

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

Waste Management Policy

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

Revised – in line with new legislation and internal restructuring

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

The policy aims to ensure compliance with the Northern Ireland Waste Management Strategy 'Delivering Resource Efficiency' by minimising the generation of waste and ensuring that the environmental impacts of that waste which is produced, are minimised through recycling and recovery.

The policy aims to ensure that all waste management practices are in compliance with all relevant legislation and best-practice guidance.

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

Trust staff, service users and stakeholders are representative of all Section 75 categories.



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

HTM Guidance

NI Waste Management Strategy

SETrust Environmental Committee

SETrust Waste Sub Committee

(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?)

Legislation revisions will drive policy implementation

Additional recycling could ultimately reduce the cost of waste management to the Trust

(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)

Stakeholders include:

Staff, service users, volunteers, contractors, waste contractors, NI Environment Agency, DoH

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

1. HTM 07-01 – Safe Management of Healthcare Waste (NI Version 2014) (http://www.dhsspsni.gov.uk/htm_07-01_final.pdf)
2. Safe Use, Handling and Disposal Of Sharps (SET/PtCtCare (257) 2015)
3. Policy for Return or Respectful Disposal of Body Parts (SET/PtCtCare (101) 2012)
4. Placentae Requiring Histopathological Examination and Disposal of Placenta Tissue, either as Pathological Waste or handed over to the Mother (WACH Maternity GUI (31) 2014)
5. Medicines Policy (SET/PtCtCare (180) 2014)
6. Standard Operating Procedures for the Management of Controlled Drugs (2016)
7. Northern Ireland Regional Infection Prevention and Control Manual
8. Local IPC policies and guidelines
9. Environmental Policy (SET/Gen (102) 2014)
10. Estates Control of Contractors Policy (SET/Gen (126) 2015)

(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

- **Directorate input from senior managers inc; WACH, Community and Pharmacy**
- **Discussions with IPC**
- **Feedback from PE senior management team**
- **Environmental waste management committee and waste sub committee**

(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	Women generally use the service more than men	80.8% Female 19.2% Male
Age	All age ranges are represented within the Trust area	0.2% 16-19 13.4% 20-29 24.1% 30-39 26.8% 40-49 26.8% 50-59 8.7% 60+
Religion	Majority protestant	51.4% Protestant 27.3% Roman Catholic 21.3% Other /Not known
Political Opinion	2 out of 3 councils return a Unionist majority	2 out of 3 council areas return a Unionist majority 4.3% Broadly Nationalist 12.5% Broadly Unionist 15.6% Do not wish to answer 7.7% Other 59.9% Not known,
Marital Status	All statuses represented	29% Single 62.8% Married 3.6% Divorced 0.7% Widowed 1.7% Separated 0.4% Other 1.8% Not known
Dependent Status	Correlation with gender and age	20.7% Child or Children 4.5% Dependant Older 2.7% A person with Disability 15.6% None 56.5% Other /Not known
Disability	Some have a level of disability	60% Not Known 37.9% No 2.1% Yes – Under-reporting. NI average is 20%
Ethnicity	Majority white	44.8% White 1.29% BME 53.91% Not Known
Sexual Orientation	6-10% LGBT (Ni average)	37.5% Opposite Sex 0.7% LGB&T 2.5% Do not wish to answer 59.3% Not Known - Under-reporting. NI average is 6 – 10%

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

- Discussions with Environmental waste management committee and waste management sub committee
- Senior manager views
- Screening with Equality Officer

(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	Service users	Staff
Gender	Women generally use the service more than men	80.8% Female 19.2% Male	None	None
Age	All age ranges are represented within the Trust area	0.2% 16-19 13.4% 20-29 24.1% 30-39 26.8% 40-49 26.8% 50-59 8.7% 60+	None	None
Religion	Majority protestant	51.4% Protestant 27.3% Roman Catholic 21.3% Other /Not known	None	None
Political Opinion	2 out of 3 councils return a Unionist majority	2 out of 3 council areas return a Unionist majority 4.3% Broadly Nationalist 12.5% Broadly Unionist 15.6% Do not wish to answer 7.7% Other 59.9% Not known,	None	None
Marital Status	All statuses represented	29% Single 62.8% Married 3.6% Divorced 0.7% Widowed 1.7% Separated 0.4% Other 1.8% Not known	None	None

	Services Users	Staff	Service users	Staff
Dependent Status	Correlation with gender and age	20.7% Child or Children 4.5% Dependant Older 2.7% A person with Disability 15.6% None 56.5% Other /Not known	None	None
Disability	Some have a level of disability	60% Not Known 37.9% No 2.1% Yes – Under-reporting. NI average is 20%	None	None
Ethnicity	Majority white	44.8% White 1.29% BME 53.91% Not Known	None	None
Sexual Orientation	6-10% LGBT (Ni average)	37.5% Opposite Sex 0.7% LGB&T 2.5% Do not wish to answer 59.3% Not Known - Under-reporting. NI average is 6 – 10%	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	The Trust remains committed to embracing diversity, promoting good relations and challenging sectarianism and racism to ensure service users and staff enjoy equality of opportunity and access to health and social care in a welcoming and safe environment. The Trust has an ongoing strategy of staff training and engagement
Age	As above
Religion	As above
Political Opinion	As above
Marital Status	As above
Dependent Status	As above
Disability	As above
Ethnicity	As above
Sexual Orientation	As above

(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 - The Trust has in place its Good Relations statement which is displayed on staff and service user notice boards
Political opinion		None – as above
Racial group		None – as above

(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	<p>The Trust remains committed to embracing diversity, promoting good relations and challenging sectarianism and racism to ensure service users and staff enjoy equality of opportunity and access to health and social care in a welcoming and safe environment.</p> <p>The Trust has an ongoing strategy of staff training and awareness raising.</p>
Political opinion	As above
Racial group	<p>As above</p> <p>The trust provides telephone and face to face interpreting services as requested</p>

(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?
<ul style="list-style-type: none"> • TRC's actively encourage clients to participate in recycling projects • The Trust Disability Action Plan 2014 – 2017 promotes these two duties • The Trust is currently consulting on its Disability Action Plan 2017 – 2022 and will ensure that the views of all the representatives form part of and inform the Trust's consultation process

(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.

- The e-learning module on Equality, Diversity, Human Rights and Good Relations is promoted alongside face to face training programmes
- Human Rights was discussed throughout the screening process

(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 applies to all staff and service users

Capacity of service users within the Mental Health service has been considered as well as service users who don't have English as their first language. The colour coding and picture graphics on waste segregation posters and bin-top stickers overcome difficulties understanding the language used and helps ensure compliance with the policy for these user groups.

There has been no impact identified on staff or service users in implementing this revised policy

(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?

The policy continues to be a standing agenda item on the Environmental Waste Management Committee meeting and the Waste Management Sub Committee meeting.

Policy will continue to be updated/monitored in light of new guidance or legislation.

Approved Lead Officer: **Jeff Thompson**

Position: **AD Patient Experience**

Date: **1st November 2017**

Policy/proposal screened by: **Linda Snodden / Kathey Neill**

Please forward completed schedule to:

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