

## 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

**Management of the Pregnant or Postpartum Woman in the Emergency Department**

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

**Revised**

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

**The aim of this document is to provide guidance for all health professionals involved in the care of women during the antenatal and postnatal period in order to achieve the Trust's 4 hour operational standard and to ensure optimal care of the childbearing woman in the ED it is the aim of this guideline to ensure that women who are pregnant or who are  $\leq 6$  weeks postpartum are attended to as quickly as possible and referred to the appropriate department.**

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

**Women of childbearing age**



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

**The Woman and Child Health Directorate South Eastern Trust**

(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?)

**This document will be disseminated to all staff within the Directorate and will be accessible on the Trust Intranet.**

**This document is not new and there has been no change in practice necessitating staff training**

(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)

**Patients, their partners and also their families.**

**Staff working within the Directorate of Woman and Child Health and the staff of the Emergency Departments within the Trust.**

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

**Guideline for the investigation and management of headache during pregnancy and puerperium – SET/Guide (99) 2013**

**Referral to Early Pregnancy Service – W&ACH Gynae GUI (01) 2015**

**Treatment of Hyperemesis Gravidarum – W&ACH Maternity PROT (11) 2015**

**Admissions to the Maternity Unit - W&ACH Maternity POL (05) 2009**

## (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>
<b>Complaints, incident reports, regional learning from SAIs, RCOG greentop guidelines, Maternal Mortality Reports</b>

## (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.

<b>Category</b>	<b>Needs, experiences and priorities</b>	
	<b>Service users</b>	<b>Staff</b>
Gender	<b>Women</b>	<b>N/A</b>
Age	<b>Childbearing age</b>	<b>N/A</b>
Religion	<b>Trust will try to endeavour to respect cultural and religious beliefs.</b>	<b>Trust will try to endeavour to respect cultural and religious beliefs</b>

Political Opinion	<b>2 of the 3 Council areas in the Trust return a Unionist Majority</b>	<b>N/A</b>
Marital Status	<b>Marital status will vary from patient to patient but will not impact on this document.</b>	<b>N/A</b>
Dependent Status	<b>Will vary from patient to patient</b>	<b>N/A</b>
Disability	<b>As per equality section on the document</b>	<b>As per equality section on the document</b>
Ethnicity	<b>Non English speaking patients will have access to an interpreter. Trust will endeavour to respect cultural beliefs</b>	<b>N/A</b>
Sexual Orientation	<b>Users of maternity service not reflective of national average. Falls below &lt;10% of current population trend.</b>	<b>N/A</b>

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

**All staff within the Trust were given the opportunity to comment on this document for the recognised consultation time of 1 month. Stakeholders were not involved *per se* but information from complaints, incident reports and regional learning from SAls were included.**

#### **(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.

<b>(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?</b>			
<b>Section 75 category</b>	<b>Details of policy/proposal impact</b>		<b>Level of impact? Minor/major/none</b>
	<b>Services Users</b>	<b>Staff</b>	
Gender	Female	None	Minor
Age	Child bearing age	None	Minor
Religion	Trust will try to endeavour to respect cultural and religious beliefs	None	None
Political Opinion	2 Of the 3 Council areas in the Trust return a Unionist Majority	None	None
Marital Status	Marital status will vary from patient to patient	None	None
Dependent Status	Will vary from patient to patient	None	None
Disability	Will vary from patient to patient – the Trust will endeavour to make services accessible to all	None	None
Ethnicity	Non English speaking patients will have access to an interpreter. Trust will endeavour to respect cultural beliefs	None	None
Sexual	Users of maternity	None	None

Orientation	<b>service not reflective of national average. Falls below &lt;10% of current population trend.</b>		
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<b>(4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?</b>	
<b>Section 75 category</b>	<b>Please provide details</b>
Gender	<b>This guideline is centred around women</b>
Age	<b>This guideline is centred around women of childbearing age</b>
Religion	<b>Trust will try to endeavour to respect cultural and religious beliefs</b>
Political Opinion	<b>Not recorded but 2 or 3 Councils in the trust Area return a Unionist Majority</b>
Marital Status	<b>Marital status will vary from patient to patient but will not impact on this document.</b>
Dependent Status	<b>Will vary from patient to patient</b>
Disability	<b>As per equality section on the document the Trust will endeavour to make services accessible to all</b>
Ethnicity	<b>Non English speaking patients will have access to an interpreter. Trust will endeavour to respect cultural beliefs.</b>
Sexual Orientation	<b>Users of maternity service not reflective of national average. Falls below &lt;10% of current population trend.</b>

<b>(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</b>		
<b>Good relations category</b>	<b>Details of policy/proposal impact</b>	<b>Level of impact Minor/major/none</b>
Religious belief	Trust will endeavour to adhere to religious and cultural beliefs	None
Political opinion	N/A	None
Racial group	Trust will endeavour to adhere to cultural beliefs and provide an interpreter for those who do not speak English as a first language	None

<b>(4.4) Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?</b>	
<b>Good relations category</b>	<b>Please provide details</b>
Religious belief	This policy will have a positive impact on all categories
Political opinion	This policy will have a positive impact on all categories
Racial group	This policy will have a positive impact on all categories

## **(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?***

**Care will be tailored to meet individual physical and psychological care in an environment that meets the physical needs of the patient. The Trusts Disability Action Plan 2014-2017 promotes these two duties**

**(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			<b>X</b>
Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment			<b>X</b>
Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour			<b>X</b>
Article 5 – Right to liberty & security of person			<b>X</b>
Article 6 – Right to a fair & public trial within a reasonable time			<b>X</b>
Article 7 – Right to freedom from retrospective criminal law & no punishment without law			<b>X</b>
Article 8 – Right to respect for private & family life, home and correspondence.	<b>X</b>		
Article 9 – Right to freedom of thought, conscience & religion			<b>X</b>
Article 10 – Right to freedom of expression			<b>X</b>
Article 11 – Right to freedom of assembly & association			<b>X</b>
Article 12 – Right to marry & found a family			<b>X</b>



Article 14 – Prohibition of discrimination in the enjoyment of the convention rights			X
1 <sup>st</sup> protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property			X
1 <sup>st</sup> 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.

**The Trust Equality Screening template includes consideration of Human Rights and the Trust promotes its e-learning module on Equality and Human Rights alongside other training programmes.**

## (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 an Equality Impact Assessment (EQIA)?**

Yes	
No	<b>X</b>

(7.4) Please give reasons for your decision and detail any mitigation considered.

**This guideline is written to meet the needs of all Section 75 Categories. The Trust has not identified any adverse impact and will monitor and review the implementation of the policy as required.**

**(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?

**This guideline may be subject to internal auditing at any time.**

**The adherence to all policies, guidelines and procedures are monitored by reporting of accidents, deviances from policy and near misses via IR1's and the Clinical Governance department.**

**Ward Sisters and Senior Medical staff in supervisory roles should continually monitor practice and ensure adherence to the recommendations detailed in this guideline.**

**Where monitoring has identified deficiencies, recommendations and action plans will be developed by the two Directorates and changes implemented accordingly.**



Approved Lead Officer: Dr Kristine Steele  
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Position: \_\_\_\_\_

Date: 4<sup>th</sup> December 2015

Policy/proposal screened by: Dr Kristine Steele

**Please forward completed schedule to:**

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