Southern Health and Social Care Trust
Quality Care - for you, with you

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 Food Hygiene and Safety

(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 that the Trust has in place suitable and robust governance arrangements to support the delivery and maintenance of good hygiene and food safety practices which conform to current food safety/food hygiene legislation.

(1.4) Are there any Section 75 categories which might be expected to benefit from the intended policy/proposal? All S75 categories including staff, actual and potential service users – patients, clients and visitors.

(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 Food Hygiene/ Safety legislation and guidance from the Food Standards Agency and Public Health Agency.

(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 the appropriate level of food safety training in line with Trust requirements.
Adherence to HACCP Plans / Safe Catering Pack (food safety management system).

(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 Food Hygiene and Safety Committee
BSO Procurement and food suppliers
Environmental Health

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

Food Hygiene/Safety legislation, Departmental guidance and other Trust policies including the following:

- Food Safety (NI) Order 1991 (as amended)
- Regulation (EC) No. 178/2002
- Regulation (EC) No. 852/2004
- General Food Regulations (NI) 2004
- Microbiological Criteria for Foodstuffs Regulation (EC) 2073/2005 (as amended)
- Food Hygiene Regulations (NI) 2006
- Food Information Regulations (NI) 2014
- Food Waste Regulations (NI) 2014
- Food Hygiene Rating Regulations (NI) 2016
- Department of Health Chilled and Frozen Guidelines on Cook-Chill and Cook-Freeze Catering 1989
- Food Standards Agency E-coli O157 Control of Cross-Contamination Guidance (February 2011)
- Food Standards Agency Preventing Listeriosis in Hospitals in Hospitals and Nursing/Care Homes (Jan 2013)
- Food Standards Agency & the National Association of Care Catering (NACC) Listeria Guidance (June 2016)
- The International Dysphagia Diet Standardisation Initiative (IDDSI) Framework
- Southern Trust Management of Food Allergens Policy
- Southern Trust Procedure for the Management of Adults with Dysphagia

(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

*All staff will benefit from good food safety practices

Section 75 Group	*Make up of Staff Affected*	*Percentage*
Gender	Female Male	*All staff will benefit from good food safety practices that conform to current food safety legislation.
Religion	Protestant Roman Catholic Not Known/Other	*See note above
Political Opinion	Broadly Unionist Broadly Nationalist Other Do Not Wish To Answer/Not Known	*See note above
Age	16-24 25-34 35-44 45-54 55-64 65+	*See note above
Marital Status	Single Married/Civil Partnership Other/Not Known	*See note above
Caring Responsibility	Caring for a Child/Children/Dependant Older Person/Person(s) With a Disability None Not Known	*See note above
Disability	Yes No Not Known	*See note above
Ethnicity	Bangladeshi Black African Black Caribbean Black Other Chinese Filipino Indian Irish Traveller Mixed Ethnic Pakistani White Not Known	*See note above
Sexual Orientation *towards:*	Opposite Sex Same Sex Same and Opposite Sex Do Not Wish To Answer/Not Known	*See note above

2.2 Composition of Southern Trust Workforce

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

2.3 Patients / Clients Affected

Section 75 Group	*Make up of Patients/Clients Affected*	*Percentage*
Gender	Female Male	* Actual and potential service users – patients, clients and visitors will benefit from good food safety practices that conform to current food safety legislation.
Religion	Protestant Roman Catholic Other	*see note above
Political Opinion	Broadly Unionist Broadly Nationalist Other Do Not Wish To Answer/Not Known	*see note above
Age	0-15 16-24 25-44 45-64 65-84 85+	*see note above
Marital Status	Single Married/Civil Partnership Other/Not Known	*see note above
Caring Responsibility	Caring for a Child/Children/Dependant Older Person/Person(s) With a Disability None Not Known	*see note above
Disability	Yes No Not Known	*see note above
Ethnicity	Bangladeshi Black African Black Caribbean Black Other Chinese Filipino Indian Irish Traveller Mixed Ethnic Pakistani White Not Known	*see note above
Sexual Orientation *towards:*	Opposite Sex Same Sex Same and Opposite Sex Do Not Wish To Answer/Not Known	*see note above

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 Male	**50.36** **49.64**
Religion	Protestant Roman Catholic Other	**39.15** **56.69** **4.16**
Political Opinion	Not collected	
Age	0-15 16-24 25-44 45-64 65-84 85+	**22.73** **12.25** **28.45** **23.40** **11.69** **1.48**
Marital Status (aged 16+ years)	Single Married/Civil Partnership Other	**34.99** **50.24** **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 No	**19.64** **80.36**
Ethnicity	Asian Other Bangladeshi Black African Black Caribbean Black Other Chinese Indian Irish Traveller Mixed Ethnic Group Other Pakistani White	**0.20** **0.01** **0.11** **0.01** **0.10** **0.22** **0.17** **0.15** **0.29** **0.16** **0.07** **98.51**
Sexual Orientation	Estimated 6-10% of persons identify as lesbian, gay, bisexual – *Source: 2012 report by Disability Action & Rainbow Project*	

(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	All staff will benefit from good food safety practices that conform to current food safety legislation	Actual and potential service users – patients, clients and visitors will benefit from good food safety practices that conform to current food safety legislation.
Age	The need to have menu options available to suit all ages.	The need to have menu options available to suit all ages.
Religion	The need to have menu options available to suit religious and cultural choices.	The need to have menu options available to suit religious and cultural choices.
Political Opinion	N/A	N/A
Marital Status	N/A	N/A
Dependent Status	N/A	N/A
Disability	The need for disability access to dining rooms. The need to ensure equality of access to information i.e. that the policy/menus etc. can be made available in different formats, where required.	The need for disability access to dining rooms. The need to ensure equality of access to information i.e. that the policy/menus etc. can be made available in different formats, where required.
Ethnicity	The need to have menu options available to suit religious and cultural choices. The need to ensure equality of access to information i.e. that the policy/menus etc. can be made available in different ~~formats~~	The need to have menu options available to suit religious and cultural choices. The need to ensure equality of access to information i.e. that the policy/menus etc. can be made available in different

Section 75 Category	Details of Needs, Experiences and Priorities	
	Staff	Service Users
	languages, where required.	languages, where required.
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 Food Hygiene and Safety 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 – policy aims to comply with current food hygiene standards/legislation
Age			As above
Religion			As above
Political Opinion			As above
Marital Status			As above
Dependent Status			As above
Disability			As above
Ethnicity			Minor positive – menu options available to suit religious and cultural requirements.
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	See note 4.1
Age	As above
Religion	As above
Political Opinion	As above
Marital Status	As above
Dependent Status	As above
Disability	As above
Ethnicity	The policy/menus can be made available in different languages as required. Appropriate menu options available to suit religious and cultural requirements.
Sexual Orientation	See note 4.1 above

(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		Minor positive - Menu choices are available to meet religious/cultural requirements.
Political opinion		None
Racial group		Minor positive - Menus can be made available in different languages to improve communication with these groups.

(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	Menus can be made available in different languages to improve communication with these groups. Menu choices are also available to meet religious/cultural requirements.

(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 of a safe and nutritious catering service which complies with current food safety/food hygiene legislation and meets the dietary, cultural and religious requirements of service users, staff and visitors.

(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 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 this 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?** ***(Delete as appropriate)***	
			No

Minor impact		Mitigation Required	Alternative Policy Required
		No	**No**

No impact	√	**Screened Out**

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

No equality implications identified.
The Trust is mindful of the needs of all Section 75 equality categories, who are likely to use catering services, and these are taken into consideration when menus are reviewed.

(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 Food Hygiene and Safety Committee will be responsible for:

- Monitoring and reviewing food safety incidents which are logged on the Trust's Datix incident reporting system.
- Monitoring food safety training compliance.
- Monitoring and reviewing non-compliances and recommendations raised by Environmental Health during their inspection visits to Trust premises.

Heads of Service and Managers will be responsible for monitoring audit arrangements and outcomes within their own areas of responsibility.

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Policy/proposal screened by:	Valerie Adams

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.