

## 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) Resuscitation Policy

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

(1.3) What is it trying to achieve (intended aims/outcomes)?  
It is of the utmost importance within any hospital or health care facility to establish and implement an emergency procedure in the event of any person, patient or otherwise, suffering a cardiopulmonary arrest. To achieve the ultimate goal of survival from cardiopulmonary arrest staff need to know and understand their role in this procedure and be trained to an appropriate level.

(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, to meet needs of all categories

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

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?)

- Financial impact with regard to understaffing of resuscitation dept.
- staff being unaware of 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)

Staff

Service users

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

Do Not Attempt Resuscitation policy

Emergency treatment of anaphylaxis

All policies listed belong to Trust

## (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>Previous policies ie resuscitation policy and resuscitation training policy</b></p> <p><b>Trust consultation</b></p> <p><b>Equipment audit</b></p> <p><b>Cardiac arrest audits</b></p> <p><b>Course evaluations</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	Equal male/female	n/a
Age	All	“
Religion	All	“
Political Opinion	All	“

Marital Status	all	“
Dependent Status	All	“
Disability	All	“
Ethnicity	All	“
Sexual Orientation	all	“

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

**Previous policies ie resuscitation policy and resuscitation training policy**

**Trust consultation**

**Equipment audit**

**Cardiac arrest audits**

Course evaluations/feedback

#### (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	n/a	
Age	none	n/a	
Religion	none	n/a	

Political Opinion	none	n/a	
Marital Status	none	n/a	
Dependent Status	none	n/a	
Disability	none	n/a	
Ethnicity	none	n/a	
Sexual Orientation	none	n/a	

<b>(4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?</b>	
<b>Section 75 category</b>	<b>Please provide details</b>
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**

<b>Good relations category</b>	<b>Details of policy/proposal impact</b>	<b>Level of impact Minor/major/none</b>
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?**

<b>Good relations category</b>	<b>Please provide details</b>
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?**

- Treat all patients the same
- Reasonable adjustment will be made to staff training for those with a disability.

- Staff with a disability, unable to resuscitate a patient , should seek help immediately.
- Advice/ support given during training classes

## (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.

Staff training for Quality 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.

No EQIA required because identified, 'no impact' in section 7

**(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?

- Cardiac arrest audit
- Course evaluations
- Equipment audit
- 'Mock' arrests
- Feedback from staff
- Compliments
- Complaints
- Datix



Approved Lead Officer: Heidi Spence

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Date: 01/09/2023

Policy/proposal screened by: Heidi Spence

**Please forward completed schedule to:**

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