

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

Local Rules For Diagnostic Use of X–Rays in: The Department of Radiology, Theatres, Mobile Radiography, Coronary Care Unit, Chronic Plain Clinic, DXA – Lagan Valley Hospital & Maghaberry Prison

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

Revised

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

The policy provides a written and approved scheme of work relating to the use of ionising radiation in both permanent and temporary controlled areas across all hospital sites and including Maghaberry Prison

(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?

SET

(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?)

Other staff outside the Department of Radiology 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)

All Trust Employees who work with ionising and non ionising radiation, Chief Executive, Medical Director and Chair of Radiation Protection Committee, Clinical Director of Radiology, Radiology Services Manager, Radiation Protection Supervisors, Radiation Protection Advisor/Medical Physics Expert, Service Engineers and other Radiation Safety Committee members.

Patients, referrers to the service (medical and non medical), Health and Safety Executive for Northern Ireland and RQIA, Health Estates, Radiological Sciences and Imaging Service Northern Ireland, and Risk Assessment Team SET.

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

Ionising Radiation Regulations (Northern Ireland) 2000

Approved Code of Practice - Health and Safety Executive for Northern Ireland

Health & Safety at Work (NI) Order 1978 - Article 4(3)

Employers Procedures-SET

Imaging Equipment Quality Assurance testing-Department of Radiology

RCR Clinical Protocols-i-Connect

(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>Ionising Radiation Regulations (Northern Ireland) 2000</p> <p>Approved Code of Practice Health and Safety Executive for Northern Ireland</p> <p>Health & Safety at Work (N.I) Order 1978-Article 4(3) Policy reviewed by Radiation Safety Committee.</p> <p>Policy sent out for consult. Feedback reviewed and considered.</p> <p>Feedback from patient and referral satisfaction surveys</p> <p>Complaints monitoring/IRI's/Dosimetry testing</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.

<i>Category</i>	<i>Make up</i>	
	<i>Service users</i>	<i>Staff</i>
Gender	Employers Procedures Procedure D	Employers Procedures
Age	Paediatric Imaging Protocols	
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
Sexual Orientation		

<p>(3.2) Provide details of how you have involved stakeholders, views of colleagues, service users and staff etc when screening this policy/proposal.</p> <p>Through appropriate consultation processes</p> <p>Radiation Safety Committee Meetings</p> <p>Policy Committee</p> <p>Intranet</p>
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(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 1 st 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?
<ul style="list-style-type: none"> • 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 = 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.

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.

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(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?

- Radiation incidents monitored quarterly
- Policy has a review date
- Imaging equipment Q.A programme in place including checks on protective clothing, safety features and warning lights
- Monitoring of Complaints/IRI's/Compliments-Lessons learnt/trends fed back to staff
- Controlled areas and equipment handover form (AXrEM)
- User satisfaction surveys
- Personal dosimetry monitoring
- Pre-pregnancy examination check forms in use
- Patients holding forms in use
- Information for female employees who are pregnant or thinking of becoming pregnant
- Controlled area and equipment handover document
- Dose audits undertaken
- Staff supervision
- Training records in new equipment
- Record Keeping-Radiation Protection surveys/Equipment performance surveys/patient dosimetry surveys
- Records of maintenance and modification logs

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Date: 30th October 2014

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Please forward completed screening template to the Equality Unit