

## 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

Referral of a Registrant to the Nursing and Midwifery Council

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

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

This policy is intended to support Nursing and Midwifery Executive members, operational/professional leads, managers and staff involved in the referral process to the NMC

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

No

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

Trust policy, Director of Nursing has overall responsibility. Based on criteria from the Nursing and Midwifery Council

(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)

Nurses and midwives, trade unions

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

**NMC Registration & Verification Policy**

**Trust Capability Procedure**

**Trust Disciplinary Procedure – all SET policies/procedures**

**(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><b>This policy applies to all nursing and midwifery staff in SET of all sections 75 categories.</b></p> <p><b>It does not impact on service users</b></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.

<b>Category</b>	<b>Needs, experiences and priorities</b>	
	<b>Service users</b>	<b>Staff</b>
Gender		
Age		
Religion		
Political Opinion		

Marital Status		
Dependent Status		
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.

Trust-wide 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.

<b>(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?</b>			
<b>Section 75 category</b>	<b>Details of policy/proposal impact</b>		<b>Level of impact? Minor/major/none</b>
	<b>Services Users</b>	<b>Staff</b>	
Gender			None
Age			None
Religion			None

Political Opinion			None
Marital Status			None
Dependent Status			None
Disability			None
Ethnicity			None
Sexual Orientation			None

<b><i>(4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?no</i></b>	
<b><i>Section 75 category</i></b>	<b><i>Please provide details</i></b>
Gender	
Age	
Religion	
Political Opinion	
Marital Status	
Dependent Status	
Disability	
Ethnicity	
Sexual Orientation	

<b>(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</b>		
<b>Good relations category</b>	<b>Details of policy/proposal impact</b>	<b>Level of impact Minor/major/none</b>
Religious belief		None
Political opinion		None
Racial group		None

<b>(4.4) Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?</b>	
<b>Good relations category</b>	<b>Please provide details</b>
Religious belief	None
Political opinion	None
Racial group	None

## **(5) Consideration of Disability Duties**

<b>(5.1) How does the policy/proposal encourage disabled people to participate in public life and promote positive attitudes towards disabled people?</b>
No impact

## (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 <sup>st</sup> protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property			√
1 <sup>st</sup> 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) 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.

none

**(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?  
3 yearly review or if changes occur

Approved Lead Officer: Sharon McRoberts  
Position: Lead for Person Centred Practice  
Date: 1<sup>st</sup> August, 2018  
Policy/proposal screened by: Elinor Welch

### **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](mailto: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](mailto:kathey.neill@setrust.hscni.net)

