

## 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 new Trust Policy

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

The aim is to establish a risk management model that will effectively manage (within the policy 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 based on the risk status identified following completion of the ligature risk assessment. This this will be a blended mix of both face to face / e-learning teaching
- Ensuring the systems and processes are in place to ensure can 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 (2020) [Final Risk Management Strategy October 2020.pdf](#)

**(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)

| <b>Section 75 Group</b>            | <b>Southern Trust Workforce Profile as at 1 January 2022</b>                    | <b>Percentage</b> |
|------------------------------------|---|-------------------|
| <b>Gender</b>                      | Female  | 85.3%             |
|                                    | Male  | 14.7%             |
| <b>Religion</b>                    | Protestant  | 34.9%             |
|                                    | Roman Catholic  | 57.2%             |
|                                    | Neither   | 7.9%              |
| <b>Political Opinion</b>           | Broadly Unionist  | 9.1%              |
|                                    | Broadly Nationalist   | 9.9%              |
|                                    | Other   | 7.8%              |
|                                    | Do Not Wish To Answer/Not Known   | 73.2%             |
| <b>Age</b>                         | 16-24   | 8.7%              |
|                                    | 25-34   | 24.3%             |
|                                    | 35-44   | 25.3%             |
|                                    | 45-54   | 21.0%             |
|                                    | 55-64   | 17.5%             |
|                                    | 65+   | 3.2 %             |
| <b>Marital Status</b>              | Single  | 33.2%             |
|                                    | Married   | 56.9%             |
|                                    | Not Known   | 9.9%              |
| <b>Dependent Status</b>            | Caring for a Child/Children / Dependant Older Person / Person With a Disability | 17.1%             |
|                                    | None  | 31.1%             |
|                                    | Not Known   | 51.8%             |
| <b>Disability</b>                  | Yes   | 2.4%              |
|                                    | No  | 76.3%             |
|                                    | Not Known   | 21.3%             |
| <b>Ethnicity</b>                   | 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%   |                   |
| <b>Sexual Orientation towards:</b> | 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

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

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

| <b>Section 75 Category</b> | <b>Details of Needs, Experiences and Priorities</b>  |  |
|----------------------------|--|--|
|                            | <b>Staff</b>   | <b>Service Users</b>   |
| <b>Gender</b>              | The level of training required by staff will be determined by completion of the ligature risk assessment tool. | <p>Multiple factors impact on this type of risk, with consideration to the following:</p> <ul style="list-style-type: none"> <li>✓ Service user risk profile which will require an individual clinical risk assessment – those patients with a previous / acute onset of a mental health condition, post natal mental health condition, those attending ED,</li> <li>✓ Type and nature of the health care facility</li> <li>✓ Equipment and therapeutic environment need of the room/space and how these are compensated for</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 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.

As part of this work a policy, 2 procedural documents and a number of other supporting resources have been developed, consulted upon and finalised.

Following final approval by the MDT Policy working group consultation with the following groups is planned:

- ✓ H&S Committee's Trade Union representatives
- ✓ MHD user group

#### (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>              | Not Applicable                |
| <b>Age</b>                 | Not Applicable                |
| <b>Religion</b>            | Not Applicable                |
| <b>Political Opinion</b>   | Not Applicable                |

| <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>Marital Status</b>  | Not Applicable                |
| <b>Dependent Status</b>  | Not Applicable                |
| <b>Disability</b>  | Not Applicable                |
| <b>Ethnicity</b>   | Not Applicable                |
| <b>Sexual Orientation</b>  | Not Applicable                |

| <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<br/>Minor/major/none</b> |
| <b>Religious belief</b>   |  | None  |
| <b>Political opinion</b>  |  | None  |
| <b>Racial group</b>   |  | None  |

| <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>  | Not Applicable                |
| <b>Political opinion</b>   | Not Applicable                |
| <b>Racial group</b>  | 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?

Not Applicable

## **(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  | Positive impact | Negative impact = human right interfered with or restricted | Neutral impact |
|--|-----------------|---|----------------|
| <b>Article 14 – Prohibition of discrimination in the enjoyment of the convention rights</b>                          |                 |   | ✓              |
| <b>1<sup>st</sup> protocol Article 1 – Right to a peaceful enjoyment of possessions &amp; protection of property</b> |                 |   | ✓              |
| <b>1<sup>st</sup> protocol Article 2 – Right of access to education</b>  |                 |   | ✓              |

**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.

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 deliberate self-harm through the use of ligatures

**(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>No</b>  | <b>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 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.

(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 (ligature rescue training, risk assessment), review of risk assessment outcomes / action, review of any incidents and complaints.

**Approved Lead Officer:** SHSCT MDT Policy working group chaired by Dr Damian Gormley

**Position:** Deputy Medical Director

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**Date:** 29/09/2022

**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](mailto:Equality.Unit@southerntrust.hscni.net) for inclusion in the Trust's Policy Screening Reports which are uploaded to the Trust's website.**