

**\*\*\*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  
SHSCT Risk Management Strategy

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

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

The primary purpose of this Risk Management Strategy is to support staff within the organisation to understand and discharge their responsibilities in relation to risk management.

Its aim is to ensure the Trust has a comprehensive, cohesive, clearly defined and documented risk management system in place. The system must be underpinned by clear responsibility and accountability arrangements that are based on the principles contained in the HSC Regional Model for Risk Management.

Having such a framework in place will ensure that any 'risk' to the achievement of the Trust's objectives is quickly identified, managed in a consistent and appropriate manner that permits the 'risk' to be adequately reduced or controlled. It also ensures the Trust's vision to deliver safe, high-quality care, that is co-produced and co-designed with service users and staff who deliver our services is met.

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

All Section 75 categories will have an expected benefit as this policy will fundamentally aim to protect life through the application of robust risk management principles.

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

SHSCT

(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?)

The key factor that needs to be considered is the financial impact associated with the completion of risk assessments that will outline how to reasonably mitigate against risk across all levels within the organisation. This will dictate how best to treat, accept or transfer the risk and will align to the Trust's risk tolerance and acceptance criteria.

(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.

Staff (including contractors, agency and locum staff)

Service Users & Families

Visitors

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

- SHSCT Board Assurance Framework (2025)
- SHSCT Integrated Governance & Assurance Framework (2024 to 2027)
- [Our Vision and Strategy 2030 | Southern Health & Social Care Trust](#)
- [SHSCT Health and Safety at Work Policy](#)
- [Safety Guidance Notes \(SGN\) - All Documents](#)
- [Management of Service User Feedback Policy and Procedure.pdf](#)
- [Policy and Procedures for the Reporting and Management of Adverse Incidents Version 2.0 2023](#)
- [Information Governance Framework](#)
- ['Raising A Concern in the Public Interest \(Whistleblowing\) Policy & Procedures](#)
- [Business Continuity Management 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? *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**

### **2.2 Composition of Southern Trust Workforce – All staff are affected by this policy**

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

## 2.3 Patients / Clients Affected

Patients, service users and the public also have a role to play in improving the risk management processes of the Trust by supporting staff in adhering to local, regional and national policy guidance and by proactively participating in their care. The table below presents the Southern Trust's Area Population Profile – Census 2021.

**(NB: in some instances, you may need to be more specific and use local District Council areas – please contact the Equality Unit on 028 375 64152).**

<b>Section 75 Group</b>	<b>Trust's Area Population Profile (Population of 390,973)</b>	<b>Percentage</b>
<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 (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	0.06
	Roma	0.08
	Other	0.2
	Pakistani	0.1
	White	96.5
<b>Sexual Orientation</b>	Heterosexual	69.8
	LGBTQ+	1.1
	Not Stated	29.1

## 2.4 Northern Ireland Health and Social Care Workforce Key Statistics

According to the 2025 Census figures some key stats for the HSC are:

- The HSC workforce grew by 22% (11,944.8 WTE) between the 2016 and 2025 Censuses.
- The largest employer in the HSC was the Belfast Trust with 21,191 (19,038.9 WTE) staff or 28% of all HSC staff.
- The largest Occupational Family was Nursing & Midwifery with 24,887 (22,269.3 WTE) staff or 33% of all HSC staff.
- Over two thirds (34%, 22,402.2 WTE) of WTE HSC staff were employed at Agenda for Change Bands 1 to 4.
- Over three quarters (78% or 58,354 headcount) of HSC employees were female.

### **(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)**

Section 75 Category	Details of Needs, Experiences and Priorities	
	Staff	Service Users
<b>Gender</b>	The level of training required by staff will be determined by identification of risk within each team / department, completion of the general risk assessment tool and agreement on suitable actions required to reasonably and practically manage the risk.	Multiple factors impact on this type of risk, with consideration to the following: <ul style="list-style-type: none"> <li>✓ Staffing levels required to provide safe and effective care</li> <li>✓ Service user risk profile</li> <li>✓ Type and nature of the health care facility including level of patient / client dependency</li> <li>✓ Equipment being used</li> <li>✓ What activity occurs within the room/space</li> <li>✓ Staff resources and ability to observe / supervise a service user within the room/space</li> </ul>
<b>Age</b>	As Above	As Above
<b>Religion</b>	As Above	As Above
<b>Political Opinion</b>	As Above	As Above
<b>Marital Status</b>	As Above	As Above
<b>Dependent Status</b>	As Above	As Above
<b>Disability</b>	As Above	As Above
<b>Ethnicity</b>	As Above	As Above
<b>Sexual Orientation</b>	As Above	As Above

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

As part of this strategy's development, there has been consultation with the directorate governance co-ordinators with leadership oversight from the Medical Director and Assistant Director for CSCG.

The document was presented at SLTRA on 4 December 2025 and feedback comments to be received by 5<sup>th</sup> January 2026 in order to inform finalisation and acceptance

#### **(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? Minor/major/none</b>
	<b>Staff</b>	<b>Service Users</b>	
<b>Gender</b>	None	None	None
<b>Age</b>	None	None	None
<b>Religion</b>	None	None	None
<b>Political Opinion</b>	None	None	None
<b>Marital Status</b>	None	None	None
<b>Dependent Status</b>	None	None	None
<b>Disability</b>	None	None	None
<b>Ethnicity</b>	None	None	None
<b>Sexual Orientation</b>	None	None	None

##### **(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>Political Opinion</b>	N/A
<b>Marital Status</b>	N/A
<b>Dependent Status</b>	N/A
<b>Disability</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>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 Minor/major/none</b>
<b>Religious belief</b>		None
<b>Political opinion</b>		As above
<b>Racial group</b>		As above

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

## **(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 Trust is committed to ensuring equality of opportunity for all service users and staff in line with the provisions of the Disability Discrimination Act 1995 and the United Nations Convention on the Rights of People with disabilities. The Trust has a number of policies/plans in place including a Disability Action Plan, aimed at encouraging disabled people participation in public life and promoting positive attitudes towards disabled people.



## **(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	✓		
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 <sup>st</sup> protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property			✓
1 <sup>st</sup> 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 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.

The Trust is committed to the protection and promotion of Human Rights in all aspects of its work. The Human Rights Act 1998 gives effect in UK Law to the European Convention on Human Rights and requires legislation to be integrated so far as possible in a way that is compatible with the Convention rights. It also makes it unlawful for a public body to act incompatibly with the Convention rights.

## **(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>		Mitigation Required	Alternative Policy Required
		<b>Yes/No</b>	<b>Yes/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.

This policy has the ultimate aim to ensure reasonable systems and processes are in place to protect life and reduce the likelihood of harm / death from activities undertaken within the day-to-day operations of Trust business.

- (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	X

**(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?

Monitoring of training records to confirm update of risk management training across the organisation

Completion of general risk assessments and review / escalation of outcomes Number of risks logged on to the Datix Risk Module (team / division / directorate / corporate)

Review of risk RAG status across the difference risk reporting levels to monitor how applied mitigations have led to a reduction of high to medium risk levels.

**Approved Lead Officer:** Mrs Stacey Hetherington

**Position:** AD – Clinical and Social Care Governance

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**Date:** 23/12/2025

**Policy/proposal screened by:** Caroline Beattie  
Senior Manager for Standards, Risk and Learning

**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.**