

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

Asbestos Policy

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

Revised

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

Processes to be followed for the management of asbestos within the Trust's estate where, insofar as reasonably practical, to eliminate or minimise the risks arising from asbestos management. This policy details the primary processes in place to ensure that, as a minimum standard, the Trust complies with its statutory duties and safe systems of work are applied. It should be operated in conjunction with any current Operational Policies and Procedures as operated by the Estates 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?

No



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

SET Estates Department

(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?)

Key constraints will be financial and human resources / skills.

(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)

The scope of this policy extends to all areas of the Trust's estates whether owned or leased. This policy applies to all employees and those undertaking service provision on behalf of the Trust and refers to all services and activities. All Estates staff and/or contractors will be required to adhere to the procedure in undertaking related activities.

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

- The Health and Safety at Work (Northern Ireland) Order 1978
- The Management of Health and Safety at Work Regulations (NI) 2000
- The Control of Asbestos Regulations (Northern Ireland) 2012
- Hazardous Waste Regulations (Northern Ireland) 2005
- The Management of Asbestos in Non-Domestic Premises HSE Approved Code of Practice (ACOP)
- Safety Signs and Signals Regulations (NI)
- CRONER Health & Safety Manager March 2003



- Construction (Design and Management) Regulations (Northern Ireland) 2007

HSG 264: Asbestos – The Survey Guide.

(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>
Feedback from key workers. However this policy follows legislation, existing Trust guidelines and health and safety best practice and guidance e.g. HSG 264: Asbestos

(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	
	<i>Service users</i>	<i>Staff</i>
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.

Key Estates staff were consulted in the development of this policy. This policy only follows legislation and best practice.

(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	N/A	N/A	None
Age	N/A	N/A	None
Religion	N/A	N/A	None

Political Opinion	N/A	N/A	None
Marital Status	N/A	N/A	None
Dependent Status	N/A	N/A	None
Disability	N/A	N/A	None
Ethnicity	N/A	N/A	None
Sexual Orientation	N/A	N/A	None

(4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?

<i>Section 75 category</i>	<i>Please provide details</i>
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

Good relations category	Details of policy/proposal impact	Level of impact Minor/major/none
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?

Good relations category	Please provide details
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?

N/A

(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.

None. This policy only follows legislation, existing Trust guidelines, HTMs and health & safety regulations.

(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 is a standard estates services procedure, applicable to all members of estates staff and contractors. There is no adverse impact on any of the Section 75 groups.

(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?

- Meetings are held regularly between Estates personnel.
- Key worker feedback

Approved Lead Officer: P Henderson
Position: Senior Estates Manager
Date: 28/01/16
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Please forward completed schedule to:

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