

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

Environmental Cleanliness

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

Revised

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

The aim of the policy is to ensure the Trust has in place suitable and robust governance arrangements to support the delivery and maintenance of the highest possible standards of environmental cleanliness.

The policy will support the development and maintenance of a cleanliness matters culture within the Trust that recognises that cleanliness is everyone's responsibility.

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

All service users (patients/clients), staff and visitors who use Trust premises.

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

This is a Trust policy which will assist compliance with compliance with the following:

DHSSPS “Cleanliness Matters” – A Regional Strategy for Improving the Standard of Environmental Cleanliness in HSS Trusts 2005-2008 (Sept 2005).
DHSSPS Policy for the Provision and Management of Cleaning Services (Jan 2015)

(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?)

It requires the compliance of Trust staff whose responsibilities are identified within the policy.

Ensuring staff have competencies to perform effective cleaning.

(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.)

Trust management, staff, service users (patients/clients) and visitors

Trust Environmental Cleanliness Committee

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

Regional Policies

DHSSPS “Cleanliness Matters” – A Regional Strategy for Improving the Standard of Environmental Cleanliness in HSS Trusts 2005-2008 (Sept 2005).

DHSSPS Policy for the Provision and Management of Cleaning Services (Jan 2015)

NI Regional Infection Prevention Control Manual

(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

Section 75 Group	Southern Trust Workforce Profile as at 1 January 2022	Percentage
Gender	Female	85.3%
	Male	14.7%
Religion	Protestant	34.9%
	Roman Catholic	57.2%
	Neither	7.9%
Political Opinion	Broadly Unionist	9.1%
	Broadly Nationalist	9.9%
	Other	7.8%
	Do Not Wish To Answer/Not Known	73.2%
Age	16-24	8.7%
	25-34	24.3%
	35-44	25.3%
	45-54	21.0%
	55-64	17.5%
	65+	3.2 %
Marital Status	Single	33.2%
	Married	56.9%
	Not Known	9.9%
Dependent Status	Caring for a Child/Children / Dependant Older Person / Person With a Disability	17.1%
	None	31.1%
	Not Known	51.8%
Disability	Yes	2.4%
	No	76.3%
	Not Known	21.3%
Ethnicity	Bangladeshi	0.01%
	Black African	0.2%
	Black Caribbean	0.02%
	Black Other	0.02%
	Chinese	0.08%
	Filipino	0.4%
	Indian	0.7%
	Irish Traveller	0.02%
	Mixed Ethnic	0.2%
	Pakistani	0.1%
	White	77.5%
Not Known	20.8%	
Sexual Orientation towards:	Opposite Sex	57.2%
	Same Sex	1.0%
	Same and Opposite Sex	0.2%
	Do Not Wish To Answer/Not Known	41.6%

2.3 Patients / Clients Affected / 2.4 Southern Trust's Area Population Profile – Census 2011

* All service users (patients/clients and visitors who use Trust catering services)

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	N/A	N/A
Age	N/A	N/A
Religion	N/A	N/A
Political Opinion	N/A	N/A
Marital Status	N/A	N/A
Dependent Status	N/A	N/A
Disability	N/A	N/A
Ethnicity	N/A	N/A
Sexual Orientation	N/A	N/A

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

The policy has been revised in consultation with the Trust Environmental Cleanliness Committee.

(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			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?

Section 75 category	Please provide details
Gender	N/A
Age	N/A
Religion	N/A
Political Opinion	N/A

(4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?	
Section 75 category	Please provide details
Marital Status	N/A
Dependent Status	N/A
Disability	N/A
Ethnicity	N/A
Sexual Orientation	N/A

(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	N/A
Political opinion	N/A
Racial group	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?

The Trust is responsible for ensuring the delivery and maintenance of the highest possible standards of environmental cleanliness.

(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	Positive impact	Negative impact = human right interfered with or restricted	Neutral impact
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 property			√
1st 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.

Equality screening ensures that human rights is taken into consideration.

(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>	
			No

Minor impact		Mitigation Required	Alternative Policy Required
		No	No

No impact		Screened Out
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(7.2) Please give reasons for your decision and detail any mitigation or alternative policies considered.

No equality implications identified.

(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?

The Trust Environmental Cleanliness Committee will be responsible for monitoring Environmental Cleanliness audit arrangements and outcomes.

Heads of Services and Managers are responsible for maintaining cleanliness and monitoring audit outcomes within their areas of responsibility.

IPC Hand Hygiene and Commode audits and C-diff, MRSA and MSSA performance figures.

RQIA inspections in Trust premises.

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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.