South Eastern Health and Social Care Trust

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) Guidelines for the management of patients with Flu or Flu-like illness during the 2016/17 Flu season

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

(1.3) What is it trying to achieve (intended aims/outcomes)? To minimise the spread of flu infection in vulnerable patient groups across hospital and community settings. This will be achieved by appropriate patient management and treatment and adherence to IPC measures. Constraints; unable to predict virulence factors and the impact on services.

(1.4) Are there any Section 75 categories (see list in 3.1) which might be expected to benefit from the intended policy/proposal? Provides Broad Health and Safety principles for the care management of all patients/ clients with flu regardless of age, gender etc.

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

The Trust's Seasonal influenza committee originating from DHSSPS, HSBC, Public Health Agency guidelines

(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?) no

(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)

None

To provide guidance on the safe management of patients, clients with flu and the health and safety of staff managing those with symptoms

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

DHSSPSNI guidelines on Circulating Influenza.

DHSS Pandemic Influenza Guidelines

DHSSPS vaccination programme

Northern Ireland Regional IPC Manual

HSCB and Chief Medical Officer Directives

(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
Information is taken from DHSS, HSBC, PHA guidance which has gone for extensive consultation across voluntary, healthcare, public organisations. Consultation with the Trust's Seasonal Influenza Committee Members

(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	N/A	N/A
Age	N/A	N/A
Religion	N/A	N/A
Political Opinion	N/A	N/A
Marital Status	N/A	N/A
Dependent Status	N/A	N/A
Disability	N/A	N/A
Ethnicity	N/A	N/A

Sexual Orientation	N/A	N/A

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

Issued for consultation

Approved via Seasonal Influenza Committee with Trust-wide representation

(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	None	None	none
Age	None	None	none
Religion	None	None	none
Political Opinion	None	None	none
Marital Status	None	None	none
Dependent Status	None	None	none
Disability	None	None	none
Ethnicity	None	None	none
Sexual Orientation	None	None	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	No
Age	No
Religion	No
Political Opinion	No
Marital Status	No
Dependent Status	No
Disability	No
Ethnicity	No
Sexual Orientation	No

(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	none
Political opinion	None	none
Racial group	None	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	No

(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?
Not affected

(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			√

1st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property			√
1st 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. Review implementation of guidelines and respond to any complaint or concerns raised.

(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	√

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(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.

Based on the best practice guideline around the treatment of patients/ clients with flu symptoms and the measures (including vaccination programmes), to take to preserve the health and safety of staff involved in their care.

(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?

Ongoing monitoring of the implementation of the guideline and response/ action to concerns raised.

Approved Lead Officer: Isobel King

Position: IPC Lead

Date: 12th September 2016

Policy/proposal screened by: Isobel King

Please forward completed schedule to:

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