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) Name of the policy/proposal Policy for Haematology Clinical Nurse Specialist performing Bone Marrow Aspirate and Trephine

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

(1.3) What is it trying to achieve (intended aims/outcomes)? The policy will aim to enhance service provision, including a more flexible service, cost effectiveness and continuity of care for patients

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

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

(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 need to be made aware of the policy for it to be effective for patients

(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)

Clinical Nurse Specialist

Supporting Trust Staff

Patients and Clients

Relatives and Carers

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

This policy should be read in conjunction with the Medicines Policy

This policy should be read in conjunction with the Policy for Consent to Examination, Treatment or Care

This policy should be read in conjunction with Patient Group Direction for the administration of Lidocaine 1% or 2%

This policy should be read in conjunction with relevant Risk Assessments held in the Cancer Services Office Ulster Hospital

Use of Sharps

Labelling of Cytology/pathology specimens

South Eastern Health and Social Care Trust

Obtaining Consent for Invasive Procedure

Administration of medication

Bone Marrow Biopsy and Trephine

(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
The policy has been subject to the robust consultation process carried out as procedure within SET

(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	Policy applies to both male and female patients For female patients who are pregnant the procedure will not be carried out	N/A
Age	The policy applies to patients who are over 18 years of age There is no specified upper age	N/A

	limit for the procedure and a clinical decision may be made with regard to an upper age limit	
Religion	The policy will have no adverse impact on patients of different religions NB see accommodations for ethnicity	N/A
Political Opinion	The policy will have no adverse impact on patients of different political opinion	N/A
Marital Status	The policy will have no adverse impact on patients with regard to their marital status	N/A
Dependent Status	The policy will have no adverse impact on patients with regard to their dependant status. The Trust will attempt to accommodate request for alternative date and time	N/A
Disability	The Policy aims to meet the needs of those patients with a disability The Trust aims to provide physical access for anyone who requires the service A Clinical decision will be made if a patient has a disability which prevents the procedure to be carried out	N/A
Ethnicity	The Trust will endeavour to provide a male doctor if requested The Trust will accommodate requests for alternative time and date of appointment if possible The trust will provide a face to face interpreter when required	N/A
Sexual Orientation	The Policy will have no adverse impact on patients with regard to their sexual orientation.	N/A

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

The policy has been consulted on with relevant staff as part of the Trust consultation process.

(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	Policy applies to both male and female patients For female patients who are pregnant the procedure will not be carried out	N/A	None
Age	The policy applies to patients who are over 18 years of age There is no specified upper age limit for the procedure and a clinical decision may be made with regard to an upper age limit	N/A	None
Religion	The policy will have no adverse impact	N/A	None

	on patients of different religions NB see accommodations for ethnicity		
Political Opinion	The policy will have no adverse impact on patients of different political opinion	N/A	None
Marital Status	The policy will have no adverse impact on patients with regard to their marital status	N/A	None
Dependent Status	The policy will have no adverse impact on patients with regard to their dependant status. The Trust will attempt to accommodate request for alternative date and time	N/A	None
Disability	The Policy aims to meet the needs of those patients with a disability The Trust aims to provide physical access for anyone who requires the service A Clinical decision will be made if a patient has a disability which prevents the procedure to be carried out	N/A	None

Ethnicity	The Trust will endeavour to provide a male doctor if requested The Trust will accommodate requests for alternative time and date of appointment if possible The trust will provide a face to face interpreter when required	N/A	None
Sexual Orientation	The Policy will have no adverse impact on patients with regard to their sexual orientation	N/A	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	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*		
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	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?
The policy is written to meet the needs of all categories including those with

a disability. The trust aims to provide physical access for anyone with a disability who requires the service and a clinical decision will be made if a patient has a disability which prevents the procedure from being carried out.

(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
1st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property			x
1st 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. The Trust continues to deliver training and awareness raising for all staff with regard to Equality and Human Rights

(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.

This policy has been written to meet the needs of all patients including those in the nine equality categories. The implementation of the policy will be monitored and the policy will be reviewed in 2 years' time.

(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?

- Information from exit questionnaire
- Satisfaction survey
- Compliments and complaints
- Local monitoring of patients who access the service

Approved Lead Officer: Joanne Ogborn

Position: Haematology CNS

Date: 4th October 2021

South Eastern Health and Social Care Trust

Policy/proposal screened by: Joanne Ogborn

Please forward completed schedule to:

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