

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

Physiotherapy Service Policy for the use of Acupuncture in Clinical Practice

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

This is a revised Policy (SET/PtCtCare (109) 2012)

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

- To ensure standardised safe delivery of acupuncture for service users.
- To provide physiotherapy staff with clear information for the safe and effective provision of acupuncture within South Eastern Trust.

(1.4) Are there any Section 75 categories (see list in 3.1) which might be expected to benefit from the intended policy/proposal?

All categories aged 16 years plus for whom acupuncture is assessed as an appropriate part of their physiotherapy management.

(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?)

- Increased demand for acupuncture
- Availability of equipment
- Availability of staff with appropriate post graduate training
- Physiotherapy staff not 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)

- South Eastern Trust Physiotherapy Staff (Permanent temporary bank and agency Physiotherapy 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?

- Policy for the management of blood and bodily fluid exposure. SET/PtCt Care (09) 2009
- Policy on reporting and management of near misses and incidents SET/H&S (04)2009
- Policy on the safe handling and disposal of sharps SET / PtCtCare (26)2010
- Policy Statement: Infection Prevention and Control Manual SET / PtCtCare (69) 2011

(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

- NICE guidelines (2009) on early management of persistent non-specific low back pain
- SET Physiotherapy Clinical Risk Assessment for Acupuncture (PT 12 V. 1)
- CSP Quality Assurance Standards
- CSP Code of professional Values and behaviour
- HCPC Standards for Proficiency – Physiotherapists (Revised 2013)
- HCPC , Standards of Conduct Performance and Ethics (Revised 2012)
- HCPC Standards for Continuing Professional development (2005)
- AACP – Acupuncture policy and administration procedure guidelines

(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	Male & Female	NA
Age	16 Years +	NA
Religion	None Noted	NA
Political Opinion	None Noted	NA
Marital Status	None Noted	NA
Dependent Status	None Noted	NA
Disability	Acupuncture is available to people with disability. However it is contraindicated in the following conditions: <ul style="list-style-type: none"> • clients with haemophilia • Cognitive difficulties – inability to cooperate with instructions • Dystonia / uncontrolled movements • Metal Allergy 	NA
Ethnicity	None Noted	NA
Sexual Orientation	None Noted	NA

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

Consultation with SEHSCT Physiotherapy Staff through Staff meetings

Circulation of Drafts of the updated Policy to SEHSCT Physiotherapy Staff

Physiotherapy Professional / governance forum

(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	As per Trust population	N/A	None
Age	As per Trust population - 16 years plus	N/A	None
Religion	As per Trust population	N/A	None
Political Opinion	Local voting patterns have been taken into account	N/A	None
Marital Status	As per Trust population	N/A	None
Dependent Status	As per Trust population	N/A	None

Disability	Acupuncture is available to people with disability. However it is contraindicated in the following conditions: <ul style="list-style-type: none"> • Clients with haemophilia • Clients with cognitive problems – inability to cooperate with instructions • Dystonia / uncontrolled movements • Metal Allergy 	N/A	None
Ethnicity	Interpreting services are provided as required	N/A	None as interpreting services available
Sexual Orientation	An estimate of 10 % of population as per Rainbow Project statistics	N/A	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	None
Age	None
Religion	None
Political Opinion	None
Marital Status	None
Dependent Status	None
Disability	This policy will outline that acupuncture is available to people with disability. However it is contraindicated in the following conditions: <ul style="list-style-type: none"> • Clients with haemophilia • Clients with cognitive problems – inability to cooperate with instructions • Dystonia / uncontrolled movements • Metal Allergy
Ethnicity	Ensure that: <ul style="list-style-type: none"> • Interpreting services are provided as required • Patient information available in alternative formats
Sexual Orientation	None

(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	Procedure applies to all categories	None
Political opinion	Procedure applies to all categories	None
Racial group	Procedure applies to all categories and interpreters will be provided as required	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	No
Political opinion	No
Racial group	Ensure that: <ul style="list-style-type: none"> • Interpreting services are provided as required • Patient information available in alternative formats

(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 policy ensures the safe and effective provision of acupuncture to people with disability. This enables positive attitudes to people with disability.

Acupuncture is contraindicated in the following conditions:

- Clients with haemophilia
- Clients with cognitive problems – inability to cooperate with instructions
- Dystonia / uncontrolled movements

- Metal Allergy

(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.

The Trust has a mandatory training strategy in place for all staff which includes Equality Diversity and Human Rights

(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	✓

(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.

The Trust has carried out an Equality Screening of the Physiotherapy Service Policy for the use of Acupuncture in clinical Practice

The Procedure standardises the service which is currently delivered to patients aged 16years and over.

The Screening involved a consultation process with staff groups

The overall response to the policy was positive.

There are no adverse impacts specific to the equality categories as the procedure is written to meet the needs of all categories. With the exception of clients for whom provision of acupuncture is contra-indicated.

Rescreening will be carried out when the policy is reviewed in 2018

(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?

Complaints
Compliments
Review of incidents
Provision of training to ensure staff competence
Audit of CPD and clinical practice

Approved Lead Officer: [Bridie McKeating](#)

Position: [Trust Physiotherapy Lead](#)

Date: [23 April2015](#)

Policy/proposal screened by: [Aveen Mc Craith](#)

Please forward completed schedule to:

Susan Thompson
Equality Manager
Lough House, Ards Hospital
Newtownards

Suzanne McCartney
Equality Manager
Lagan Valley Hospital
Lisburn



South Eastern Health
and Social Care Trust

BT23 4AS

Telephone: 028 9151 2177

Textphone: 028 9151 0137

e: susan.thompson@setrust.hscni.net

BT28 1JP

Telephone: 028 9266 5141 ext 2604

Textphone: 028 9263 3522

e: suzanne.mccartney@setrust.hscni.net