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
Referral Policy for Emergency Nurse Practitioners

(1.2) Is this a new, existing or revised policy/proposal?
Supercedes C&CSS/RAD/PROT(15)/2009 Final version

(1.3) What is it trying to achieve (intended aims/outcomes)?
This policy details the required procedure for Emergency Nurse Practitioners (ENPs) who are entitled to request diagnostic imaging examinations.

(1.4) Are there any Section 75 categories which might be expected to benefit from the intended policy/proposal?
No benefit

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

SEHSCT

(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 not having been made aware of the policy.

(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**)**

Chief Executive

Clinical Director of Radiology

Radiology Services Manager

Radiation Protection Advisor

Emergency Nurse Practitioners

ED Consultants

Consultant Radiologists

Radiographers

General Practitioners
Patients

RQIA

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

Clinical Imaging Requests from Non-medically Qualified Professionals SEHSCT

Employer's Procedures for Diagnostic and Interventional use of Ionising radiation including theatres SEHSCT

Competencies for entitlement as a Duty Holder under IR(ME)R at South Eastern Trust

(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.

Details of evidence/information
Policy sent out for consult. Feedback reviewed and considered.

(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	***Make up***	
	Service users	***Staff***
Gender	Employers Procedures Procedure D	Employers Procedures
Age	Children over 5 years of age above when the ENP believes that the injury is minor or uncomplicated.	Referral Policy for Emergency Nurse Practitioners 4.1
Religion		
Political Opinion		
Marital Status		

Dependent Status		
Disability	RNID/RNIB Staff trained in sign language and visual awareness. Service is Disability Discrimination Aware	
Ethnicity	The Trust access qualified interpreters as required.	Big Word Multi-lingual information available

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

Through appropriate consultation processes

Radiation Safety Committee Meetings

Policy Committee

Trust Intranet

(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	***Service Users***	
Gender	Minor	Minor	Minor
Age	Minor	"	"
Religion	-	-	-
Political Opinion	-	-	-
Marital Status	-	-	-

Dependent Status	-	-	-
Disability	Minor	Minor	Minor
Ethnicity	"	"	"
Sexual Orientation	-	-	-

(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	Protocols in place
Age	Protocols in place
Religion	
Political Opinion	
Marital Status	
Dependent Status	
Disability	Service is DDA compliant
Ethnicity	Access interpreters for all patients that don't speak English as 1st language
Sexual Orientation	

(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	None

Political opinion		
Racial group		

(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	
Political opinion	
Racial group	Access to interpreting/Signage on pregnancy and radiation is multilingual.

(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?
• Disabled toilet facilities and changing cubicle • Hoists in place • Appropriate door width for wheelchair access • Signage at correct height • Staff trained in manual handling and use of hoist

(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 =	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			✓
1st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property			✓
1st 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. Training (E&HR)

(7) Screening Decision

(7.1) How would you categorise the impacts of this decision or 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 -

(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?

The Minor Injuries Unit and the Department of Radiology will be responsible for ensuring that effective monitoring arrangements are in place.

- Audit of the appropriateness of referrals from Emergency Nurse Practitioners
- Policy has a review date
- Relevant training records for Emergency Nurse Practitioners including up to date training in-The Ionising Radiation Medical Exposure Regulations (IRMER) Northern Ireland 2000 relating to the use of ionising radiation. A theoretical course on IR(ME) Regulations and the principles of radiation protection.
- The Department of Radiology will facilitate a tutorial regarding the completion of image requests and the use of clinical referral protocols. Records in place.
- Evidence that CPD is in place to support Emergency Nurse Practitioner role
- Emergency Nurse Practitioners and radiographers must have professional indemnity insurance to practice.
- Radiographers must have completed relevant training in the interpretation of diagnostic images and have knowledge of abnormal radiographic appearances. Records in place.
- Radiography staff must be engaged in relevant programmes of Continuing Professional Development.
- Competencies for entitlement as a Duty Holder under IR(ME)R at South Eastern Trust. Monitoring that forms are in place for all practicing Emergency Nurse Referrers.

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Date: 6th February 2015

Policy/proposal screened by: A.Lattimer

Please forward completed screening template to the Equality Unit