

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

Meaningful Work - Review of Chaplaincy Service Structure.

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

Revised.

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

To identify: staffing structure for Chaplaincy Service across the Trust which meets the future requirements for patient centred holistic care; by providing spiritual, religious, pastoral and cultural care in complex acute healthcare within the trust.

To create: roles for chaplains which bring meaning, engagement and opportunities for chaplains to develop their role and maximise their band potential.

To address: recent changes across the trust, in inpatient bed numbers and historical denominational anomalies, on specific sites.

To develop: new models of chaplaincy service in the community sector of the organisation.

To partner: with stakeholders to co-produce projects which utilise the potential for volunteering in Chaplaincy Service.

To align: the service to the values, vision and goals of the organisation.

To provide: person centred holistic care for service users of all faiths and none which respects the human dignity of everyone.

Promoting Spiritual Care will help make our service assessable to everyone.



(1.4) Are there any Section 75 categories (see list in 3.1) which might be expected to benefit from the intended policy/proposal?
People of different religious belief and people of different ethnic background.

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

The 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?)

Provision of Spiritual Care is a service enhancement.

(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)

Service Users, their families and carers.

Staff.

Voluntary Community Sector including faith and non-faith organisations.



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

Multi-Cultural Handbook.

Policy on Management of Bereavement

Last Offices Policy.



(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>Current training on Health and Social Care Management.</p> <p>Previous training on spiritual care services.</p> <p>Regional and national research.</p> <p>Professional discussions with staff.</p> <p>Meeting with members of Northern Ireland Hospital Chaplain's Association.</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.

Category	Needs, experiences and priorities	
	Service users	Staff
Gender		
Age		
Religion	Meets the spiritual needs of non-religious groups	Helps staff meet the spiritual needs of patients.



	Meets the religious needs of religious groups.	Helps staff meet the religious needs of patients.
Political Opinion		
Marital Status		
Dependent Status		
Disability		
Ethnicity		
Sexual Orientation		

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

Involved Northern Ireland Hospital Chaplain's Association members.

Engaged with staff.

(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	Service enhancement for people from different religious backgrounds. Service improvement for people with no religious background.		None
Political Opinion			None
Marital Status			None
Dependent Status			None
Disability			None
Ethnicity	Service enhancement for people from different ethnic backgrounds.		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	Yes staff training and engagement.
Age	Yes staff training and engagement.
Religion	Yes staff training and engagement.
Political Opinion	Yes staff training and engagement.
Marital Status	Yes staff training and engagement.

Dependent Status	Yes staff training and engagement.
Disability	Yes staff training and engagement.
Ethnicity	Yes staff training and engagement.
Sexual Orientation	Yes staff training and engagement.

(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	Service enhancement for people from different religious beliefs. Service enhancement for people from non-religious beliefs.	None
Political opinion		None
Racial group	Service enhancement for people from different racial backgrounds.	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	Staff training and engagement
Political opinion	Staff training and engagement



Racial group	Staff training and engagement
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(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?

Trust Disability Action Plan promotes these 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			✓
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 st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property			✓
1 st 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.
Human Rights issues e.g. dignity discussed in the development of and within the scope of the proposal.
To provide: person centred holistic care for service users of all faiths and none which respects the human dignity of everyone.

(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 and Equality Impact Assessment (EQIA)?

Yes	
No	✓

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

This proposal will contribute to a service enhancement for all service users.

(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?

Monitor through Chaplaincy Service KPI's.
Monitoring complaints and compliments
Monitoring feedback from service users and staff.



**South Eastern Health
and Social Care Trust**

Approved Lead Officer:

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Position:

Lead Chaplain

Date:

13/09/2017

Policy/proposal screened by:

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