

Equality, Good Relations and Human Rights SCREENING TEMPLATE

See [Guidance Notes](#) for further information on the 'why' 'what' 'when', and 'who' in relation screening, for background information on the relevant legislation and for help in answering the questions on this template (follow the links).

(1) INFORMATION ABOUT THE POLICY OR DECISION

1.1 Title of policy or decision

Guideline statement: Prevention and Control of Tuberculosis among Health Care Workers

1.2 Description of policy or decision

- **what is it trying to achieve? (aims and objectives)**
- **how will this be achieved? (key elements)**
- **what are the key constraints? (for example financial, legislative or other)**

The purpose of this Guideline Statement is to assist the South Eastern Health & Social Care Trust to comply with current DHSSPS / NICE Guidelines on the Management of Healthcare Workers Infected with TB.

This will be achieved by providing the Employer / managers and the relevant employees with clear guidance on their responsibilities with regard to the Management of Healthcare Workers Infected with TB.

Occupational Health Service compliance with DHSSPS / NICE Guidelines on the management of Healthcare Workers Infected TB

Non-compliance with DHSSPS / NICE Guidelines on the management of Healthcare Workers Infected with TB

1.3 Main stakeholders affected (internal and external)

For example staff, actual or potential service users, other public sector organisations, voluntary and community groups, trade unions or professional organisations or private sector organisations or others

Healthcare Workers (HCWs) infected with TB.

HSC patients / service users who may be exposed to a HCW infected with TB

1.4 Other policies or decisions with a bearing on this policy or decision

- **what are they?**
- **who owns them?**

British Thoracic Society (BTS) Guidelines: Control and prevention of Tuberculosis in the United Kingdom: Code of Practice 2000

HSS (MD) 10/2006 Control of Tuberculosis – Northern Ireland - update guidance

Immunisation against infectious diseases (Green Book)

National Institute Clinical Excellence (NICE) Tuberculosis Clinical Guidelines 2006

Guidance on Health Clearance for Tuberculosis, Hepatitis B, Hepatitis C and HIV for New Healthcare Workers with Direct Clinical Contact with Patients March 2009

National Institute for Health & Clinical Excellence: Tuberculosis Clinical diagnosis and management of tuberculosis, and measures for its prevention and control March 2011

Above guidelines written by DHSSPS / NICE

(2) CONSIDERATION OF EQUALITY AND GOOD RELATIONS ISSUES AND EVIDENCE USED

2.1 Data Gathering

What information did you use to inform this equality screening? For example previous consultations, statistics, research, Equality Impact Assessments (EQIAs), complaints. Provide details of how you involved stakeholders, views of colleagues, service users, staff side or other stakeholders.

British Thoracic Society (BTS) Guidelines: Control and prevention of Tuberculosis in the United Kingdom: Code of Practice 2000

HSS (MD) 10/2006 Control of Tuberculosis – Northern Ireland - update guidance

Immunisation against infectious diseases (Green Book)

National Institute Clinical Excellence (NICE) Tuberculosis Clinical Guidelines 2006

Guidance on Health Clearance for Tuberculosis, Hepatitis B, Hepatitis C and HIV for New Healthcare Workers with Direct Clinical Contact with Patients March 2009

National Institute for Health & Clinical Excellence: Tuberculosis Clinical diagnosis and management of tuberculosis, and measures for its prevention and control March 2011

2.2 Quantitative Data

Who is affected by the policy or decision? Please provide a statistical profile. Note if policy affects both staff and service users, please provide profile for both.

Category	<i>What is the makeup of the affected group? (%) Are there any issue or problems? For example, a lower uptake that needs to be addressed or greater involvement of a particular group?</i>
Gender	SE Trust Healthcare Workers (HCWs) /voluntary workers/agency & locum staff.
Age	No issues or problems expected

Religion	No issues or problems expected
Political Opinion	No issues or problems expected
Marital Status	No issues or problems expected
Dependent Status	No issues or problems expected
Disability	No issues or problems expected
Ethnicity	If this Guideline statement is relevant to a member of staff who may not speak English proficiently a translator or interpreter service is available
Sexual Orientation	No issues or problems expected

2.3 Qualitative Data

What are the different needs, experiences and priorities of each of the categories in relation to this policy or decision and what equality issues emerge from this? Note if policy affects both staff and service users, please discuss issues for both.

Category	Needs and Experiences
Gender	No differences expected
Age	No differences expected
Religion	No differences expected
Political Opinion	No differences expected
Marital Status	No differences expected
Dependent Status	No differences expected
Disability	No differences expected
Ethnicity	No differences expected
Sexual Orientation	No differences expected

2.4 Multiple Identities

Are there any potential impacts of the policy or decision on people with multiple identities? For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people.

The guideline statement takes into account the possible multiple identities of healthcare workers requiring TB screening.

2.5 Based on the equality issues you identified in 2.2 and 2.3, what changes did you make or do you intend to make in relation to the policy or decision in order to promote equality of opportunity?

<i>In developing the policy or decision what did you do or change to address the equality issues you identified?</i>	<i>What do you intend to do in future to address the equality issues you identified?</i>
The TB guidelines from the DHSSPS / NICE allows the opportunity to identify problems through the risk assessment process prior to TB screening so that issues and difficulties can be appropriately addressed.	None expected

2.6 Good Relations

What changes to the policy or decision – if any – or what additional measures would you suggest to ensure that it promotes good relations? (refer to guidance notes for guidance on impact)

<i>Group</i>	<i>Impact</i>	<i>Suggestions</i>
Religion	No impact expected	
Political Opinion	No impact expected	
Ethnicity	No impact expected	

(3) SHOULD THE POLICY OR DECISION BE SUBJECT TO A FULL EQUALITY IMPACT ASSESSMENT?

A full equality impact assessment (EQIA) is usually confined to those policies or decisions considered to have major implications for equality of opportunity.

How would you categorise the impacts of this decision or policy? (refer to guidance notes for guidance on impact)

Please tick:

Major impact	<input type="checkbox"/>
Minor impact	<input type="checkbox"/>
No further impact	<input checked="" type="checkbox"/>

Do you consider that this policy or decision needs to be subjected to a full equality impact assessment?

Please tick:

Yes	<input type="checkbox"/>
No	<input checked="" type="checkbox"/>

Please give reasons for your decisions.

This guideline statement does not exclude any particular groups.

This guideline statement is not expected to have a negative impact on equality, good relations and human rights.

This guideline statement is intended to promote greater workplace safety and health protection in all the equality categories.

(4) CONSIDERATION OF DISABILITY DUTIES

4.1 In what ways does the policy or decision encourage disabled people to participate in public life and what else could you do to do so?

<i>How does the policy or decision currently encourage disabled people to participate in public life?</i>	<i>What else could you do to encourage disabled people to participate in public life?</i>
<p>The aim of this guideline statement is to: Detect early prospective employees who are infected with TB and manage appropriately in accordance with current guidelines.</p> <p>Promptly manage those staff who have been exposed to a patient who is infected with TB.</p> <p>To increase understanding among staff of the importance of early detection of TB and prompt reporting of symptoms suspicious of TB</p>	<p>The Trust has an ongoing programme of equality, disability and human rights training.</p>

This guideline respects the wishes of those who decline BCG vaccination to protect against TB.	
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4.2 In what ways does the policy or decision promote positive attitudes towards disabled people and what else could you do to do so?

<i>How does the policy or decision currently promote positive attitudes towards disabled people?</i>	<i>What else could you do to promote positive attitudes towards disabled people?</i>
<p>This guideline statement promotes TB screening for all prospective employees and existing employees who in the course of their work have been exposed to a patient with TB infection and does not make a distinction between those who are disabled and those who are able bodied.</p> <p>This guideline statement reflects the need to protect SE Trust employees / service users and vulnerable patients from communicable infectious diseases and aspires to retain public confidence by offering appropriate TB screening / management in accordance with DHSSPS and NICE guidelines.</p>	<p>The Trust has an ongoing programme of equality, disability and human rights training.</p>

(5) CONSIDERATION OF HUMAN RIGHTS

5.1 Does the policy or decision affect anyone's Human Rights? Complete for each of the articles

ARTICLE	Yes/No
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	√

*If you have answered no to all of the above please move onto to move on to **Question 6** on monitoring*

5.2 If you have answered yes to any of the Articles in 5.1, does the policy or decision interfere with any of these rights? If so, what is the interference and who does it impact upon?

List the Article Number	Interfered with? Yes/No	What is the interference and who does it impact upon?	Is it legal?* Yes/No

** It is important to speak to your line manager on this and if necessary seek legal opinion to clarify this*

5.3 Outline any actions which could be taken to promote or raise awareness of human rights or to ensure compliance with the legislation in relation to the policy or decision.

(6) MONITORING

6.1 What data will you collect in the future in order to monitor the effect of the policy or decision on any of the categories (for equality of opportunity and good relations, disability duties and human rights?)

Equality & Good	Disability Duties	Human Rights
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Relations		
Keep up to date with new DHSSPS /NICE guidelines.	Keep up to date with new DHSSPS /NICE guidelines.	Keep up to date with new DHSSPS /NICE guidelines.
Ensure that the current guideline statement on the prevention and control of TB is reviewed 2 yearly and updated as appropriate.	Ensure that the current guideline statement on the prevention and control of TB is reviewed 2 yearly and updated as appropriate.	Ensure that the current guideline statement on the prevention and control of TB is reviewed 2 yearly and updated as appropriate.

Approved Lead Officer: Joan Sweeney

Position: Head of Occupational Health and Wellbeing Service

Date: _____

Policy/Decision Screened by: _____

Please note that having completed the screening you will need to ensure that a consultation on the outcome of screening is undertaken, in line with Equality Commission guidance.

Please forward completed schedule to:

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Template produced October 2010