

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

Policy for the Provision of Witness Statements in Relation to Coroners Inquests

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

This is a revised policy.

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

The main aim of the policy is to provide guidance with regard to the completion of statements requested by the Coroner.

(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 policy will be of benefit to all staff within the Trust who are required to provide a statement to the Coroner.

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

All staff within the 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?)

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)

The main stakeholders affected by this policy are staff who have been asked to provide a statement to the Coroner.

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

1. Human Rights Act 1998
2. SEHSCT Equality Scheme

(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>
Trust wide consultation

(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	NA	This policy is designed to meet the needs of both men and women.
Age	NA	This policy is designed to meet the needs of all persons aged 18 or over as well as those under the age of 18 who are represented by an adult.

Religion	NA	This policy is designed to meet the needs of patients and clients of all religions
Political Opinion	NA	This policy is designed to meet the needs of staff from all political opinions.
Marital Status	NA	This policy is designed to meet the needs of staff who are married, single, separated, divorced, widowed or have a partner of the opposite sex.
Dependent Status	NA	NA
Disability	NA	This policy is designed to meet the needs of all staff with or without disabilities.
Ethnicity	NA	This policy is designed to meet the needs of patients and clients from all ethnic backgrounds.
Sexual Orientation	NA	This policy is designed to meet the needs of all patients and clients including those with same sex partners

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

The draft policy was circulated widely throughout the Trust during consultation.

(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 adverse impact	No adverse impact	None
Age	No adverse impact	No adverse impact	None
Religion	No adverse impact	No adverse impact	None
Political Opinion	No adverse impact	No adverse impact	None
Marital Status	No adverse impact	No adverse impact	None
Dependent Status	No adverse impact	No adverse impact	None
Disability	No adverse impact	No adverse impact	None
Ethnicity	No adverse impact	No adverse impact	None
Sexual Orientation	No adverse impact	No adverse impact	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	None
Political opinion	None	None
Racial group	None	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	Not applicable
Political opinion	Not applicable
Racial group	Not applicable

(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?

Not applicable.

(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) Not applicable.

(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 and Equality Impact Assessment (EQIA)?

Yes	
No	√

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

(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?

Review of IR1 (incident reports) at departmental level.
Audit of Trust's Financial processes.

Approved Lead Officer: Irene Low

Position: AD, Risk Management & Governance

Date: 4 October 2019

Policy/proposal screened by: Jackie Mcatamney



South Eastern Health
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