

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 Point of Care Testing (POCT) Policy
Policy Code: SET/PtCtCare (94) 2014

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

(1.3) What is it trying to achieve (intended aims/outcomes)?
Point of Care Testing (POCT) refers to analytical tests undertaken by non-laboratory staff outside a recognised diagnostic laboratory. These range from disposable hand-held strip readers to desktop analysers. The Trust has an obligation to ensure that implementation of POCT conforms to current standards. The appropriate use of POCT as an alternative to central laboratory testing should be considered as a clinical governance issue and therefore be subject to examination of clinical effectiveness. Where possible, analytical investigations should be performed in clinical laboratories or other suitable environments by suitably trained and registered laboratory staff. Before deciding whether to implement POCT it is essential for potential users to establish a clinical need, including an examination as to whether reconfiguration of a central laboratory service would be a viable option. The clinical need should be evidence based, clearly identifying the risks and benefits of introducing a POCT service.



(1.4) Are there any Section 75 categories (see list in 3.1) which might be expected to benefit from the intended policy/proposal? Health and Social care staff, service users

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

(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)

Staff, service users

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

Regional POCT policy. Pathology network board

(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>Experience and knowledge of clinical and laboratory staff,</p> <p>audits,</p> <p>literature reviews,</p> <p>inspection reports</p> <p>Trust Consultation Process</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	The policy will be implemented by all staff
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.

Trust Consultation Process

(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	The policy will be implemented by all staff	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	The Trust has an ongoing strategy of Staff Training and engagement
Age	The Trust has an ongoing strategy of Staff Training and engagement
Religion	The Trust has an ongoing strategy of Staff Training and engagement
Political Opinion	The Trust has an ongoing strategy of Staff Training and engagement
Marital Status	The Trust has an ongoing strategy of Staff Training and engagement
Dependent Status	The Trust has an ongoing strategy of Staff Training and engagement
Disability	The Trust has an ongoing strategy of Staff Training and engagement
Ethnicity	The Trust has an ongoing strategy of Staff Training and engagement
Sexual Orientation	The Trust has an ongoing strategy of Staff Training and engagement

(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	The Trust has an ongoing strategy of awareness raising and training
Political opinion	The Trust has an ongoing strategy of awareness raising and training
Racial group	The Trust has an ongoing strategy of awareness raising and training. The trust provides telephone and face to face interpreting services as requested

(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?
The Trust Disability Action Plan 2014- 2107 promotes these duties

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(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.
Human Rights have been taken into consideration as this policy is screened and the trust has an ongoing training and awareness raising strategy.

(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 and Equality Impact Assessment (EQIA)?

Yes	
No	x



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

The trust has not identified any impact with regard to this policy and will monitor the policy for future adverse impact.

(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?

All incidents, complaints and compliments raised re: the protocol will be investigated and actioned as per Trust procedure.

Approved Lead Officer: _____

Position: _____

Date: _____

Policy/proposal screened by: _____

Please forward completed schedule to:

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