marital Status	N/A	N/A
Dependent Status	N/A	N/A
Disability	N/A	N/A
Ethnicity	Already appreciate that some clients may require interpreters.	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.

Feedback from colleagues who have previous experience in using the equipment with patients.

Input from colleagues with regards to information required for the policy.

Verbal feedback from patients who have used this equipment.

Audit of Continuous Glucose Monitoring and effect on HbA1c, with patients' perspective of the new North Down and Ards locality service (June 2014)

(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	N/A	N/A	None
Age	Main clinic group for this policy is 14 years and older, however the policy has been written so it may be used in paediatrics.	N/A	Minor as policy can be adapted by paediatrics.
Religion	N/A	N/A	None
Political Opinion	N/A	N/A	None
Marital Status	N/A	N/A	None
Dependent Status	N/A	N/A	None
Disability	N/A	N/A	None
Ethnicity	Already appreciate that some clients may require interpreters.	N/A	Minor as we continue good practice of accessing interpreters as required.
Sexual Orientation	N/A	N/A	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	Policy can be adapted by paediatrics.
Religion	N/A
Political Opinion	N/A
Marital Status	N/A
Dependent Status	N/A
Disability	N/A
Ethnicity	We continue good practice of accessing interpreters as required.
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	N/A	None
Political opinion	N/A	None
Racial group	N/A	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?
Trust appreciates that all people have multiple identities, this policy is written to meet the needs of all users.

(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 criminal law & no punishment without law			X
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.

Regular training strategy for equality and human rights available for staff to access throughout the trust.

(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 an Equality Impact Assessment (EQIA)?

Yes	
No	X

(7.4) Please give reasons for your decision and detail any mitigation considered.

This policy meets the needs of all patients and clients

(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?

Feedback from staff using the equipment.

Feedback from Patients.

Feedback from other members of the multi-disciplinary team who are in contact with the patients.

Re-Audit

3 Yearly review of policy

Monitor verbal and written complements and complaints.

Approved Lead Officer: Patricia Clawson & Kate Slowey

Position: Diabetes Specialist Nurses

Date: 12th September 2014

Policy/proposal screened by: Patricia Clawson & Kate Slowey

Please forward completed schedule to:

Susan Thompson

Equality Manager

3 Church Street

Newtownards

BT23 4AN

Telephone: 028 9151 2177

Textphone: 028 9151 0137

e: susan.thompson@setrust.hscni.net

Suzanne McCartney

Equality Manager

Lagan Valley Hospital

Lisburn

BT28 1JP

Telephone: 028 9266 5141 ext 2604

Textphone: 028 9263 3522

e: suzanne.mccartney@setrust.hscni.net

Template produced December 2011