

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) Protocol for Management of Patients Own Drug (POD) Lockers and the Associated Key Devices

This protocol applies to all patient groups and all nursing and pharmacy staff dealing with patients bringing medication into hospital

(1.2) Revised policy

(1.3) What is it trying to achieve

This protocol advises staff of procedures and responsibilities with regard to the storage of patients medicines and the care of key devices for patient medication lockers.

Relevant staff must be provided with a copy of this protocol when first registered as a key device holder.

(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?

Pharmacy SETrust

(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)

Health and Social Care staff using the POD lockers for the storage of patients medication

Patients bringing in their own medications for safe storage in the POD lockers

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

- **Trust Medicines Policy**
- **Use of patients own drugs and one stop dispensing**

(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>Previous version:</p> <p>Consultation on the protocol by relevant Trust staff as disseminated by Safe and Effective care.</p> <p>This protocol has been in use for many years but needed updated in light of the move to the new Inpatient Ward Block</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	
	<i>Service users</i>	<i>Staff</i>
Gender	Policy applies to both male and female patients	Policy applies to both male and female staff
Age	Policy covers all ages	Policy covers all ages
Religion	Policy covers all religions	Policy covers all religions
Political Opinion	Policy covers all political opinions	Policy covers all political opinions

Marital Status	Policy covers all marital status	Policy covers all marital status
Dependent Status	Policy covers those with or without dependents	Policy covers those with or without dependents
Disability	Policy covers those with or without disability	Policy covers those with or without disability
Ethnicity	The Trust will provide an interpreter for any patient who does not speak English as a first language	The Trust will provide an interpreter for any patient who does not speak English as a first language
Sexual Orientation	Policy covers all sexual orientations	Policy covers all sexual orientations

(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 been updated to take into account new processes in the new Inpatient Ward Block where the POD locker is not in a bedside locker but integral in the patients single room

The initial version of the policy had wide consultation by all stakeholders and has been in use for many years now

(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

(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
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	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?

The Policy takes into account the needs of patients who have a disability.

(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			√
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			√

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 protocol applies to all patient groups equally and all nursing and pharmacy staff dealing with patients bringing medication into hospital therefore human rights considered when protocol followed
The Trust has an Equality, Diversity and Human Rights Training Strategy

(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	√

(7.3) Do you think the policy/proposal should be subject to an Equality Impact Assessment (EQIA)?

Yes	
No	√



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

This protocol applies to all patient groups equally and all nursing and pharmacy staff dealing with patients bringing medication into hospital therefore human rights considered when protocol followed

(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?

This protocol applies to all patient groups and all nursing and pharmacy staff dealing with patients bringing medication into hospital and no adverse impact has been identified. The Trust will continue to monitor the policy for any future impact.

Approved Lead Officer: Alison Campbell

Position: Clinical Pharmacy Development Lead

Date: 6/10/17

Policy/proposal screened by: _____

Please forward completed schedule to:

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