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

Prevention, Reduction and Management of falls in the Southern Health & Social Care Trust

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

New Policy

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

This policy seeks to raise and improve awareness, provide guidance and support regarding the prevention, reduction and management of adult in-patient falls to **all** staff who work within the Trust (including those contracted through an agency).

The aim of this policy is to:-
- Reduce the risk of in adult services
- Minimise the risk of harm to patients / residents / tenants who may fall
- Inform and support multidisciplinary staff in their roles and responsibilities in relation to the prevention, reduction and management of falls
- Set out the Trust's responsibilities for monitoring and acting upon Trust wide learning from adult in patient / resident falls
- Ensure all multidisciplinary staff have the knowledge and skills to respond appropriately after a fall occurs and share the learning accordingly.

This policy is to assist staff to:
- Reduce the overall incidence and severity of falls through a multidisciplinary approach.
- Support delivery of safe and effective care including purchase of appropriate equipment and resources required.
- Outline multidisciplinary staff roles and responsibilities in relation to the prevention, reduction and management of falls.
- Ensure reporting and investigation of service user falls is performed appropriately by all multi-disciplinary staff

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

This clinical policy will apply equally to all S75 categories. However, it is more likely to benefit older people and persons with a disability (S75 age and disability categories) as people in these categories have a greater risk of falling.

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

The SHSCT is responsible for the implementation / operation of this policy. The policy is based upon regional guidance (see section 1.8)

(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?)

Factors For:

- Observance of Human Rights Act (1998) Articles 3&5 and the Mental Capacity Act (2016)
- Staff training of Human Rights in the practical application of the policy

Factors Against:

- Staff non-compliance to policy
- There is currently no funding for an Acute Falls Coordinator

(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.)
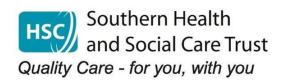
Health & Social Care Staff, agency staff, patients and service users. HSC Trust Management. Trade Unions.

(1.8) Other policies with a bearing on this policy/proposal (for example regional

policies) - what are they and who owns them?

- Use of Bedrails for Inpatient and Community Setting SHSCT, 2022
- Moving and Handling of Plus size Person's policy, SHSCT, 2022
- NICE clinical guideline 161; Falls Assessment and prevention of falls in older people Issued: June 2013
- NICE clinical guideline 176 Head injury assessment and early management updated 2019
- Moving and Handling Policy SHSCT
- Risk Management Policy, SHSCT 2021
- World Health Organisation WHO – January 2018
- The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) Policy 2018 (TP 42/08)
- Mental Capacity Act Tile on SharePoint - Mental Health & Disability - MENTAL CAPACITY ACT_MAIN PAGE
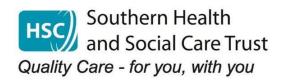- Mental Capacity Act (NI) 2016

(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

This policy will affect all SHSCT staff

Section 75 Group	Southern Trust Workforce Profile as at 1 January 2023	Percentage
Gender	Female	**85.0%**
	Male	**15.0%**
Religion	Protestant	**34.3%**
	Roman Catholic	**56.6%**
	Neither	**9.1%**
Political Opinion	Broadly Unionist	**8.9%**
	Broadly Nationalist	**9.8%**
	Other	**7.7%**
	Do Not Wish To Answer/Not Known	**73.6%**
Age	16-24	**8.9%**
	25-34	**24.1%**
	35-44	**26.1%**
	45-54	**20.4%**
	55-64	**17.1%**
	65+	**3.4%**
Marital Status	Single	**33.4%**
	Married	**55.4%**
	Not Known	**11.2%**
Dependent Status	Caring for a Child/Children / Dependant Older Person / Person With a Disability	**15.6%**
	None	**31.0%**
	Not Known	**53.4%**
Disability	Yes	**2.4%**
	No	**73.9%**
	Not Known	**23.7%**
Ethnicity	Bangladeshi	**0.02%**
	Black African	**0.24%**
	Black Caribbean	**0.01%**
	Black Other	**0.03%**
	Chinese	**0.11%**
	Filipino	**0.46%**
	Indian	**0.81%**
	Irish Traveller	**0.02%**
	Mixed Ethnic	**0.16%**
	Pakistani	**0.12%**
	White	**74.82%**
	Not Known	**23.22%**
Sexual Orientation *towards:*	Opposite Sex	**56.3%**
	Same Sex	**1.1%**
	Same and Opposite Sex	**0.2%**
	Do Not Wish To Answer/Not Known	**42.4%**

2.3 Patients / Clients Affected

(complete as far as possible with information available to you)

Section 75 Group	Make up of Patients/Clients Affected	Percentage
Gender	Female Male	None noted
Religion	Protestant Roman Catholic Other	None noted
Political Opinion	Broadly Unionist Broadly Nationalist Other Do Not Wish To Answer/Not Known	None noted
Age	0-15 16-24 25-44 45-64 65-84 85+	Falls risk assessments is undertaken in all age groups within all in-patient setting across Directorates, and Community Care settings Age is not a factor for prevention, reduction and management of falls. However, It is acknowledged that some conditions are more prevalent in old age such as dementia may affect capacity. Human Rights considerations in particular Articles 3 and 5 will be borne in mind in the practical application of the policy
Marital Status	Single Married/Civil Partnership Other/Not Known	None noted
Caring Responsibility	Caring for a Child/Children/Dependant Older Person/Person(s) With a Disability None Not Known	None noted
Disability	Yes No Not Known	Disability is not a deciding factor for falls - those with decision making capacity must be supported to make informed decision. It is however acknowledged that some service users with mental health conditions or learning disabilities may have fluctuating capacity (as can

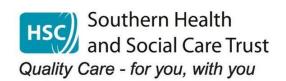|		those with physical conditions). . Human Rights considerations in particular Articles 3 and 5 will be borne in mind in the practical application of the policy
Ethnicity	Bangladeshi Black African Black Caribbean Black Other Chinese Filipino Indian Irish Traveller Mixed Ethnic Pakistani White Not Known	None noted
Sexual Orientation *towards:*	Opposite Sex Same Sex Same and Opposite Sex Do Not Wish To Answer/Not Known	None noted

2.4 Southern Trust's Area Population Profile – Census 2011

(NB: in some instances you may need to be more specific and use local District Council areas – please contact the Equality Unit on 028 375 64152).

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	The policy will affect all staff working in the SHSCT. It will not negatively impact on any section 75 group	The policy will be applicable all service users. It will not negatively impact on any section 75 group
Age	As per Gender section above.	As per Gender section above.
Religion	As per Gender section above.	As per Gender section above.
Political Opinion	As per Gender section above.	As per Gender section above.
Marital Status	As per Gender section above.	As per Gender section above.
Dependent Status	As per Gender section above.	As per Gender section above.
Disability	As per Gender section above.	As per Gender section above.
Ethnicity	As per Gender section above.	As per Gender section above.
Sexual Orientation	As per Gender section above.	As per Gender section above.

(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 reviewed via members of the Senior Nurse & Midwifery Governance Forum and members of the Trust Falls Steering group, who also disseminated it to other colleagues as required.
All amendments / comments forwarded were reviewed.

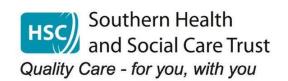## (4)   Screening Questions

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	None	None
Age	None	None	None
Religion	None	None	None
Political Opinion	None	None	None
Marital Status	None	None	None
Dependent Status	None	None	None
Disability	None	None	None
Ethnicity	None	None	None
Sexual Orientation	None	None	None

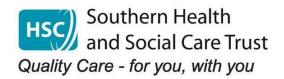| (4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?	
Section 75 category	**Please provide details**
Gender	As per Section 3.1
Age	As per Section 3.1
Religion	As per Section 3.1
Political Opinion	As per Section 3.1
Marital Status	As per Section 3.1
Dependent Status	As per Section 3.1
Disability	As per Section 3.1

(4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?	
Section 75 category	*Please provide details*
Ethnicity	As per Section 3.1
Sexual Orientation	As per Section 3.1

(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	Procedure applies to all categories	None The Trust has in place its Good Relations statement which is displayed on staff and service user notice boards.
Political opinion	Procedure applies to all categories	None The Trust has in place its Good Relations statement which is displayed on staff and service user notice boards.
Racial group	Procedure applies to all categories and interpreters will be provided as required	None The Trust has in place its Good Relations statement which is displayed on staff and service user notice boards.

(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	No
Political opinion	No
Racial group	No

(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 SHSCT will ensure staff participate in relevant equality training

(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
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.

All relevant Trust staff will receive Human Rights training

Neutral impacts have been recorded against Article 3, Prohibition of torture, inhuman or degrading treatment.

Consent will be obtain from the service user regarding all multidisciplinary referrals made in help reduce the risk of falls.

If the service user has capacity, they will be involved in all decisions, actions taken and onward referrals to reduce the risk of falls. Capacity is the ability to-
- Demonstrate an understanding of the information given and the ability to weigh up the risks and benefits discussed.
- Able to remember the information and communicate it back.

If the service user lacks capacity, family involvement should be sought, but the professional has to a duty of care to act in the best interest of the service user.

(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		Mitigation Required	Alternative Policy Required
		~~Yes~~/No	~~Yes~~/No

No impact		Screened Out ✓

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

(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?

Any comments relating to the policy will be monitored.
Any staff or service user feedback will be reviewed
Comments will be discussed with any relevant groups / committees and any necessary actions taken

Approved Lead Officer:	**Stephanie Hunter**
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Telephone No:	**028 375 64721**
Date:	**6th June 2023**
Policy/proposal screened by:	**Sharon Love - Head of Nursing & Midwifery Patient Experience and Quality Improvement.** **Sharon.love@southerntrust.hscni.net** **028 375 64201**

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.