

## 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) Reporting of Early Alerts

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

New

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

To provide specific guidance to SET staff on the arrangements which should be followed to ensure that the Minister for Health receives prompt and timely details of events which may require urgent attention or possible action by the DHSSPS, including those of media interest.

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

This Policy is of benefit to all Trust staff.

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

The Policy originates from the DHSSPS. This specific policy belongs to South Eastern Trust and has responsibility for implementing it.



(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?) - None

(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)

**External stakeholders – DHSSPS (and specifically the Minister for Health’s Office**

**Internal stakeholders – Trust staff.**

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

HSC (SQSD) 10/2010 – Policy Circular – Early Alert System

HSC (SQSD) 7/2014 – Proper Use of the Early Alert System – Reminder

Both above are owned by the Department of Health, Social Services & Public Safety

## (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*

**This policy is based on the documents mentioned in 1.8 above and the Trust has worked to these documents since 2010. This policy has gone out to Trust wide consultation and the comments received accepted and incorporated in the final document.**

## (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	None	None
Age	None	None
Religion	None	None
Political Opinion	None	None

Marital Status	None	None
Dependent Status	None	None
Disability	None	None
Ethnicity	None	None
Sexual Orientation	None	None

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

This policy has gone out to Trust wide consultation and the comments received accepted and incorporated in the final document.

#### (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
Age			None
Religion			None

Political Opinion			None
Marital Status			None
Dependent Status			None
Disability			None
Ethnicity			None
Sexual Orientation			None

<b><i>(4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?</i></b>	
<b><i>Section 75 category</i></b>	<b><i>Please provide details</i></b>
Gender	None
Age	None
Religion	None
Political Opinion	None
Marital Status	None
Dependent Status	None
Disability	None
Ethnicity	None
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**

<b>Good relations category</b>	<b>Details of policy/proposal impact</b>	<b>Level of impact Minor/major/none</b>
Religious belief		None
Political opinion		None
Racial group		None

**(4.4) Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?**

<b>Good relations category</b>	<b>Please provide details</b>
Religious belief	None
Political opinion	None
Racial group	None

## **(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?**

This policy ensures that events requiring attention or action by the DHSSPS which may appear in the media are highlighted to the Minister for Health as a matter of urgency.

## (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 <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.

## (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.

**(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?

Approved Lead Officer: Irene Low  
Position: Assistant Director, Risk Management & Governance  
Date: 23 December 2015  
Policy/proposal screened by: Jackie McAtamney

**Please forward completed schedule to:**

**Susan Thompson**  
Equality Manager  
Lough House, Ards Hospital  
Newtownards  
BT23 4AS  
Telephone: 028 9151 2177  
Textphone: 028 9151 0137  
e: [susan.thompson@setrust.hscni.net](mailto:susan.thompson@setrust.hscni.net)

**Suzanne McCartney**  
Equality Manager  
Lagan Valley Hospital  
Lisburn  
BT28 1JP  
Telephone: 028 9266 5141 ext 2604  
Textphone: 028 9263 3522  
e: [suzanne.mccartney@setrust.hscni.net](mailto:suzanne.mccartney@setrust.hscni.net)

