

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 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

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

Revised policy

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

This policy outlines the management of contacts of confirmed or probable invasive meningococcal disease e.g. meningococcal septicaemia, meningitis or other clinical presentation and the supply of chemoprophylaxis against meningococcal disease.

The rationale for the development of these guidelines is:

To ensure that all staff dealing with a probable or confirmed case of invasive meningococcal disease follow the correct procedures.

To ensure that the case is notified to the Public Health Agency (PHA) in a timely manner (Notification is a legal requirement).

To ensure that all staff dealing with a case of probable or confirmed invasive meningococcal disease are aware of their responsibilities.

To ensure that all those who are considered to be a close contact of a probable or confirmed case of invasive meningococcal disease are managed appropriately



(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?

[PHE. 2019. Guidance for public health management of meningococcal disease in the UK](#)

Regional Infection Control Manual <https://www.niinfectioncontrolmanual.net/>

SET Guideline for the Management of Suspected Meningitis and Septicaemia in Childhood

SET Vaccination of and Administration of Prophylaxis for SE Trust Employees



(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>
British National Formulary online accessed at www.nice.org.uk/bnf
British National Formulary for Children online accessed at www.nice.org.uk/bnfc
Regional Infection Prevention and Control (IPC) manual accessed at https://www.niinfectioncontrolmanual.net/
<u>PHE. 2019. Guidance for public health management of meningococcal disease in the UK</u>
Regional Infection Control Manual https://www.niinfectioncontrolmanual.net/

(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	
	<i>Service users</i>	<i>Staff</i>
Gender	None	None
Age	None	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 different members of the pharmacy department, including ED pharmacist, antimicrobial pharmacist, dispensary pharmacist and clinical pharmacy lead. The guideline went out for trust-wide consultation and amendments were made based on feedback from this. It 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
Age			None
Religion			None

Political Opinion			None
Marital Status			None
Dependent Status			None
Disability			None
Ethnicity			None
Sexual Orientation			None

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

<i>Section 75 category</i>	<i>Please provide details</i>
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
Political opinion		None
Racial group		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	Positive 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.

The treatment of meningitis contacts in this policy is based on national guidance and is applicable to all patients regardless of age, gender, pregnancy/breastfeeding status.

(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.

There are no issues identified in this policy that would require ongoing screening or EQIA.

(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 review of supply of meningitis contacts kits and audit.

Approved Lead Officer: Carleen Hibberd

Position: Lead Antimicrobial Pharmacist

Date: 25/7/22

Policy/proposal screened by: Philip Lappin, Lead Pharmacist ED

Please forward completed schedule to:

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