

Equality, Good Relations and Human Rights SCREENING TEMPLATE

See [Guidance Notes](#) for further information on the 'why' 'what' 'when', and 'who' in relation screening, for background information on the relevant legislation and for help in answering the questions on this template (follow the links).

(1) INFORMATION ABOUT THE POLICY OR DECISION

1.1 Title of policy or decision

Environmental Policy.

1.2 Description of policy or decision

Processes to be followed for the management of the Trusts estates impact on the Environment with regard to all activities related to the use of energy, water, chemicals, or other processes that result in emissions or discharges to the atmosphere, land or water.

Key constraints will be financial and human resources.

1.3 Main stakeholders affected (internal and external)

All Estates staff and/or contractors will be required to adhere to the procedure in undertaking related activities.

1.4 Other policies or decisions with a bearing on this policy or decision

Current Legislation, HTM07-02 EnCO2de, Environmental Management System ISO14001:2004 and list of legal references in HTM07-02 EnCO2de.
SET Environmental Policy owned by the Estates Department.

(2) CONSIDERATION OF EQUALITY AND GOOD RELATIONS ISSUES AND EVIDENCE USED

2.1 Data Gathering

What information did you use to inform this equality screening? For example previous consultations, statistics, research, Equality Impact Assessments (EQIAs), complaints. Provide details of how you involved stakeholders, views of colleagues, service users, staff side or other stakeholders.

This policy is one of a number of Estates policies created in conjunction with a working group comprising of nominated persons from each of the Health & Social Care Trusts. There is deemed to be no adverse impact on any of the Section 75 groups.

2.2 Quantitative Data

Who is affected by the policy or decision? Please provide a statistical profile. Note if policy affects both staff and service users, please provide profile for both.

Category	<i>What is the makeup of the affected group? (%) Are there any issue or problems? For example, a lower uptake that needs to be addressed or greater involvement of a particular group?</i>
Gender	As per entire Trust staff profile
Age	As per entire Trust staff profile
Religion	As per entire Trust staff profile
Political Opinion	As per entire Trust staff profile
Marital Status	As per entire Trust staff profile
Dependent Status	As per entire Trust staff profile
Disability	As per entire Trust staff profile
Ethnicity	As per entire Trust staff profile
Sexual Orientation	As per entire Trust staff profile

2.3 Qualitative Data

What are the different needs, experiences and priorities of each of the categories in relation to this policy or decision and what equality issues emerge from this? Note if policy affects both staff and service users, please discuss issues for both.

Category	Needs and Experiences
Gender	Standard practices to comply to relevant legislation and estates services best practices. Does not affect end users (public).
Age	Standard practices to comply to relevant legislation and estates services best practices. Does not affect end users (public).
Religion	Standard practices to comply to relevant legislation and estates services best practices. Does not affect end users (public).
Political Opinion	Standard practices to comply to relevant legislation and estates services best practices. Does not affect end users (public).
Marital Status	Standard practices to comply to relevant legislation and estates services best practices. Does not affect end users (public).
Dependent Status	Standard practices to comply to relevant legislation and estates services best practices. Does not affect end users (public).
Disability	Standard practices to comply to relevant legislation and estates services best practices. Does not affect end users (public).
Ethnicity	Standard practices to comply to relevant legislation and estates services best practices. Does not affect end users (public).
Sexual Orientation	Standard practices to comply to relevant legislation and estates services best practices. Does not affect end users (public).

2.4 Multiple Identities

Are there any potential impacts of the policy or decision on people with multiple identities? For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people.

No

2.5 [Based on the equality issues you identified in 2.2 and 2.3, what changes did you make or do you intend to make in relation to the policy or decision in order to promote equality of opportunity?](#)

<i>In developing the policy or decision what did you do or change to address the equality issues you identified?</i>	<i>What do you intend to do in future to address the equality issues you identified?</i>
N/A	N/A

2.6 [Good Relations](#)

What changes to the policy or decision – if any – or what additional measures would you suggest to ensure that it promotes good relations? (refer to guidance notes for guidance on impact)

<i>Group</i>	<i>Impact</i>	<i>Suggestions</i>
Religion	None	N/A

Political Opinion	None	N/A
Ethnicity	None	N/A

(3) SHOULD THE POLICY OR DECISION BE SUBJECT TO A FULL EQUALITY IMPACT ASSESSMENT?

A full equality impact assessment (EQIA) is usually confined to those policies or decisions considered to have major implications for equality of opportunity.

How would you categorise the impacts of this decision or policy? (refer to guidance notes for guidance on impact)

Do you consider that this policy or decision needs to be subjected to a full equality impact assessment?

Please tick:

Major impact	
Minor impact	
No further impact	X

Please tick:

Yes	
No	X

Please give reasons for your decisions.

This is a standard estates services procedure, applicable to all members of Trust staff and energy end users. This policy addresses the Trust’s desire to comply with relevant environmental legislation that applies to all. There is no adverse impact on any of the Section 75 groups.

(4) CONSIDERATION OF DISABILITY DUTIES

4.1 In what ways does the policy or decision encourage disabled people to participate in public life and what else could you do to do so?

<i>How does the policy or decision</i>	<i>What else could you do to encourage</i>
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<i>currently encourage disabled people to participate in public life?</i>	<i>disabled people to participate in public life?</i>
No	N/A

4.2 In what ways does the policy or decision promote positive attitudes towards disabled people and what else could you do to do so?

<i>How does the policy or decision currently promote positive attitudes towards disabled people?</i>	<i>What else could you do to promote positive attitudes towards disabled people?</i>
N/A	N/A

(5) CONSIDERATION OF HUMAN RIGHTS

5.1 Does the policy or decision affect anyone's Human Rights? Complete for each of the articles

ARTICLE	Yes/No
Article 2 – Right to life	No
Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment	No
Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour	No
Article 5 – Right to liberty & security of person	No
Article 6 – Right to a fair & public trial within a reasonable time	No
Article 7 – Right to freedom from retrospective criminal law & no punishment without law	No
Article 8 – Right to respect for private & family life, home and correspondence.	No
Article 9 – Right to freedom of thought, conscience & religion	No
Article 10 – Right to freedom of expression	No
Article 11 – Right to freedom of assembly & association	No
Article 12 – Right to marry & found a family	No
Article 14 – Prohibition of discrimination in the enjoyment of the convention rights	No
1 st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property	No
1 st protocol Article 2 – Right of access to education	No

*If you have answered no to all of the above please move onto to move on to **Question 6** on monitoring*

5.2 If you have answered yes to any of the Articles in 5.1, does the policy or decision interfere with any of these rights? If so, what is the interference and who does it impact upon?

List the Article Number	Interfered with? Yes/No	What is the interference and who does it impact upon?	Is it legal?* Yes/No
N/A	N/A	N/A	N/A

** It is important to speak to your line manager on this and if necessary seek legal opinion to clarify this*

5.3 Outline any actions which could be taken to promote or raise awareness of human rights or to ensure compliance with the legislation in relation to the policy or decision.

N/A

(6) **MONITORING**

6.1 What data will you collect in the future in order to monitor the effect of the policy or decision on any of the categories (for equality of opportunity and good relations, disability duties and human rights?)

Equality & Good Relations	Disability Duties	Human Rights
No data collection required.	No data collection required.	No data collection required.

Approved Lead Officer: R Spence
Position: Estates Head of Specialist Team
Date: 08/09/14
Policy/Decision Screened by: P Henderson

Please note that having completed the screening you will need to ensure that a consultation on the outcome of screening is undertaken, in line with Equality Commission guidance.

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

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