South Eastern Health and Social Care Trust

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) Anti-Bribery and Response Plan Policy

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

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

(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 DHSSPS, HSCB? SEHSCT Owned

(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)

SET Staff

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

None

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(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
DOH POLICY **TERMS OF REFERENCE** **SEHSCT STANDING FINANCIAL INSTRUCTIONS** **INTERNAL AUDIT REPORTING**

(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		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 HR & Risk Management, other HSC Trusts for consistency of approach

(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 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	N/A
Political opinion	N/A
Racial group	N/A

(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
1st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property			Yes
1st 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 policy impacts equally upon all staff and informs all staff of their responsibilities in relation to bribery.

(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 POLICY WILL BE SCREENED AND MONITORED BY THE FRAUD LIAISON OFFICER, FRAUD PROBIDITY DEPARTMENT & INTERNAL AUDIT FUNCTION.

Approved Lead Officer:	Brian Grimley
Position:	Financial Accounting & Governance Manager
Date:	18th November 2020
Policy/proposal screened by:	Lyn Campbell Martine McNally

Please forward completed schedule to:

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