

## 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

Supporting Staff Involved in Incidents, Complaint, Claims and Coroner's Inquests

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

This is a revised policy (drafted by a regional short life working group to review and agree regional adverse incident policies).

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

The aim of this policy is to set out the framework for the provision of support and advice to staff prior to, during and after their involvement in Incidents, Complaints, Claims and Inquests as required by:

- Clarifying the availability of support for staff, in the event of them being involved in a traumatic or stressful incident, complaint, claim or investigation;
- Identifying responsibilities for staff and managers in these circumstances;
- Providing guidance for managers supporting staff in these situations;
- Providing staff with details of how to access the support available regardless of the extent of their involvement.

(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 policy will benefit all staff and service users.

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

Owned by Chief Executive.

Implemented by Assistant Director, Risk & Governance.

(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.).

This policy applies to all those working within, providing services to or acting on behalf of the Health and Social Care Trust. There are no exceptions.

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

Health and Safety Policy and Procedures, Risk Assessment Procedure, Complaints Policy, Information Governance Policies and Procedures, Serious Adverse Incidents (SAI) Procedure, Infection, Prevention & Control Policy & Procedures, Being Open Policy, Child Death Policy, Early Alerts Policy, Policy and Procedure for the Investigation and Root Cause Analysis of Incidents, Claims and Complaints, Adverse Incident Policy, Supporting Staff Involved in Incidents, Complaints, Claims and Coroners Inquests, Management of Medical Devices Policy, Claims Management Policy, Whistle Blowing Policy.

Owned by Chief Executive.

Implemented by Assistant Director, Risk & Governance.

**(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.

<b><i>Details of evidence/information</i></b>	
<b>Group</b>	<i>Regional/ Trustwide consultation</i>
Gender	
Age	
Religion	
Political Opinion	
Marital Status	
Dependent Status	

### (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	This policy is designed to meet the needs of both men and women	This policy is designed to meet the needs of both men and women
Age	This policy is designed to meet the needs of all ages	This policy is designed to meet the needs of all ages
Religion	This policy is designed to meet the needs of service users of all religions. The Trust will take into account differing religious opinions	This policy is designed to meet the needs of staff of all religions. The Trust will take into account differing religious opinions
Political Opinion	This policy is designed to meet the needs of service users of all political opinions	This policy is designed to meet the needs of staff of all political opinions
Marital Status	This policy is designed to meet the needs of service users who are married, single, separated, divorced, widowed or have a partner of the opposite sex	This policy is designed to meet the needs of staff who are married, single, separated, divorced, widowed or have a partner of the opposite sex
Dependent Status	This policy is designed to meet the needs of all service users with or without dependents	This policy is designed to meet the needs of all staff with or without dependents
Disability	This policy is designed to meet the needs of all service users with or without disabilities. The Trust will assist staff who have a sensory disability through provision of alternative formats, sign language interpreter, etc	This policy is designed to meet the needs of all staff with or without disabilities. The Trust will assist staff who have a sensory disability through provision of alternative formats, sign language interpreter, etc
Ethnicity	This policy is designed to meet the needs of all service users from all ethnic backgrounds.	This policy is designed to meet the needs of all staff from all ethnic backgrounds. The Trust

	The Trust will provide interpreters for those who do not speak English as a first language.	will provide interpreters for those who do not speak English as a first language.
Sexual Orientation	This policy is designed to meet the needs of all service users including those with same sex partners	This policy is designed to meet the needs of all staff including those with same sex partners

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

This Policy has been:

- Drafted by the regional short life working group to 'review and agree regional adverse incident policies'.
- Considered by Chief Executive, Directors and Assistant Directors.
- Agreed by the Health and Safety Committee.
- Ratified by SMT for presentation to Assurance Committee.
- Considered by the Trust's Assurance Committee.
- Approved by Trust Board on recommendation by the Assurance Committee.

With regards to dissemination this Policy will be:

- Issued to all Board Members, Chairman, Non-Executive Directors, Chief Executive, Directors and Assistant Directors.
- Disseminated to the required staff by Assistant Directors.
- Made available on the Internet, Intranet / SharePoint so that all employees and members of the public/stakeholders can easily have access.
- Discussed during Corporate Induction.

The Policy will be reviewed every two years.

#### (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	None	None
Age	None	None	None
Religion	None	None	None
Political Opinion	None	None	None
Marital Status	None	None	None
Dependent Status	None	None	None
Disability	None	None	None
Ethnicity	None	None	None
Sexual Orientation	None	None	None

<b>(4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?</b>	
<b>Section 75 category</b>	<b>Please provide details</b>
Gender	None
Age	None
Religion	None
Political Opinion	None
Marital Status	None
Dependent Status	None
Disability	None

Ethnicity	None
Sexual Orientation	None

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

**(4.4) Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?**

<b>Good relations category</b>	<b>Please provide details</b>
Religious belief	None
Political opinion	None
Racial group	None

**(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?***

Not Applicable

**(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.

**(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 an Equality Impact Assessment (EQIA)?**

Yes	
No	✓

(7.4) Please give reasons for your decision and detail any mitigation considered.

The Trust has carried out an equality screening of the policy and has not identified a potential adverse impact for the nine equality categories. The Trust undertakes to monitor the application of the policy and review regularly.

**(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?

Monitoring will take place as part of existing departmental/internal/external audit arrangements.

Approved Lead Officer: Irene Low

Position: AD, Risk Management & Governance

Date: 19 February 2020

Policy/proposal screened by: Jackie McAtamney