

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

Guidance on the Submission of Adoption Reports to Adoption Panels by Public Health Nurses.

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

Adoption of Regional Policy onto Trust Guideline Template

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

- The purpose of this guidance is to support a regionally consistent approach to Adoption Reports by Public Health Nurses. This will result in appropriate information sharing and analysis that is in the best interest of children being presented to Adoption Panels.
- This guidance is fully adopted from the regional guidance which was released from the Public Health Agency 2013 Guidance on the Submission of Adoption Reports to Adoption Panels by Public Health Nurses.

(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 Public Health Agency 2013 Guidance on the Submission of Adoption Reports to Adoption Panels by Public Health Nurses.

(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

Public Health Nurses/Family Nurses

Professional Bodies

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

- UN Convention on the Rights of the Child
- Adoption; Regional Policy and Procedures NI (2010).
- 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>

(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

Appleton JV & Cowley S (Feb 2008) Health Visiting Assessment-unpacking critical attributes in health visitors needs assessment practice: A case study International Journal of Nursing Studies Volume 45 Issue 2, Pages 232-245

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

(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	Child 0-18years(including unborn child)	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	Children 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?

<i>Section 75 category</i>	<i>Please provide details</i>
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

(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	Staff training
Political opinion	Staff training
Racial group	Staff training

(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?

This guidance will have a positive impact on parents and children with a disability.

The Trust Disability Action Plan promotes these two duties.

Staff training covers how domestic abuse can impact on people with disabilities.

(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 an 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: Maggie Morgan

Position: Named Nurse Safeguarding Children

Date: 9/5/19

Policy/proposal screened by: Siobhan Campbell SCNS and Maggie Morgan



South Eastern Health
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