

Screening Outcome Report 1st October 2015 to 31st December 2015

Introduction

Section 75 of the Northern Ireland Act 1998 requires the Trust, when carrying out its functions in relation to Northern Ireland, to have due regard to the need to promote equality of opportunity between nine categories of persons, namely:

- between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- between men and women generally;
- between persons with a disability and persons without; and
- between persons with dependants and persons without.

Without prejudice to its obligations above, the Trust must also have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

The Equality Scheme outlines how we propose to fulfil our statutory duties under Section 75. Within the Scheme, the Trust gave a commitment to apply the screening methodology below to all new and revised policies and if necessary to subject policies to equality impact assessment. (EQIA)

Screening Methodology

For new or revised policies/proposals the Trust will consider the following four screening questions as per ECNI guidance:-

- What is the likely impact of equality of opportunity for those affected by this policy/proposal, for each of the Section 75 equality categories?
- Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?
- To what extent is the policy/proposal likely to impact on good relations between people of different religious belief, political opinion or racial group?
- Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

In keeping with the Trust's commitments in its Equality Scheme the Trust has applied the above screening criteria to new policies and proposals.

The screening process is used to identify which policies are likely to have an impact on equality of opportunity and/or good relations. Screening assesses the likely impact of the policy as major, minor or none.

If it is decided that a policy/proposal is likely to have major issues relating to equality, it is then necessary to consider carrying out a more detailed exercise called an equality impact assessment.

This screening report outlines the screening outcomes from the date of formal approval of the Trust's revised Equality Scheme i.e. 14th September 2011 to 31st March 2012 and will be produced each quarter thereafter.

Communication & Engagement

In order to carry out our functions there is a need to continue to effectively engage and work collaboratively with a wide range of stakeholders including Trust staff, Trade Unions, service users, carers, commissioners, voluntary/community sector, public representatives and independent providers.

The Trust is committed to promoting personal and public involvement in all its activities. The development of new policies and proposals will be supported by effective engagement processes to ensure that staff, service users and all interested parties are fully involved. Planning for, and delivering safe, clinically effective and cost effective services requires close collaboration at many levels.

If you have any queries about this document, and its availability in alternative formats (including Braille, disk and audio cassette, and in minority languages to meet the needs of those who are not fluent in English) then please contact:

Suzanne McCartney

Equality Manager

Telephone: 028 9266 5141

Textphone: 028 9262 3522

Mobile: 07872419376

Fax: 028 9266 7936

Email:

suzanne.mccartney@setrust.hscni.net

Susan Thompson

Equality Manager

Telephone: 028 9151 2177

Textphone: 028 9151 0137

Mobile: 07525898850

Fax: 028 9151 2171

Email:

susan.thompson@setrust.hscni.net

Outcome of Screening

The screening outcomes are outlined below. Four possible outcomes are recorded:

- 1 The policy has been **'screened in' for equality impact assessment;**
- 2 The policy has been **'screened out' with mitigation or an alternative policy proposed to be adopted;**
- 3 The policy has been **'screened out' without mitigation or an alternative policy proposed to be adopted.**
- 4 The policy will be **subjected to ongoing screening.** For more detailed strategies or policies that are to be put in place through a series of stages, screening should be considered at various times during implementation.

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
<p><u>Clostridium Difficile Management Policy</u></p> <p>This is a revised policy. The aim of the policy is to ensure safe care and management of CDI patients.</p>	Out	The Policy was deemed to have no impact and was screened out.
<p><u>Policy for Volunteers carrying out driving duties</u></p> <p>This is an existing policy which outlines the responsibilities for Volunteer Driving to ensure safety of patients/clients and volunteers.</p>	Out	<p>The Policy was deemed to have no a minor impact. The Trust undertakes to monitor the effect of the policy for equality of opportunity and good relations, disability duties and human rights by:</p> <ul style="list-style-type: none"> • Key Worker feedback – from volunteers, patient and clients • Survey • Complaints/compliments

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
<p><u>Corporate Policy on Safeguarding Children</u></p> <p>This is a revised policy which aims is to ensure that all South Eastern Health and Social Care Trust staff will have training and guidance to enable them to fulfil their role and responsibilities in relation to Safeguarding Children.</p>	Out	The Policy was deemed to have no impact and was screened out. The Trust Safeguarding Children Sub Committee which has representation from each service area will ensure this guidance is fully implemented and will monitor and address any issues that emerge.
<p><u>Policy for the Internal Transfer of Patients within hospitals in the SET</u></p> <p>This is a new policy which aims to provide direction for all health care professionals involved in arranging the transfer of a patient between wards within a hospital in the SET</p>	Out	The Policy was deemed to have no impact and was screened out. The Trust undertakes to monitor the application of the policy and review regularly.
<p><u>Policy for the External Transfer of Patients between South Eastern Trust hospitals/facilities or to other Trusts</u></p> <p>This is a new policy which aims to provide direction for all health care professionals involved in arranging the transfer of a patient between hospitals in the SET or to other Trusts</p>	Out	The Policy was deemed to have no impact and was screened out. The Trust undertakes to monitor the application of the policy and review regularly.

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
<p><u>Smoke Free Policy</u></p> <p>This is a revised policy which aims to implement Smoke Free throughout South Eastern Trust sites.</p>	<p>Ongoing</p>	<p>The Policy has been deemed to have a minor impact and will be subject to regular, ongoing screening.</p> <p>This policy and initiative will promote good health and wellbeing and enhance the HSC experience of patients, clients, visitors, volunteers and staff.</p> <p>Major impact not identified, minor impact identified against a number of categories and on-going screening is recommended.</p> <p>Mitigation has been considered to cover a number of service area groups e.g. Mental Health and Looked After Children. As the implementation of the policy, progresses issues such as exceptions will be explored in line with local Trust and Regional Direction.</p> <p>The policy will be operational from 9th March 2016 and any impacts will be subject to monitoring particularly in the areas such as Mental Health, Learning Disability, Palliative Care, Post Trauma and Looked After Children as well as staff associated with the implementation issues.</p> <p>This screening will be reviewed in June 2016.</p>