



## 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**

ICT - Mobile Device Policy

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

Revised policy

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

The South Eastern Health and Social Care has invested significant resources in mobile phone/device capability. It is essential that this resource is managed and controlled to maximise financial benefit and ensure data security and health and safety of users and clients.

The policy provides a summary of the required principles, values, structures and roles and responsibilities of all staff in the use of mobile phone / devices. It provides clarity in relation to where and to whom the policy applies and also includes situations where the policy does not apply.



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

Trust staff representative of all Section 75 categories

No categories will be expected to benefit from this policy

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

This is an internal trust policy which is in accordance with industry standards.

**(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?)**

Staff being unaware of the policy

**(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)**

**Internal:**

Staff who have been issued with mobile devices

And their Directorates

ICT department



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

ICT – Master Policy

ICT - Security Policy

ICT - Email Management Policy

ICT - Internet Usage Policy

SET Social Media Policy

Legislative changes re GDPR replacing DPA

## (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>Industry best practice</b></p> <p><b>GDPR legislation via ICO</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	Policy not relevant to service users	Female 80.56% Male 19.44%
Age		0-15 0% 16 – 19 0.26% 20-29 14.37% 30-45 39.20% 46-59 37.56% 60+ 8.61%
Religion		Protestant 48.26% Roman Catholic 25.71% Other 7.19% None 0% Not Known 18.84%
Political		Broadly Nationalist 3.92% Broadly Unionist 11.64%

<b>Opinion</b>		<b>Do not wish to answer</b> 14.56% <b>Other</b> 7.05% <b>Not known</b> 62.83%
<b>Marital Status</b>		<b>Single</b> 30.06% <b>Married</b> 61.99% <b>Divorced</b> 3.45% <b>Widowed</b> 0.62% <b>Separated</b> 1.57% <b>Other</b> 2.31%
<b>Dependent Status</b>		<b>Child or children</b> 19.33% <b>Dependant older</b> 4.20% <b>A person with disability</b> 2.54% <b>None</b> 13.92% <b>Other/not known</b> 63.13%
<b>Disability</b>		<b>Not known</b> 63.03% <b>No</b> 34.96% <b>Yes</b> 2.01%
<b>Ethnicity</b>		<b>Black African</b> 0.08% <b>Irish Traveller</b> 0.03% <b>Bangladeshi</b> 0.01% <b>Pakistani</b> 0.02% <b>Black Caribbean</b> 0.02% <b>Mixed Ethnic Group</b> 0.09% <b>Chinese</b> 0.10% <b>White</b> 41.63% <b>Indian</b> 0.35% <b>Other</b> 0.33%  <b>Filipino</b> 0.28% <b>Not known</b> 57.06%
<b>Sexual Orientation</b>		<b>Opposite sex</b> 34.79% <b>Do not wish to answer</b> 2.22% <b>Not known</b> 62.32% <b>Both sexes</b> 0.10% <b>Same sex</b> 0.57%

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

- informal consultation with ICT colleagues
- formal consultation with ICT policy CAB & Trust IG
- discussions with colleagues in other Trusts & BSO

#### (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	<b>No impact on service users</b>	Female 80.56% Male 19.44%	<b>None</b>
Age		0-15 0% 16 – 19 0.26% 20-29 14.37% 30-45 39.20% 46-59 37.56% 60+ 8.61%	<b>None</b>
Religion		Protestant 48.26% Roman Catholic 25.71% Other 7.19% None 0% Not Known 18.84%	<b>None</b>
Political Opinion		Broadly Nationalist 3.92% Broadly Unionist 11.64% Do not wish to answer 14.56% Other 7.05% Not known 62.83%	<b>None</b>
Marital Status		Single 30.06% Married 61.99% Divorced 3.45% Widowed 0.62% Separated 1.57% Other 2.31%	<b>None</b>
Dependent Status		Child or children 19.33% Dependant older 4.20% A person with disability 2.54% None 13.92% Other/not known 63.13%	<b>None</b>
Disability		Not known 63.03% No 34.96% Yes 2.01%	<b>None</b>
Ethnicity		Black African 0.08% Irish Traveller 0.03% Bangladeshi 0.01% Pakistani 0.02%	<b>None</b>

		<b>Black Caribbean</b> 0.02% <b>Mixed Ethnic Group</b> 0.09% <b>Chinese</b> 0.10% <b>White</b> 41.63% <b>Indian</b> 0.35% <b>Other</b> 0.33%  <b>Filipino</b> 0.28% <b>Not known</b> 57.06%	
Sexual Orientation		<b>Opposite sex</b> 34.79% <b>Do not wish to answer</b> 2.22% <b>Not known</b> 62.32% <b>Both sexes</b> 0.10% <b>Same sex</b> 0.57%	<b>None</b>

**(4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?**

<b>Section 75 category</b>	<b>Please provide details</b>
Gender	<p>Engaged with colleagues internal and external</p> <p>The Trust remains committed to embracing diversity, promoting good relations and challenging sectarianism and racism to ensure service users and staff enjoy equality of opportunity and access to services in a welcoming and safe environment.</p> <p>SET has an ongoing strategy of staff training and engagement</p>
Age	As above
Religion	As above
Political Opinion	As above
Marital Status	As above
Dependent Status	As above
Disability	As above
Ethnicity	As above



Sexual Orientation	As above
--------------------	----------



<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 The Trust has in place its Good Relations statement which is displayed on staff and service user notice boards.
Political opinion		None The Trust has in place its Good Relations statement which is displayed on staff and service user notice boards.
Racial group		None The Trust has in place its Good Relations statement which is displayed on staff and service user notice boards.

<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	<p>The Trust remains committed to embracing diversity, promoting good relations and challenging sectarianism and racism to ensure service users and staff enjoy equality of opportunity and access to health and social care in a welcoming and safe environment.</p> <p>The Trust has an ongoing strategy of staff training and awareness raising.</p>
Political opinion	As above.
Racial group	<p>As above.</p> <p>The trust and service providers provides face to face interpreting services as requested.</p>

## (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?***

- The Trust Disability Action Plan 2018 – 2023 promotes these two duties
- Consideration has been given to the profile of staff affected by the proposal including those with a disability and the ICT department will attempt to accommodate specific requests from staff within this group
- No specific issues were identified in this proposal re disability duties

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

Discussions on Human Rights took place throughout the screening process no adverse impact on staff's Human Right is envisaged.

## **(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.**

No impact on any of the section 75 categories were identified in the revision of this policy

**(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 excessive usage on an ongoing case by case basis

Checks and measures have been established where possible to mitigate unauthorised use of mobile devices

Approved Lead Officer: Darren Henderson

Position: Assistant Director ICT

Date: 25/2/2021

Policy/proposal screened by: Mark McBurney & Graeme Peters

**Please forward completed schedule to:**



South Eastern Health  
and Social Care Trust

**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)