

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

Corporate Nursing Policy for Participation in Child Protection Case Conferences and Case Conference Report Writing for Nurses and Midwives

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

Revised

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

The aim of this policy is to provide guidance that ensures a consistent approach is being followed by Nurses and Midwives within South Eastern H&SC Trust in relation to:

- The Nursing and Midwifery contribution to good multidisciplinary/agency information sharing and informed risk assessment and decision-making in Child Protection Case Conferences.
- Provision of good quality nursing and midwifery reports for child protection case conferences that include detail of involvement with the child and family, professionals knowledge of the child's developmental needs and the capacity of the parents to meet the needs of their child within their family and environmental context.
- Facilitating the sharing and evaluation of information between professionals and parent/s in order to identify risk factors, protective factors and the child /family's needs at child protection case conference.



(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 guidance will benefit children (including the unborn child) and their families.

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

This guidance is local implementation of regional practices.

- SBNI Regional Policies and Procedures November 2017

<http://www.proceduresonline.com/sbni/>

- Co-operating to Safeguard Children and Young People in Northern Ireland (revised August 2017)

<https://healthcare-ni.gov.uk/publications/co-operating-safeguard-children-and-young-people-northern-ireland>

(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?)

Nil of note

(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)

Children (including the unborn child) and their families

Nurses and Midwives

Professional Bodies



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

- SBNI Regional Policies and Procedures November 2017

<http://www.proceduresonline.com/sbni/>

- Co-operating to Safeguard Children and Young People in Northern Ireland (revised August 2017)

<https://healthcare-ni.gov.uk/publications/co-operating-safeguard-children-and-young-people-northern-ireland>

- Corporate Policy on Safeguarding Children. South Eastern Trust

- Regional Safeguarding Children Supervision Policy, February 2011 DHSSPSNI

<https://www.publichealth.hscni.net/directorate-nursing-and-allied-health-professions/nursing/safeguarding-children-and-young-people>

- The Code: Professional standards of practice and behaviour for nurses and midwives. NMC January 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

Learning from Case Management Reviews, Serious Case Reviews and Individual Agency Reviews.

SEHSCT Childrens Services Child Protection Activity 2019

359 Childrens names were on the SEHSCT Child Protection Register in February 2019

Total number on the CP register decreased from 371 in January 2019 to 359 in February 2019 . The register at the same period last year was 349

Child protection referrals received in February 2019 were 30. Referrals for the same month last year were 47.

In February 2019 :

There were 14 children who had an initial case conference of which 13 were registered. Please note that of the children registered during the month, 0 of these were re-registrations

There were 60 children who had **review case conference** of which 25 were removed from register (41.6%)

From March 2018 to February 2019 the total number of children subject to a Case Conference was 1186., of which 383 was for an Initial and 803 was for a Review .

(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	100% female	98% female 2% male
Age		Under 30, 16% 30-40, 23% 41-50, 30% 51-60, 25%
Religion		Majority Protestant
Political Opinion		Two of the three council areas have a unionist majority
Marital Status		Majority are married, 64%
Dependent Status		Correlation between women and caring duties.
Disability	Adults with a disability	Under reporting in workforce. NI average 20%
Ethnicity		Majority are white
Sexual Orientation		6-10 % LGBT

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

Safeguarding Children Nurse Specialist Team were involved in the review of this policy.

(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			No impact
Age			No impact
Religion			No impact
Political Opinion			No impact
Marital Status			No impact
Dependent Status			No impact
Disability			No impact
Ethnicity			No impact
Sexual Orientation			No impact

(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	Staff training and engagement
Age	Staff training and engagement
Religion	Staff training and engagement
Political Opinion	Staff training and engagement
Marital Status	Staff training and engagement
Dependent Status	Staff training and engagement
Disability	Staff training and engagement
Ethnicity	Staff training and engagement
Sexual Orientation	Staff training and engagement

(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



<i>(4.4) Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?</i>	
<i>Good relations category</i>	<i>Please provide details</i>
Religious belief	Staff training
Political opinion	Staff training
Racial group	Staff training

(5) Consideration of Disability Duties

<i>(5.1) How does the policy/proposal encourage disabled people to participate in public life and promote positive attitudes towards disabled people?</i>
<p>This guidance will have a positive impact on parents and children with a disability.</p> <p>The Trust Disability Action Plan promotes these two duties.</p> <p>Staff training covers how domestic abuse can impact on people with disabilities.</p>

(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 trust has an equality 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	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 guidance is purely clinical in nature and will have no bearing in terms of its likely impact on equality of opportunity or good relations for people within the equality and good relations categories.

(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?

Compliance with this policy will be considered within the SET annual audit programme as appropriate.

Complaints and Compliments.

Approved Lead Officer:	<u>Maggie Morgan</u>
Position:	<u>Named Nurse Safeguarding Children</u>
Date:	<u>10/4/19</u>
Policy/proposal screened by:	<u>Siobhan Campbell SCNS and Maggie Morgan</u>

Please forward completed schedule to:

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