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 Shared Learning Policy

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

(1.3) What is it trying to achieve (intended aims/outcomes)? The purpose of this policy is to implement a method to share learning appropriately and widely across the Trust through the use of a Shared Learning Template. The Template will be shared as directed and saved on SharePoint as a central repository for staff to access as required or advised.

(1.4) Are there any Section 75 categories which might be expected to benefit from the intended policy/proposal? There is potential for all staff to benefit from this Policy as shared learning increases across the organisation, educating others on lessons learned and actions taken to prevent reoccurrence.

(1.5) Who owns and who implements the policy/proposal - where does it originate, for example DoH, HSCB, the Trust? The SHSCT, author is Corporate Clinical and Social Care Governance Co-

Ordinator and the Policy was initially proposed and shared at the SHSCT Learning from Experience Forum.

(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?)

Until the Policy and its purpose is fully communicated and understood by all staff across the Trust, implementation and compliance could be constrained.
Not aware of any other constraints.

(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.)

This Policy is aimed at appropriately sharing learning identified across the Trust. In that respect all staff are primary internal stakeholders with service users/ families/ carers indirect stakeholders as learning is shared.
The Policy has the potential to extend to external stakeholders such as other HSC Trusts should learning be identified for any specific organisation or across the region.

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

Regional Serious Adverse Incident (SAI) Procedure as this requires completion of a form for onward submission to SPPG should regional learning be identified. The template held within the Trust Shared Learning Policy could be used to generate the information required for SPPG.

There is no specific regional Shared Learning Policy with bearing on this Trust 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 - 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%**

2.2 Southern Trust's Area Population Profile – Census 2011

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	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	The Policy and Shared Learning Template can be adjusted to suit staff needs as required e.g. the font/screen size can be increased	N/A
Ethnicity	Consideration will be given to those staff for whom English is not their first language and where necessary the Policy and Shared Learning Template can be translated or interpreted	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.

This Policy was drafted and discussed with:
Interim Director of Clinical and Social Care Governance
Deputy Medical Director for Governance
Directorate Governance Co-Ordinators
Corporate Clinical and Social Care Governance Manager
Learning from Experience Forum (with representatives from across the Trust),
Policy Scrutiny 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	N/A	N/A	None
Age	N/A	N/A	None
Religion	N/A	N/A	None
Political Opinion	N/A	N/A	None
Marital Status	N/A	N/A	None
Dependent Status	N/A	N/A	None
Disability	With the provision of reasonable adjustments to meet staff needs	N/A	Minor
Ethnicity	Due to the availability of alternative formats and involvement of interpreters or interpreted information.	N/A	Minor
Sexual Orientation	N/A	N/A	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	None
Age	None
Religion	None
Political Opinion	None
Marital Status	None
Dependent Status	None
Disability	The Policy will be accessible on SharePoint, as requested the Corporate Clinical and Social Care Governance (CSCG) team can make reasonable adjustments to meet the needs of staff. The Shared Learning Template will be disseminated from the Corporate CSCG office to the relevant Directorate for onward dissemination as directed/required. Managers should be aware of their staff needs and whether any reasonable adjustments are required. Corporate CSCG office can make reasonable adjustments for individual staff as required.
Ethnicity	Due to the availability of alternative formats and involvement of interpreters or provision of interpreted information there should be better equality of opportunity for staff whose first language is not English.
Sexual Orientation	None

(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	N/A	None
Political opinion	N/A	None
Racial group	N/A	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	None
Political opinion	None
Racial group	None

(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?

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

(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.

Human Rights considerations should be taken into account with every interaction and activity performed within the Trust on a daily basis.

(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)***	
		Yes	**No**

Minor impact	✓ +ve	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.

This Policy aims to share learning to improve practice, increase awareness to avoid reoccurrence, improve service delivery and patient experience.
Minor impact (positive) has been chosen based on the potential need to alter the format or delivery of the Policy and the template due to disability needs or language differences, however this Policy should have an overall positive impact on staff, service users/families/carers and the organisation as it learns.
Mitigations or alternative Policies are not considered necessary.

(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	✓

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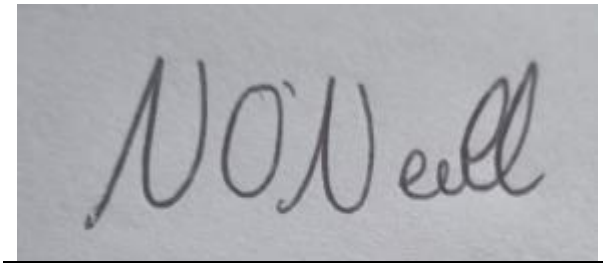
(8) Monitoring

(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?

It is proposed that the Trust's Leaning from Experience Forum will provide challenge and accountability on the effectiveness of the Policy. Regular updates on compliance, trends and analysis from engagement will be shared at these meetings. Information will also be shared within Corporate Governance Reports.

Approved Lead Officer: 

Position: **CSCG Manager**

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Date: **30/08/2022**

Policy/proposal screened by: Stacey Hetherington. 30/08/2022

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.