



## 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

Substance Misuse Liaison Service Operational Policy

(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 a concise overview of the functions and structure of the Substance Misuse Liaison Service (SMLS) to new and existing staff, to potential referrers, to managers and commissioners of 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?

The Policy is written to meet the needs of all Section 75 Categories

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

South Eastern Health & Social Care Trust



(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?)

The only constraint would be staff not being aware of the policy however a training strategy is in place.

(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)

Service users and staff.

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

Northern Ireland Alcohol Use Disorders Care Pathway – Management in the Acute Hospital Setting .

SET Guidelines for The Management of Alcohol Withdrawal

## (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.

| <b><i>Details of evidence/information</i></b>  |
|--|
| <p>Alcohol care team involvement in developing service – input from Addictions Consultant , Addictions Services Manager , GI Consultant , GI Ward Manager , ED Consultant , ED Deputy Sister , Medical Assessment Ward Manager , Pharmacist , Health Development Specialist .</p> <p>Liaison with Acute Hospital staff regarding support required –questionnaire &amp; training sessions .</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.

| <b>Category</b>   | <b>Needs, experiences and priorities</b>              |  |
|-------------------|---|--|
|                   | <b><i>Service users</i></b>                           | <b><i>Staff</i></b>                                    |
| Gender            | The policy meets the needs of all genders .           | The policy is written to meet the needs of all staff . |
| Age               | This policy meets the needs of all ages .             | The policy is written to meet the needs of all staff . |
| Religion          | This policy meets the needs of all religions          | The policy is written to meet the needs of all staff . |
| Political Opinion | This policy meets the needs of all political opinions | The policy is written to meet the needs of all staff . |

|                    |  |  |
|--------------------|--|--|
| Marital Status     | This policy meets the needs of all marital status      | The policy is written to meet the needs of all staff . |
| Dependent Status   | This policy meets the needs of all Dependent Status    | The policy is written to meet the needs of all staff . |
| Disability         | This policy meets the needs of all Disabilities        | The policy is written to meet the needs of all staff . |
| Ethnicity          | This policy meets the needs of all Ethnicities         | The policy is written to meet the needs of all staff . |
| Sexual Orientation | This policy meets the needs of all Sexual Orientations | The policy is written to meet the needs of all staff . |

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

Staff survey

Staff training

Discussions with Alcohol Care Team

#### (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?<br>Minor/major/none |
|---------------------|---|--|--------------------------------------|
|                     | Services Users                              | Staff  |                                      |
| Gender              | The policy meets the needs of all genders . | The policy is written to meet the needs of all staff . | None / None                          |
| Age                 | This policy meets the needs of all ages .   | The policy is written to meet the needs of all staff . | None / None                          |
| Religion            | This policy meets                           | The policy is written                                  | None / None                          |

|                    |  |  |             |
|--------------------|--|--|-------------|
|                    | the needs of all religions                             | to meet the needs of all staff .                       |             |
| Political Opinion  | This policy meets the needs of all political opinions  | The policy is written to meet the needs of all staff . | None / None |
| Marital Status     | This policy meets the needs of all marital status      | The policy is written to meet the needs of all staff . | None / None |
| Dependent Status   | This policy meets the needs of all Dependent Status    | The policy is written to meet the needs of all staff . | None / None |
| Disability         | This policy meets the needs of all Disabilities        | The policy is written to meet the needs of all staff . | None / None |
| Ethnicity          | This policy meets the needs of all Ethnicities         | The policy is written to meet the needs of all staff . | None / None |
| Sexual Orientation | This policy meets the needs of all Sexual Orientations | The policy is written to meet the needs of all staff . | None / None |

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

| <b><i>Section 75 category</i></b> | <b><i>Please provide details</i></b>                             |
|-----------------------------------|--|
| Gender                            | The policy meets the needs of all Section 75 equality categories |
| Age                               | The policy meets the needs of all Section 75 equality categories |
| Religion                          | The policy meets the needs of all Section 75 equality categories |
| Political Opinion                 | The policy meets the needs of all Section 75 equality categories |
| Marital Status                    | The policy meets the needs of all Section 75 equality categories |
| Dependent Status                  | The policy meets the needs of all Section 75 equality categories |
| Disability                        | The policy meets the needs of all Section 75 equality categories |
| Ethnicity                         | The policy meets the needs of all Section 75 equality categories |

|                    |  |
|--------------------|--|
| Sexual Orientation | The policy meets the needs of all Section 75 equality categories |
|--------------------|--|

| <b>(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> |  |   |
|---|--|---|
| <b>Good relations category</b>  | <b>Details of policy/proposal impact</b> | <b>Level of impact<br/>Minor/major/none</b>   |
| Religious belief  | No impact                                | None  |
| Political opinion   | No impact                                | None  |
| Racial group  | No impact                                | The Trust will provide an interpreter for those who do not speak english as a first language. |

| <b>(4.4) Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?</b> |  |
|--|--|
| <b>Good relations category</b>   | <b>Please provide details</b>  |
| Religious belief   | The trust has in place a good relations statement to meet these requirements . |
| Political opinion  | The trust has in place a good relations statement to meet these requirements . |
| Racial group   | The trust has in place a good relations statement to meet these requirements . |

## **(5) Consideration of Disability Duties**

|   |
|---|
| <b>(5.1) How does the policy/proposal encourage disabled people to participate in public life and promote positive attitudes towards disabled people?</b> |
|---|

The trust has in place a Disability Action Plan 2018-2023 which addresses these two responsibilities .

## (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.

We have taken into account human rights as part of the screening process . The trust has in place an Equality and Human Rights Training Programme.

## (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.

The trust carried out an equality screening and did not identify any impact on any of the nine equality categories .

The trust will monitor the implementation of the policy and review in three year's time.

## **(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?

Substance Misuse Liaison returns to Public Health Agency pertaining to patients referred to service for management of detoxification advice .

Referrals received by Substance misuse liaison team screened and any themes or issues highlighted and discussed with Alcohol Care Team .

Trust wide Audit of hospital staff

Number of training sessions provided to Acute Hospital Staff



Complaints / Compliments

Approved Lead Officer: Aileen Drillingcourt  
Position: Substance Misuse Liaison Team Lead  
Date: 15/10/18  
Policy/proposal screened by: Aileen Drillingcourt

**Please forward completed schedule to:**

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