

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

Assessed Year in Employment, Protocol for Social Workers and Managers

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

Revised Policy

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

Safe and effective care arrangements in Social Care.

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

Staff and potential Applicants are drawn from all groups covered by Section 75

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

It is owned by the Social Work Directorate – originated from the Social Work Executive.



(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?)

Nil of note

(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)

Social Work staff within the Trust; NISCC; Academic Providers: RQIA 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 on Registration with NISCC – implemented by Social Work Directorate in Trust.

(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>Workforce information on relevant population</p> <p>PSS development and Training Strategy Targets</p> <p>Staff Monitoring Data</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.

Category	Needs, experiences and priorities	
	Service users	Staff
Gender		88% female, 12% male
Age		21 – 30 = 13% 31 - 40 = 25% 41 – 50 = 33% 51 – 60 = 24% 60+ + 5%



Religion		Protestant 57%, Roman Catholic 25%, Not known 18%
Political Opinion		2 of 3 Council areas returning a Unionist Majority
Marital Status		Majority Married/CP 68%
Dependent Status		Correlation with women with caring responsibilities and part-time workers. Approximately 30% of staff have indicated they have caring responsibilities
Disability		4% of staff have indicated they have a disability – underreporting in the Workforce
Ethnicity		Majority White
Sexual Orientation		6-10% LGB&T

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

The draft policy has been shared with Social Work Governance Leads and Representatives from Trade Union side.

Has been shared for Consultation purposes across the Trust.

(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		83% female, 17% male	None
Age			None
Religion		Approximately 43.5% Protestant 42% Roman Catholic, 14.5% Not known	None
Political Opinion			None
Marital Status		Majority Married links with gender and caring responsibilities	None
Dependent Status		Approximately 30% of staff have indicated they have caring responsibilities Links with gender profile	None
Disability		4% of staff have indicated they have a disability – underreporting	None
Ethnicity		Majority White	None
Sexual Orientation		6-10% LGB	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	Training of staff and implementation and monitoring of policy
Age	Training of staff and implementation and monitoring of policy
Religion	Training of staff and implementation and monitoring of policy
Political Opinion	Training of staff and implementation and monitoring of policy
Marital Status	Training of staff and implementation and monitoring of policy
Dependent Status	Training of staff and implementation and monitoring of policy
Disability	Training of staff and implementation and monitoring of policy
Ethnicity	Training of staff and implementation and monitoring of policy
Sexual Orientation	Training of staff and implementation and monitoring of policy

(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
Political opinion		None
Racial group		None



<i>(4.4) Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?</i>	
<i>Good relations category</i>	<i>Please provide details</i>
Religious belief	Staff training
Political opinion	Staff training
Racial group	Staff training, Interpreting and Translation

(5) Consideration of Disability Duties

<i>(5.1) How does the policy/proposal encourage disabled people to participate in public life and promote positive attitudes towards disabled people?</i>
<p>This Policy will further promote Equality of Opportunity and the promotion of the Disability duties for all Qualified Social Work staff</p>

(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			x
Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment			x
Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour			x
Article 5 – Right to liberty & security of person			x
Article 6 – Right to a fair & public trial within a reasonable time			x
Article 7 – Right to freedom from retrospective criminal law & no punishment without law			x
Article 8 – Right to respect for private & family life, home and correspondence.			x
Article 9 – Right to freedom of thought, conscience & religion			x
Article 10 – Right to freedom of expression			x
Article 11 – Right to freedom of assembly & association			x
Article 12 – Right to marry & found a family			x
Article 14 – Prohibition of discrimination in the enjoyment of the convention rights			x
1 st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property			x
1 st 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.

This policy promotes access to education.

(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 and Equality Impact Assessment (EQIA)?

Yes	
No	x



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

This policy will further promote Equality of Opportunity re Educational opportunities for staff.

(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?

Monitoring of appointments, complaints

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Position:	<u>Assistant Director, Social Work/Social Care Governance</u>
Date:	<u>19th February 2016</u>
Policy/proposal screened by:	<u>Barbara Campbell and Suzanne McCartney</u>

Please forward completed schedule to:

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