

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 Zero Tolerance on Abuse of Staff, Protection from Violence

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

Revised

The policies originated from the Regional Zero Tolerance on Abuse of Staff, Protection from Violence guidance

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

To improve working lives for Staff

To provide Managers with specific guidance on Zero Tolerance

To improve staff knowledge of Zero Tolerance

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

Staff made up of section 75 categories and all staff will benefit from this Policy



(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 Zero Tolerance on Abuse of Staff, Protection from Violence 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?)

Financial & Staffing constraints & Service requirements

(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 Unions, Service users and Public at large

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

Equality Scheme

Other Corporate & HR Policies

Working Well Together & Harassment & Bullying 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>
Profile of workforce
Existing policies
DHSSPS Policy and guidance
Trust Policies
Incident reporting
Monitoring Data 6Monthly returns to DHSSPS

(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		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 Trade Union Side

Policies consulted on internally with Trade Union Side

Development of Policy & action plan based on the contents of the DHSSPS Policy framework and Guidance (Protecting Healthcare and Emergency from Violence (2005)) supported through the Regional Zero Tolerance Strategic Group – Subject to regional consultation

(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
	Staff	
Gender	82.4% Female	None
Age	61% over 40	None
Religion	Majority Protestant	None
Political Opinion		None
Marital Status	Majority Married	None
Dependent Status	Correlation Women and Caring Duties	None
Disability	Under reported but in relation to 20% of Population with a disability	None
Ethnicity	Majority white	None
Sexual Orientation	Majority Hetrosexual	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	Yes Staff Training
Age	Yes Staff Training
Religion	Yes Staff Training
Political Opinion	Yes Staff Training

Marital Status	Yes Staff Training
Dependent Status	Yes Staff Training
Disability	Yes Staff Training
Ethnicity	Yes Staff Training
Sexual Orientation	Yes Staff Training

(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 & awareness
Political opinion	Staff training & awareness
Racial group	Staff training & awareness

(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?

Applicable to all employees, including staff with disabilities.

(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

Raising awareness through Publicity Materials to users of the service and general public

(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 an Equality Impact Assessment (EQIA)?

Yes	
No	√

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

This policy will have a positive impact on Section 75 duties and will bring benefits for staff

(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?

This policy will be monitored at a Trust level through the JNF and at Trust level through e.g. the monitoring of application.

Maintaining returns to DHSSPS on a six monthly basis

Approved Lead Officer: Estella Armstrong

Position: Manager Employee Relations

Date: 23rd October 2014



Policy/proposal screened by: Estella Armstrong

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