

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

Protocol for all staff who may have to deal with the **Burial or Cremation of the Dead**.
In particular Nursing Staff, Mortuary Staff, Social Care Staff, Patient Experience
Mortuary Staff (Downe and LVH hospitals) Finance Governance Staff.

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

Existing protocol - reviewed

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

To ensure that where an individual dies and the Trust has to assume responsibility for burial or cremation that this is carried out in a caring, expeditious manner and is culturally sensitive.
To provide appropriate guidance for staff when handling The Burial or Cremation of the Dead.

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

None in particular – all equal

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

DOH legislation and locally implemented by SEHSCT

(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?)

Financial implications

(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)

Staff / Service Users / HSC Bodies / DOH

Parent/Relatives or next of kin of deceased or those with parental responsibility

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

Standing Financial Instructions

Handling Of Patients Cash And Valuables Set/Fin(08) 2010(update version number to be inserted per Karen Fay when approved)

Children Order (NI) 1995 Health and Personal Social Services (NI) Order 1972 (Article 25 & 39) Health and Personal Social Services (NI) Order 1991 (Article 25) Welfare,Services Act (NI) 1971 (Section 25) Multi-Cultural & Beliefs Handbook, 2013

(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>POLICY INFORMED BY;</p> <p>DOH Policy Context</p> <p>SEHSCT Standing Financial Instructions</p> <p>Internal Audit Reporting</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		SAME NEEDS /IMPACT
Age		SAME NEEDS /IMPACT
Religion		SAME NEEDS /IMPACT
Political Opinion		SAME NEEDS /IMPACT
Marital Status		SAME NEEDS /IMPACT
Dependent Status		SAME NEEDS /IMPACT

Disability		SAME NEEDS /IMPACT
Ethnicity		SAME NEEDS /IMPACT
Sexual Orientation		SAME NEEDS /IMPACT

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

Liaised with senior management and staff knowledge and experience in reviewing 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			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	Details of policy/proposal	Level of impact
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<i>relations category</i>	<i>impact</i>	<i>Minor/major/none</i>
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?

<i>Good relations category</i>	<i>Please provide details</i>
Religious belief	Equality, Good Relations and Human Rights training manual for staff.
Political opinion	Equality, Good Relations and Human Rights training manual for staff.
Racial group	Equality, Good Relations and Human Rights training manual for staff.

(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?

N/A

(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			YES
Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment			YES
Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour			YES
Article 5 – Right to liberty & security of person			YES
Article 6 – Right to a fair & public trial within a reasonable time			YES
Article 7 – Right to freedom from retrospective criminal law & no punishment without law			YES
Article 8 – Right to respect for private & family life, home and correspondence.			YES
Article 9 – Right to freedom of thought, conscience & religion			YES
Article 10 – Right to freedom of expression			YES
Article 11 – Right to freedom of assembly & association			YES
Article 12 – Right to marry & found a family			YES
Article 14 – Prohibition of discrimination in the enjoyment of the convention rights			YES
1 st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property			YES
1 st protocol Article 2 – Right of access to education			YES

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.

N/A

(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 protocol impacts equally upon all staff dealing with the Burial or Cremation of the Dead.

(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 Protocol will be reviewed and amended as necessary in light of any legislative changes or local decisions

Approved Lead Officer: BRIAN GRIMLEY

Position: FINANCIAL SERVICES

Date: 8/10/2019

Policy/proposal screened by: BRIAN GRIMLEY/ANGELA QUATE/JENNIFER KERR

Please forward completed schedule to:

Susan Thompson
Equality Manager
Lough House, Ards Hospital
Newtownards
BT23 4AS
Telephone: 028 9151 2177
Textphone: 028 9151 0137
e: susan.thompson@setrust.hscni.net

Kathey Neill
Equality Officer
Lough House, Ards Hospital
Newtownards
BT23 4AS
Telephone: 028 9151 2122
Textphone: 028 9151 0137
e: kathey.neill@setrust.hscni.net