

**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

SHSCT Policy - 'Management of Deliberate Self Harm through the use of Ligatures'

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

This is a revised Trust Policy

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

The policy aims to establish a risk management model that will effectively manage (within the scope) any deliberate self-harm through the use of ligatures.

This model will require a number of actions being completed including:

- Completion of the new Ligature Risk Assessment tool so that any point of ligature risk is identified, managed and monitored to ensure identified mitigations are completed, thereby reducing the risk to a reasonable practicable level;
- Establishment of a suitable Training Programme that will be determined following completion of the ligature risk assessment and identification of risk status. This will be a blended mix of both face to face / e-learning teaching.
- Ensuring the systems and processes are in place to safely and expediently respond to any attempted ligature, with appropriate post incident support in place for all those involved.

(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.

(1.5) Who owns and who implements the policy/proposal - where does it originate, for example DoH, HSCB, 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 the points of ligature risk assessment tool. In order to reduce the risk the purchase of anti-ligature fixtures and fittings will be identified and financial support will be required if the risk assessment findings are to be actioned and the risk reduced.

If the risk assessments are to be carried out over a significant number of care facilities then the costs could potentially be significant and if not met in the first instance then the risk will need to be escalated within the relevant risk registers and monitored over time.

(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

Service Users & Families

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

SHSCT Risk Management Strategy (2026-2029)

[Risk Management Strategy 2026-2029.pdf](#)

SHSCT Procedure / Supporting Guidance – Completing a Ligature Risk Assessment

SHSCT Procedure / Supporting Guidance - Safe use of Ligature Rescue Equipment in Responding to incidents of Self-Strangulation

Ligature Risk Assessment tool

Ligature Rescue Training (including training dates, Training Needs Analysis, e-learning course via HSC Learn)

SHSCT Health and Safety Policy (2023)

Safety Guidance Note 114_Lone Working (2022)

Moving and Handling LOLER Policy 2022

NICE NG 225 Self-harm: assessment, management and preventing recurrence

(2) Available evidence

2.1 Staff Affected by this Policy/Proposal / 2.2

Composition of Southern Trust

Workforce - This policy could potentially affect any staff member in any of the care areas outlined in the policy scope (refer to section 5.0) NB: please note that all total may not total 100 due to rounding

Section 75 Group	Southern Trust Workforce Profile as at 1 January 2026	Percentage
Gender	Female	85.7%
	Male	14.3%
Religion	Protestant	34.5%
	Roman Catholic	55.0%
	Neither	10.5%
Political Opinion	Broadly Unionist	9.1%
	Broadly Nationalist	9.5%
	Other	6.9%
	Do Not Wish To Answer/Not Known	74.4%
Age	16-24	7.0%
	25-34	23.0%
	35-44	28.2%
	45-54	20.5%
	55-64	17.1%
	65+	4.2%
Marital Status	Single	32.0%
	Married	55.9%
	Not Known	12.1%
Dependent Status	Caring for a Child/Children / Dependant Older Person / Person With a Disability	13.7%
	None	31.9%
	Not Known	54.4%
Disability	Yes	2.6%
	No	72.2%
	Not Known	25.2%
Ethnicity	Bangladeshi	0.01%
	Black African	0.58%
	Black Caribbean	0.01%
	Black Other	0.03%
	Chinese	0.10%
	Filipino	0.61%
	Indian	1.34%
	Irish Traveller	0.01%
	Mixed Ethnic	0.17%
	Pakistani	0.25%
	White	72.12%
	Not Known	24.76%
Sexual Orientation towards:	Opposite Sex	57.6%
	Same Sex	1.1%
	Same and Opposite Sex	0.3%
	Do Not Wish To Answer/Not Known	40.9%

2.3 Patients / Clients Affected

This policy could potentially affect any patient / client admitted to any of the care areas outlined in the policy scope (refer to section 5.0)

2.4 Southern Trust's Area Population Profile – Census 2011

Section 75 Group	Trust's Area Population Profile (Population of 358,034)	Percentage
Gender	Female	50.36
	Male	49.64
Religion	Protestant	39.15
	Roman Catholic	56.69
	Other	4.16
Political Opinion	Not collected	
Age	0-15	22.73
	16-24	12.25
	25-44	28.45
	45-64	23.40
	65-84	11.69
	85+	1.48
Marital Status (aged 16+ years)	Single	34.99
	Married/Civil Partnership	50.24
	Other	14.77
Dependent Status	Caring for a Child/Children/Dependant Older Person/Person(s) With a Disability	11.34% of usually resident population provide unpaid care
Disability	Yes	19.64
	No	80.36
Ethnicity	Asian Other	0.20
	Bangladeshi	0.01
	Black African	0.11
	Black Caribbean	0.01
	Black Other	0.10
	Chinese	0.22
	Indian	0.17
	Irish Traveller	0.15
	Mixed Ethnic Group	0.29
	Other	0.16
	Pakistani	0.07
	White	98.51
Sexual Orientation	Estimated 6-10% of persons identify as lesbian, gay, bisexual – <i>Source: 2012 report by Disability Action & Rainbow Project</i>	

(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
Gender	The policy sets out clear expectations to ensure that all staff understand their roles and responsibilities in the assessment and management of individuals who present with self-harming behaviours, including risks associated with ligatures. It supports staff to deliver care in a compassionate, safe and consistent manner, supported by appropriate training, risk assessment tools and governance arrangements to promote patient safety and wellbeing.	This policy applies to all service users and staff and is intended to be implemented in a consistent, inclusive and non-discriminatory manner across all settings within the SHSCT. It relates to individuals who present with self-harming behaviours, including those at risk of harm through the use of ligatures, regardless of religious belief, political opinion, racial group, age, marital status, sexual orientation, gender, disability status, dependants or gender identity. The policy recognises that individuals may have differing needs, vulnerabilities and experiences—for example, variations in age, disability, cultural background, or social circumstances—and commits to delivering care that is compassionate, person-centred, culturally sensitive and accessible. It also acknowledges the importance of supporting families, and carers where appropriate.
Age	As Above	As Above
Religion	As Above	As Above
Political Opinion	As Above	As Above
Marital Status	As Above	As Above
Dependent Status	As Above	As Above
Disability	As Above	As Above
Ethnicity	As Above	As Above

Section 75 Category	<i>Details of Needs, Experiences and Priorities</i>	
	<i>Staff</i>	<i>Service Users</i>
Sexual Orientation	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 policy's development, a Trust MDT Policy working group was established with the inaugural meeting held on 23 March 2021. This group has been chaired by the Deputy Medical Director for Governance Safety & Quality Improvement. Meetings have been held on a quarterly basis with the last meeting held on 14 May 2026.

As part of this work a policy, 2 procedural documents and a number of other supporting resources have been developed, consulted upon and finalised. As part of this policy review these resources have all been subject to review and agreement. Consultation has involved trade union representatives and service users with lived experience of self harm.

(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
	Staff	Service Users	
Gender Age Religion Political Opinion Marital Status Dependent Status Sexual Orientation	The Trust regards this policy as an integral part of its commitment to ensure service users are provided with an environment where care and treatment is given in a safe, secure and therapeutic way.	This policy focus' on a compassionate, flexible, and consistent approach to managing self-harm supports fair and inclusive care for all patients.	Minor positive
Disability		This policy will be particularly beneficial for individuals with mental health conditions.	
Ethnicity		Language barriers or cultural stigma around self-harm could affect engagement—mitigated through interpreter services and culturally sensitive care.	

(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	See consideration at 3.1
Age	Not Applicable
Religion	Not Applicable

(4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?	
Section 75 category	Please provide details
Political Opinion	Not Applicable
Marital Status	Not Applicable
Dependent Status	Not Applicable
Disability	Not Applicable
Ethnicity	Not Applicable
Sexual Orientation	Not Applicable

(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	Not Applicable
Political opinion	Not Applicable
Racial group	Not Applicable

(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. 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	✓		
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			✓
1st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of			✓

Article	Positive impact	Negative impact = human right interfered with or restricted	Neutral impact
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 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.

Ongoing Human Rights Awareness Training and staff completion of 'Making a Difference' – Equality, Good Relations and Human Right e-learning training. Considering human rights aspects as an integral part of the Trust's decision-making processes and in this instance policy development, implementation and review.

(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)*

Major impact		EQIA Required? <i>(Delete as appropriate)</i>	
		Yes	No
Minor impact	✓	No	No
		No	No
No impact		Screened Out	

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

This policy has a minor **positive** impact, as the aim is to protect life and reduce the likelihood of harm / death from deliberate self-harm through the use of ligatures for those patients / service users being cared for within a range of care settings.

The Trust regards this policy as an integral part of its commitment to ensure service users are provided with an environment where care and treatment is given in a safe, secure and therapeutic way.

- (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?

Environmental ligature risk assessments will be reviewed at least annually. An earlier review should be undertaken, for instance if there has been a serious incident involving suicide or attempted suicide using a ligature or if there is a significant change (e.g. change of use, modification of the building)

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Policy/proposal screened by:	Caroline Beattie, SHSCT Senior Manager – Standards, Risk and Learning NICE Scholar

Please forward completed screening template to Equality.Unit@southerntrust.hscni.net for inclusion in the Trust's Policy Screening Reports which are uploaded to the Trust's website.