

## Equality, Good Relations and Human Rights Screening Template

**\*\*\*Completed Screening Templates are public documents and will be posted on the Trust's website\*\*\***

See 'Equality, Good Relations and Human Rights Screening Guidance Notes' (on SharePoint) for further background information on the relevant legislation and for help in answering the questions on this template.

### **(1) Information about the Policy/Proposal**

**(1.1) Name of the policy/proposal**  
Pressure Ulcer Prevention and Management Policy

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

Existing; updated version 3

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

Through implementation of the policy the Trust aims to: -

- Outline actions which must be taken to provide consistent, high quality, evidence-based practice in relation to the assessment, prevention, and management of pressure ulcers for each individual patient with or at risk of developing pressure ulcers throughout the SHSCT.
- Facilitate the early identification of patients who are at an increased risk of developing pressure damage and implement timely preventative measures.
  - Inform and educate health care professionals in Pressure Ulcer Risk assessment, prevention, and management strategies.
  - Reduce the incidence of avoidable pressure ulceration within the SHSCT.

Have robust governance arrangements to support the ongoing monitoring of acquired and admitted with pressure damage, ensuring investigations are carried out, escalated and learning shared in timely and appropriate manner.

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

Trust Staff and Service Users are representative of all Section 75 categories.

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

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?)**

NO

**(1.7) Who are the internal and external stakeholders (actual or potential) that the policy/proposal/decision could impact upon? (E.g. staff, service users, other public sector organisations, trade unions, professional bodies, independent sector, voluntary and community groups etc.)**

**Internal stakeholders:** DoH, Staff including agency staff, Trade Unions

**External stakeholders:** local population i.e. services users, patients and clients, relatives, as well as other organisations e.g. the public sector, independent sector, voluntary and community groups, Section 75 representative groups and advocates, MLAs etc.

(This list is not intended to be exhaustive).

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

- Trust's Corporate Plan
- Trust's Management of Change Framework – which is the main vehicle in effecting change as it relates to staff with trade union input.
- Trust's Equality Scheme which incorporates the Trust's Human Rights obligations and disability duties.
- Rural Needs Act 2018
- Trust's People Priorities Plan

## **(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? *NB: Specify the details for each of the Section 75 categories for any staff affected, the Trust Workforce, any patients/clients affected and the Trust general population in the following tables **if appropriate**.*

### **2.1 Staff Affected by this Policy/Proposal**

| <b>Section 75 Group</b>            | <b>Make up of Staff Affected</b>                                               | <b>Percentage</b> |
|------------------------------------|--------------------------------------------------------------------------------|-------------------|
| <b>Gender</b>                      | Female                                                                         | <b>88%</b>        |
|                                    | Male                                                                           | <b>12%</b>        |
| <b>Religion</b>                    | Protestant                                                                     | <b>32.7%</b>      |
|                                    | Roman Catholic                                                                 | <b>53.8%</b>      |
|                                    | Not Known/Other                                                                | <b>13.5%</b>      |
| <b>Political Opinion</b>           | Broadly Unionist                                                               | <b>8.3%</b>       |
|                                    | Broadly Nationalist                                                            | <b>8.4%</b>       |
|                                    | Other                                                                          | <b>7.2%</b>       |
|                                    | Do Not Wish To Answer/Not Known                                                | <b>76.1%</b>      |
| <b>Age</b>                         | 16-24                                                                          | <b>7.9%</b>       |
|                                    | 25-34                                                                          | <b>26.8%</b>      |
|                                    | 35-44                                                                          | <b>29%</b>        |
|                                    | 45-54                                                                          | <b>18.4%</b>      |
|                                    | 55-64                                                                          | <b>14.9%</b>      |
|                                    | 65+                                                                            | <b>3%</b>         |
| <b>Marital Status</b>              | Single                                                                         | <b>31.7%</b>      |
|                                    | Married/Civil Partnership                                                      | <b>54.9%</b>      |
|                                    | Other/Not Known                                                                | <b>13.4</b>       |
| <b>Caring Responsibility</b>       | Caring for a Child/Children/Dependant Older Person/Person(s) With a Disability | <b>13.9%</b>      |
|                                    | None                                                                           | <b>30.9%</b>      |
|                                    | Not Known                                                                      | <b>55.2%</b>      |
| <b>Disability</b>                  | Yes                                                                            | <b>2.2%</b>       |
|                                    | No                                                                             | <b>70.3%</b>      |
|                                    | Not Known                                                                      | <b>27.5%</b>      |
| <b>Ethnicity</b>                   | Bangladeshi                                                                    | <b>0.03%</b>      |
|                                    | Black African                                                                  | <b>0.72%</b>      |
|                                    | Black Caribbean                                                                | <b>0.03%</b>      |
|                                    | Black Other                                                                    | <b>0.03%</b>      |
|                                    | Chinese                                                                        | <b>0.07%</b>      |
|                                    | Filipino                                                                       | <b>1.02%</b>      |
|                                    | Indian                                                                         | <b>2.12%</b>      |
|                                    | Irish Traveller                                                                | <b>0%</b>         |
|                                    | Mixed Ethnic                                                                   | <b>0.27%</b>      |
|                                    | Pakistani                                                                      | <b>0.27%</b>      |
|                                    | White                                                                          | <b>68.20%</b>     |
|                                    | Not Known                                                                      | <b>27.26%</b>     |
| <b>Sexual Orientation towards:</b> | Opposite Sex                                                                   | <b>55.3%</b>      |
|                                    | Same Sex                                                                       | <b>1.1%</b>       |
|                                    | Same and Opposite Sex                                                          | <b>0.3%</b>       |
|                                    | Do Not Wish To Answer/Not Known                                                | <b>43.3%</b>      |

## 2.2 Composition of Southern Trust Workforce

*(please contact the Equality Unit on 028 375 64152 to ensure the figures below are the most recent)*

| <b>Section 75 Group</b>                | <b>Southern Trust Workforce Profile as at<br/>1 January 2025</b> | <b>Percentage</b> |
|----------------------------------------|------------------------------------------------------------------|-------------------|
| <b>Gender</b>                          | Female                                                           | 85.6%             |
|                                        | Male                                                             | 14.4%             |
| <b>Religion</b>                        | Protestant                                                       | 34.1%             |
|                                        | Roman Catholic                                                   | 55.9%             |
|                                        | Neither                                                          | 10.0%             |
| <b>Political Opinion</b>               | Broadly Unionist                                                 | 8.9%              |
|                                        | Broadly Nationalist                                              | 9.7%              |
|                                        | Other                                                            | 7.4%              |
|                                        | Do Not Wish To Answer/Not Known                                  | 74.0%             |
| <b>Age</b>                             | 16-24                                                            | 6.7%              |
|                                        | 25-34                                                            | 22.5%             |
|                                        | 35-44                                                            | 27.9%             |
|                                        | 45-54                                                            | 21.2%             |
|                                        | 55-64                                                            | 17.8%             |
|                                        | 65+                                                              | 3.9%              |
| <b>Marital Status</b>                  | Single                                                           | 31.7%             |
|                                        | Married                                                          | 56.8%             |
|                                        | Not Known                                                        | 11.5%             |
| <b>Dependent Status</b>                | Caring for a Child/Children / Dependant                          | 14.7%             |
|                                        | Older Person / Person With a Disability                          | 31.3%             |
|                                        | None                                                             | 54.0%             |
|                                        | Not Known                                                        |                   |
| <b>Disability</b>                      | Yes                                                              | 2.6%              |
|                                        | No                                                               | 73.9%             |
|                                        | Not Known                                                        | 23.5%             |
| <b>Ethnicity</b>                       | Bangladeshi                                                      | 0.01%             |
|                                        | Black African                                                    | 0.45%             |
|                                        | Black Caribbean                                                  | 0.01%             |
|                                        | Black Other                                                      | 0.03%             |
|                                        | Chinese                                                          | 0.09%             |
|                                        | Filipino                                                         | 0.6%              |
|                                        | Indian                                                           | 1.2%              |
|                                        | Irish Traveller                                                  | 0.01%             |
|                                        | Mixed Ethnic                                                     | 0.2%              |
|                                        | Pakistani                                                        | 0.15%             |
|                                        | White                                                            | 74.2%             |
|                                        | Not Known                                                        | 23.0%             |
| <b>Sexual Orientation<br/>towards:</b> | Opposite Sex                                                     | 57.9%             |
|                                        | Same Sex                                                         | 1.03%             |
|                                        | Same and Opposite Sex                                            | 0.26%             |
|                                        | Do Not Wish To Answer/Not Known                                  | 40.81%            |

## 2.3 Patients / Clients Affected / Southern Trust's Area Population Profile – Census 2021

| <i>All clinical</i>                        | <i>Trust's Area Population Profile<br/>(Population of 358,034)</i> | <i>Percentage</i>                         |
|--------------------------------------------|--------------------------------------------------------------------|-------------------------------------------|
| <b>Gender</b>                              | Female                                                             | 50.2                                      |
|                                            | Male                                                               | 49.8                                      |
| <b>Religion</b>                            | Protestant                                                         | 35.5                                      |
|                                            | Roman Catholic                                                     | 57.0                                      |
|                                            | Other                                                              | 7.5                                       |
| <b>Political Opinion</b>                   | Not collected                                                      |                                           |
| <b>Age</b>                                 | 0-15                                                               | 22.5                                      |
|                                            | 16-24                                                              | 10.2                                      |
|                                            | 25-44                                                              | 26.5                                      |
|                                            | 45-64                                                              | 25.2                                      |
|                                            | 65-84                                                              | 13.8                                      |
|                                            | 85+                                                                | 1.8                                       |
| <b>Marital Status<br/>(aged 16+ years)</b> | Single                                                             | 28.1                                      |
|                                            | Married/Civil Partnership                                          | 37.7                                      |
|                                            | Other                                                              | 34.2                                      |
| <b>Dependent Status</b>                    | Caring for a dependent Child/Children                              | 25.8% care for a dependent child/children |
| <b>Disability</b>                          | Yes                                                                | 21.8                                      |
|                                            | No                                                                 | 78.2                                      |
| <b>Ethnicity</b>                           | Asian Other                                                        | 0.4                                       |
|                                            | Bangladeshi                                                        | 0                                         |
|                                            | Black African                                                      | 0.4                                       |
|                                            | Black Caribbean                                                    | 0                                         |
|                                            | Black Other                                                        | 0.4                                       |
|                                            | Chinese                                                            | 0.3                                       |
|                                            | Filipino                                                           | 0.1                                       |
|                                            | Indian                                                             | 0.2                                       |
|                                            | Irish Traveller                                                    | 0.3                                       |
|                                            | Mixed Ethnic Group                                                 | 0.8                                       |
|                                            | Arab                                                               | 0.1                                       |
|                                            | Roma                                                               | 0.1                                       |
|                                            | Other                                                              | 0.2                                       |
|                                            | Pakistani                                                          | 0.1                                       |
|                                            | White                                                              | 96.5                                      |
| <b>Sexual Orientation</b>                  | Heterosexual                                                       | 69.8                                      |
|                                            | LGBTQ+                                                             | 1.1                                       |
|                                            | Not Stated                                                         | 29.1                                      |

### **(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.  
***(NB: Use relevant statistical and qualitative data to complete the table below)***

| <b>Section 75 Category</b> | <b>Details of Needs, Experiences and Priorities</b>                                                                                                                                                                                    |                                                                                                                                            |
|----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|
|                            | <b>Staff</b>                                                                                                                                                                                                                           | <b>Service Users</b>                                                                                                                       |
| <b>Gender</b>              | The policy is relevant to all clinical staff, regardless of their sexual orientation, who have contact with service users. Staff will be made aware of the policy through the policy implementation plan submitted to Policy Scrutiny. | This policy is relevant to all service users with or 'at risk' of developing pressure damage in both Primary and/or Secondary care sectors |
| <b>Age</b>                 |                                                                                                                                                                                                                                        |                                                                                                                                            |
| <b>Religion</b>            |                                                                                                                                                                                                                                        |                                                                                                                                            |
| <b>Political Opinion</b>   |                                                                                                                                                                                                                                        |                                                                                                                                            |
| <b>Marital Status</b>      |                                                                                                                                                                                                                                        |                                                                                                                                            |
| <b>Dependent Status</b>    |                                                                                                                                                                                                                                        |                                                                                                                                            |
| <b>Disability</b>          |                                                                                                                                                                                                                                        |                                                                                                                                            |
| <b>Ethnicity</b>           |                                                                                                                                                                                                                                        |                                                                                                                                            |
| <b>Sexual Orientation</b>  |                                                                                                                                                                                                                                        |                                                                                                                                            |

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

This policy has been consulted by our Nursing Governance teams and key Tissue Viability Nurses across both Acute and Non Acute as well as community teams.

#### **(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?**

| <b>Section 75 category</b> | <b>Details of policy/proposal impact</b> |                                                                                                                          | <b>Level of impact?<br/>Minor/major/none</b> |
|----------------------------|------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|
|                            | <b>Staff</b>                             | <b>Service Users</b>                                                                                                     |                                              |
| <b>Gender</b>              | N/A                                      | The policy will improve the care of all patients regardless of S75 category                                              | Minor - positive                             |
| <b>Age</b>                 | As above                                 | As above                                                                                                                 | As above                                     |
| <b>Religion</b>            | As above                                 | As above                                                                                                                 | As above                                     |
| <b>Political Opinion</b>   | As above                                 | As above                                                                                                                 | As above                                     |
| <b>Marital Status</b>      | As above                                 | As above                                                                                                                 | As above                                     |
| <b>Dependent Status</b>    | As above                                 | As above                                                                                                                 | As above                                     |
| <b>Disability</b>          | As above                                 | As above                                                                                                                 | As above                                     |
| <b>Ethnicity</b>           | As above                                 | As above<br>Where necessary, the policy can be translated into alternative languages and/or sign language if appropriate | As above                                     |
| <b>Sexual Orientation</b>  | As above                                 | As above                                                                                                                 | As above                                     |

##### **(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> |
|----------------------------|-------------------------------|
| <b>Gender</b>              | N/a                           |
| <b>Age</b>                 | N/a                           |
| <b>Religion</b>            | 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> |
| <b>Political Opinion</b>                                                                                                         | N/a                           |
| <b>Marital Status</b>                                                                                                            | N/a                           |
| <b>Dependent Status</b>                                                                                                          | N/a                           |
| <b>Disability</b>                                                                                                                | N/a                           |
| <b>Ethnicity</b>                                                                                                                 | N/a                           |
| <b>Sexual Orientation</b>                                                                                                        | N/a                           |

| <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<br/>Minor/major/none</b> |
| <b>Religious belief</b>                                                                                                                                                                 | The policy is beneficial to all groups regardless of religious belief and will have no specific impact on good relations between people of differing religious beliefs.   | None                                        |
| <b>Political opinion</b>                                                                                                                                                                | The policy is beneficial to all groups regardless of political opinion and will have no specific impact on good relations between people of differing political opinions. | None                                        |
| <b>Racial group</b>                                                                                                                                                                     | The policy is beneficial to all groups regardless of race and will have no specific impact on good relations between people of differing racial groups.                   | None                                        |

| <b>(4.4) Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?</b> |                                      |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|
| <b><i>Good relations category</i></b>                                                                                                                  | <b><i>Please provide details</i></b> |
| <b>Religious belief</b>                                                                                                                                | N/A                                  |
| <b>Political opinion</b>                                                                                                                               | N/A                                  |
| <b>Racial group</b>                                                                                                                                    | N/A                                  |

## **(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?**

Any training will take consideration of staff with disabilities to ensure full participation of all involved.

The Trust is committed to ensuring it meets its obligations within the Disability Discrimination Act 1995 and the United Nations Convention on the Rights of People with Disabilities.

Trust staff are trained with regards to the Mental Capacity (NI) Act 2016 and Deprivation of Liberties to ensure Service Users are appropriately treated in instances where the service user lacks capacity to make an informed decision.

The Trust has a number of policies/plans in place including a Disability Action Plan as well as staff training, aimed at encouraging disabled people participation in public life and promoting positive attitudes towards disabled people including staff with disabilities.

The Trust is committed to Equal Opportunities.

## **(6) Consideration of Human Rights**

The Trust has a duty to act compatibly and must take Human Rights considerations into account in its day-to-day functions/activities.

(6.1) How does the policy/proposal impact on 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 on tel: 028 375 64151. 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.

Considering human rights aspects as an integral part of the Trust's decision-making processes and in this instance policy development, implementation and review. Human rights of staff and service users were discussed throughout the screening process. The e-learning module on Equality, Diversity, Human Rights and Good Relations is promoted alongside face to face training programmes for all staff process.

## **(7) Screening Decision**

(7.1) Given the answers in Section 4 of this template, how would you categorise the impacts of this decision or policy/proposal? *(Please tick one option below and list your reasons for the decision in 7.2 below)*

| <b>Major impact</b> |  | <b>EQIA Required? <i>(Delete as appropriate)</i></b> |           |
|---------------------|--|------------------------------------------------------|-----------|
|                     |  | <b>Yes</b>                                           | <b>No</b> |

| <b>Minor impact</b> | ✓<br>positive | Mitigation<br>Required | Alternative<br>Policy<br>Required |
|---------------------|---------------|------------------------|-----------------------------------|
|                     |               | <b>No</b>              | <b>No</b>                         |

| <b>No impact</b> |  | <b>Screened Out</b> |
|------------------|--|---------------------|
|------------------|--|---------------------|

(7.2) Please give reasons for your decision and detail any mitigation or alternative policies considered.

The aim of the policy is to improve patient care. Certain S75 categories such as Age/Dependants and Disability will be taken into account during discussions with patients. In addition, those service users who English is not their first language can avail of interpreting services.

It is considered that this policy will have a minor positive impact.

(7.3) Do you consider the policy/proposal needs to be subjected to ongoing screening? NB: for strategies/policies that are to be put in place through a series of stages – screen at various stages during implementation.

|     |   |
|-----|---|
| Yes |   |
| No  | ✓ |

**(8) Monitoring**

(8.1) Please detail how you will monitor the effect of the policy/proposal for equality of opportunity and good relations, disability duties and human rights?

This will be fed back via at Safety and Quality assurance meetings on a quarterly basis and also Via Senior Management team

|                                     |                                                    |
|-------------------------------------|----------------------------------------------------|
| <b>Approved Lead Officer:</b>       | <b>Senior to policy maker<br/>Carrie McCann</b>    |
| <b>Position:</b>                    | <b>Lead Nurse Dermatology and Tissue Viability</b> |
| <b>Email:</b>                       | <b>Carrie.McCann@southerntrust.hscni.net</b>       |
| <b>Telephone No:</b>                | <b>02837566048</b>                                 |
| <b>Date:</b>                        | <b>17/10/25</b>                                    |
| <b>Policy/proposal screened by:</b> | <b>Gillian Carnduff TVN 15/10/25</b>               |

**Please forward completed screening template to [Equality.Unit@southerntrust.hscni.net](mailto:Equality.Unit@southerntrust.hscni.net) for inclusion in the Trust's Policy Screening Reports which are uploaded to the Trust's website.**