

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 – the following podiatry guidelines>>>>>

Policy for Professional and Managerial Supervision for Allied Health Professional Staff (AHP)

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

Revised

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

Guidelines for AHP staff Supervision

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

Service is provided to members of the 9 categories. In particular older people, children and people with a disability utilise the service.

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

SET and is implemented locally.

(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 and staffing issues

(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, family and carers, other health professionals (GP's, District Nursing, Health Visitors), AHP Professional bodies

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

Separate AHP professional bodies own Supervision Guidelines

SET Nursing Supervision Guidelines

SET Supervision Guidelines for Secretarial and Medical Staff

N. I. Regional Supervision Policy for Allied Health Professions

(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>
Waiting List
Budget
Patient surveys
Complaints/Compliments
Case Load analysis
Professional meetings
Compliance with Supervision Levels

(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		
Age		
Religion		

Political Opinion		
Marital Status		
Dependent Status		
Disability	Many clients have a level of disability	
Ethnicity		
Sexual Orientation		

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

Updating existing guidelines – staff inputs

Results of patient surveys have influenced the review of guidelines

(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	Some clients have a level of 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	Engagement and staff training
Age	Engagement and staff training
Religion	Engagement and staff training
Political Opinion	Engagement and staff training
Marital Status	Engagement and staff training
Dependent Status	Engagement and staff training
Disability	Engagement and staff training
Ethnicity	Engagement and staff training
Sexual Orientation	Engagement and staff training

(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	Engagement and staff training
Political opinion	Engagement and staff training
Racial group	Engagement and 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?
<p>Podiatry service is aimed at keeping our patients mobile and independent and in the community hence promoting positive attitudes and enabling people to participate in their local community.</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.

Promotion of e-learning module on human rights and equality to relevant staff

(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.

Review of existing Guidelines.

Waiting list for service is within DHSSPS guidelines and meeting key targets within the allocated budget.

No impact identified.

(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?

Waiting list and caseload
Complaints/compliments
Compliance with Supervision levels

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Position: AHP Governance and Quality Lead
Date: 30th March 2020
Policy/proposal screened by: Allister Campbell