

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

Empirical Antimicrobial Therapy Guidelines for Hospitalised Adults (aged 16 years and above)

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

Existing – revised/updated

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

The aim of the guideline is to:

- improve the quality of prescribing of antibiotics within the Trust
- follow the basic principles of antimicrobial stewardship as led out in start smart then focus guidance <https://www.gov.uk/government/publications/antimicrobial-stewardship-start-smart-then-focus>
- follow the principles of ARK research project - antimicrobial review within 72 hrs, determining whether the infection is possible or probable on commencement
- ensure the safe, appropriate and cost-effective use of antibiotics
- minimise the development of antibiotic resistance
- minimise adverse events
- reduce the incidence of *Clostridium difficile* infection (CDI) in the Trust



- reduce trust MRSA infection rates

(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?

South Eastern Health and Social Care Trust

(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)

Staff, service users

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

Owned by NiCaN, adopted by SEHSCT:

- Acute Oncology Clinical Guidelines (NiCaN) including Neutropenic Sepsis

All policies listed below are owned by South Eastern Health and Social Care

Trust:

- Clostridium difficile Management Policy
- SET Guidelines for the prescribing, administration and monitoring of intravenous Teicoplanin in hospitalised adults
- SET Guidelines for the prescribing, administration and monitoring of intravenous Vancomycin in hospitalised adults
- SET Guidelines for the prescribing, administration and monitoring of intravenous aminoglycosides in hospitalised adults
- Management of Antibiotic Prophylaxis in Adults undergoing surgery
- SET Policy on the Management of Contacts of Confirmed or Probable Invasive Meningococcal disease e.g. Meningococcal Septicaemia, Meningitis or other clinical presentation and Supply of Chemoprophylaxis against Meningococcal Disease
- SET Obstetrics and Gynaecology Antimicrobial Guideline

(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

- A.H.Thomson et al. 2009.Development and evaluation of vancomycin dosage guidelines designed to achieve new target concentrations. *J Antimicrob Chemother*, vol 63,1050-1057
- Acute Kidney Injury: It's easy as ABCDE. BMJ Quality Improv Report 2012;1:doi:10.1136/bmjquality.u200370.w326
- BASHH United Kingdom National Guideline for the Management of Pelvic Inflammatory Disease (2019 Interim Update)
- British Infection Association. 2016. Early management of suspected meningitis and meningococcal sepsis in immunocompetent adults, accessed via www.britishinfection.org

- British National Formulary online, accessed via <https://bnf.nice.org.uk/>
 - British Thoracic Society Guideline for bronchiectasis in adults. December 2018
 - C. Raina MacIntyre, MBBS, PhD; Marianne Empson, MBBS, Mmed; Claire Boardman, RN, et al. 2001. Risk Factors for Colonization With Vancomycin-Resistant Enterococci in a Melbourne Hospital. *Infection Control and Hospital Epidemiology*, Vol. 22, No. 10, pp. 624-629
 - Cavalcanti AB, Goncalves AR, Almeida CS, Bugano DDG, Silva E. 2010. Teicoplanin versus vancomycin for proven or suspected infection (Review) by The Cochrane Library. Issue 6
 - Faculty of General Dental Practitioners and Faculty of Dental Surgery. 2020. Antimicrobial prescribing in Dentistry. Good Practice Guidelines. 3rd edition. Accessed at www.fgdp.org.uk
 - General Medical Council's Good practice in prescribing and managing medicines and devices, accessed on <https://www.gmc-uk.org/ethical-guidance/ethical-guidance-for-doctors/prescribing-and-managing-medicines-and-devices>
 - Gines et al. 2010. EASL (European Association for the Study of the Liver). Clinical Practice Guidelines on the management of Ascites, Spontaneous Bacterial Peritonitis, and Hepatorenal Syndrome in Cirrhosis. *J Hepatol.* vol. 53 j 397–417
 - Gould et al. 2012. Guidelines for the diagnosis and antibiotic treatment of endocarditis in adults: a report of the Working Party of the British Society for Antimicrobial Chemotherapy 2011 *J Antimicrob Chemother* 67: 269–289
 - Intravenous vancomycin use in adults intermittent (pulsed) infusion published by Scottish Antimicrobial Prescribing Group (SAPG) 2015
- MHRA Alert - Fluoroquinolone antibiotics: new restrictions and precautions for use due to very rare reports of disabling and potentially long-lasting or irreversible side effects, accessed on <https://www.gov.uk/drug-safety-update/fluoroquinolone-antibiotics-new-restrictions-and-precautions-for-use-due-to-very-rare-reports-of-disabling-and-potentially-long-lasting-or-irreversible-side-effects>
- NICE Clinical Guidance CG184, Gastro-oesophageal reflux disease and dyspepsia in adults: investigation and management, September 2014, last updated November 2014
 - NICE Clinical Guideline CG191. Pneumonia in adults: diagnosis and management. Published date: December 2014. Last updated September 2019
 - NICE Clinical Skills Summary, Gastroenteritis: March 2019

- NICE Clinical Skills Summary, Mastitis and breast abscess, October 2018
- NICE Clinical Skills Summary, Urinary tract infection (lower)- men, November 2018
- NICE Guidance NG 112. Urinary tract infection (recurrent): antimicrobial prescribing, October 2018
- NICE Guidance NG 117 Bronchiectasis (non-cystic fibrosis), acute exacerbation: antimicrobial prescribing December 2018
- NICE Guidance NG 184. Human and animal bites: antimicrobial prescribing, November 2020
- NICE Guidance NG 190 Secondary bacterial infection of eczema and other common skin conditions: antimicrobial prescribing, March 2021
- NICE guidance NG 79, Sinusitis (acute): antimicrobial prescribing NICE guideline, October 2017
- NICE Guidance NG 84, Sore Throat (acute): antimicrobial prescribing, January 2018
- NICE Guidance NG109 UTI (Lower): Antimicrobial prescribing, October 2018
- NICE Guidance NG110 Prostatitis (acute): antimicrobial prescribing, October 2018
- NICE Guidance NG111 Pyelonephritis (acute): antimicrobial prescribing, October 2018
- NICE Guidance NG123 Urinary incontinence and pelvic organ prolapse in women: management, April 2019 Last updated: June 2019
- NICE Guidance NG138. Pneumonia (community-acquired): antimicrobial prescribing. September 2019
- NICE Guidance NG139. Pneumonia (hospital-acquired): antimicrobial prescribing. September 2019
- NICE Guidance NG141. Cellulitis and erysipelas: antimicrobial prescribing. September 2019.
- NICE Guidance NG91, Otitis media (acute): antimicrobial prescribing, March 2018
- Northern Health and Social Care Trust Rx guidance on septic arthritis, accessed via <https://viewer.microguide.global/mo/88> in April 2021
- Northern Health and Social Care Trust Rx guidance on UTI definitions and UTI

prophylaxis, accessed via <https://viewer.microguide.global/mo/88> in April 2021

- PHE. Guidance for public health management of meningococcal disease. August 2019
- PHE. Haemophilus influenzae type b (Hib): revised recommendations for the prevention of secondary cases. 2013
- Sanofi. Summary of product characteristics for Targocid® - updated on 27th May 2016 accessed via www.medicines.org.uk
- Scottish Intercollegiate Guidelines Network (SIGN) 88: Management of suspected bacterial urinary tract infection in adults. A national clinical guideline (July 2012)
- SEHSCT. Audit of teicoplanin prescribing and monitoring in Ulster Hospital (April – June 2013)
- Start Smart then Focus antimicrobial stewardship guidance
<https://www.gov.uk/government/publications/antimicrobial-stewardship-start-smart-then-focus>
- Street E et al, 2010 United Kingdom national guideline for the management of epididymo-orchitis. British Association for Sexual Health and HIV.
- Wafa N. Al-Nassir, Ajay K. Sethi, Yuejin Li, et al. 2008. Both Oral Metronidazole and Oral Vancomycin Promote Persistent Overgrowth of Vancomycin-Resistant *Enterococci* during Treatment of *Clostridium difficile*-Associated Disease. *Antimicrobial Agents and Chemotherapy*, Vol 52, No.7

(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	Some infections in the guideline are specific to males or females e.g. mastitis or prostatitis. Some treatment options vary between males and females e.g. UTIs. Pregnancy related advice is	None

	specific to females.	
Age	Antibiotic advice may vary depending on age (e.g. treatment of salmonella infection). Older age is classed as a risk factor for some infections. Age is used to calculate renal function and mortality associated with community acquired pneumonia (CURB-65 score)	None
Religion	None	None
Political Opinion	None	None
Marital Status	None	None
Dependent Status	None	None
Disability	None	None
Ethnicity	None	None
Sexual Orientation	None	None

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

The guidelines were reviewed by a multidisciplinary team consisting of trust consultant microbiologists and antimicrobial pharmacists. Advice has been sought in previous versions of the guideline from the respiratory consultants and renal consultants about respiratory infections and dosing in renal impairment respectively. The guideline has returned from trust-wide consultation and will be reviewed by a scrutiny panel of experts before publication in the Trust.

(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	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

(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	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?

Good relations category	Please provide details
Religious belief	No
Political opinion	No
Racial group	No

(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			Neutral Impact
Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment			Neutral Impact
Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour			Neutral Impact
Article 5 – Right to liberty & security of person			Neutral Impact
Article 6 – Right to a fair & public trial within a reasonable time			Neutral Impact
Article 7 – Right to freedom from retrospective criminal law & no punishment without law			Neutral Impact
Article 8 – Right to respect for private & family life, home and correspondence.			Neutral Impact
Article 9 – Right to freedom of thought, conscience & religion			Neutral Impact
Article 10 – Right to freedom of expression			Neutral Impact
Article 11 – Right to freedom of assembly & association			Neutral Impact

Article 12 – Right to marry & found a family			Neutral Impact
Article 14 – Prohibition of discrimination in the enjoyment of the convention rights			Neutral Impact
1 st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property			Neutral Impact
1 st protocol Article 2 – Right of access to education			Neutral Impact

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.

All antimicrobial regimens suggested in the guideline are for specific infections based on national guidance, local consensus and resistance patterns. Regimens and doses do vary however, taking into account patient factors such as age, gender, renal function, hepatic function, pregnancy and allergy status and this is clearly stated in each section of the guideline.

(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.

N/A

(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?

Regular audit of antimicrobial prescribing in the Trust.

Approved Lead Officer: Carleen Hibberd

Position: Antimicrobial Pharmacist

Date: 17th June 2021

Policy/proposal screened by: Peter Yew

Please forward completed schedule to:

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