

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

Whistleblowing Policy

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

Revised policy

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

To ensure that action is taken to investigate any matters of concern raised by staff and to enable the Trust to initiate corrective action where deemed necessary and appropriate.

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

Monitoring the number of times this policy has been used and the outcomes when it has been used.

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

The Trust owns and implements the policy. The policy originated from the



Regional Guidance.

(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)

Staff, Trade Union Side, Service Users and potential Service Users.

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

HR Policies

(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>Previously screened in 2009 prior to 3 months consultation.</p> <p>Documents designed in partnership with Trade Unions</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	
	<i>Service users</i>	<i>Staff</i>
Gender		82.4% female & 17.6% male
Age		Under 20 = 0.2% 20 – 29 = 14% 30 – 39 = 24% 40 – 49 = 30% 50 – 59 = 25.5% 60 – 65 = 5%

		65+ = 1.3
Religion		63.25% protestant & 26.15% catholic and 10.6 % non determined
Political Opinion		3 of 4 council areas return a unionist majority
Marital Status		Majority married
Dependent Status		Correlation with women with caring responsibilities and part-time workers
Disability		Underreporting by staff who have a disability
Ethnicity		White majority
Sexual Orientation		6-10 % of LGB

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

Documents designed in partnership with key stakeholders

Policies consulted on internally with Trade Union Side

(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
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	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	
Age	
Religion	
Political Opinion	
Marital Status	
Dependent Status	
Disability	These policies will have a positive outcome for this category
Ethnicity	
Sexual Orientation	

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(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	Staff training
Political opinion	Staff training
Racial group	Staff training

(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?

These policies positively promote these duties and are part of the DAP Action Plan

(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.

These policies will have a positive impact in terms of Trust obligations under Human Rights legislation

(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 policies will have a positive impact on Section 75 duties and will bring benefits for both staff and service users

(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?

These policies will be monitored at a regional level through the DAP Employment Workstream and at Trust level through e.g. the number of Reasonable Adjustments.
Annual Progress Report to the Equality Commission
Complaints / Compliments

Approved Lead Officer: Suzanne McCartney

Position: Equality Manager

Date: 10th September 2013

Policy/proposal screened by: Suzanne McCartney

Please forward completed schedule to:



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Template produced December 2011