

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 identified nursing staff providing the written instruction for blood and platelets within the Haematology setting

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

(1.3) What is it trying to achieve (intended aims/outcomes)?
To provide advice and guidance for nurses assessing patients independently to provide written authorisation to transfuse patient when 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?
Age -16 plus
Religion – Jehovah Witness

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

(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?)

Staff Awareness

(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 and patients

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

Blood Transfusion policy

Patient Group Direction for prescription of Sodium Chloride 0.9%

(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>A framework to support nurses and midwives making the clinical decision and providing the written instruction for blood component transfusion</p> <p>Local Consultation within Cancer Services</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	
	<i>Service users</i>	<i>Staff</i>
Gender	Male and female	N/A
Age	Age 16 plus	N/A
Religion	All religions bar Jehovah Witness as per blood transfusion policy	N/A
Political	All political opinions	N/A

Opinion		
Marital Status	N/A	N/A
Dependent Status	N/A	N/A
Disability	The Trust will meet the needs of anyone with a disability	N/A
Ethnicity	The Trust will provide an interpreter or translated materials as required	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.

Local consultation within Cancer Services

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			No impact
Age	16 plus		No impact

Religion	All religions bar Jehovah Witness as per blood transfusion policy		Minor impact
Political Opinion			No impact
Marital Status			No impact
Dependent Status			No impact
Disability	The Trust will meet the needs of anyone with a disability		No impact
Ethnicity	The Trust will provide an interpreter or translated material as required		Minor impact
Sexual Orientation			No impact

(4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?

<i>Section 75 category</i>	<i>Please provide details</i>
Gender	N/A
Age	N/A
Religion	N/A
Political Opinion	N/A
Marital Status	N/A
Dependent Status	N/A
Disability	N/A
Ethnicity	N/A

Sexual Orientation	N/A
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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	None
Political opinion	None
Racial group	None

(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
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disabled people?

The policy is written to meet the needs of all disabled people

(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			X



enjoyment of the convention rights			
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.

Staff training

(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.

This policy meets the needs and requirements for all patients who may require a blood and platelet transfusion

(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?

Case notes
Patient feedback
Risk assessments
IR1
Complaints and compliments
Staff training annually

Approved Lead Officer: Joanne Ogborn

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Date: 5th November 2014

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