

**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

Self or Carer administration of IV antimicrobials (SOUTPATIENT PARENTERAL ANTIMICROBIAL THERAPY)

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

New

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

Provide consistent Trust-wide guidance for the selection, training and competency assessment of patients for the self-administration of IV antimicrobials OUTPATIENT PARENTERAL ANTIMICROBIAL THERAPY program (SOUTPATIENT PARENTERAL ANTIMICROBIAL THERAPY). This policy should be read in conjunction with appropriate Outpatient Parenteral Antimicrobial Therapy (OUTPATIENT PARENTERAL ANTIMICROBIAL THERAPY), medicines and medicines administration policies. To facilitate the development of carer or self-administration of IV antimicrobial services within the Trust as part of OUTPATIENT PARENTERAL ANTIMICROBIAL THERAPY services. Provide a service to provide increased options for patients to receive IV antibiotics in the community benefiting both patients and the Trust.

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

All Section 75 categories are expected to benefit from this new policy.

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

The Southern Health and Social Care Trust (SOUTHERN HEALTH AND SOCIAL CARE TRUST) will own this policy. The Outpatient Parenteral Antimicrobial Therapy (OUTPATIENT PARENTERAL ANTIMICROBIAL THERAPY) Team of the SOUTHERN HEALTH AND SOCIAL CARE TRUST.

(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?)

Lack of staff to carry out the service – proposal currently in place regarding increasing staff to meet needs of the service.

(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.)

The new policy is expected to impact all SOUTHERN HEALTH AND SOCIAL CARE TRUST staff involved in the treatment of patients receiving outpatient parenteral antimicrobial therapy will be responsible for adherence to this policy. All staff that have a primary responsibility Service users, Trust staff (medical, nursing, pharmacy), District Nursing

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

No

(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?

2.1 Staff Affected by this Policy/Proposal - Composition of Southern Trust Workforce

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%

2.2 Patients / Clients Affected - Southern Trust's Area Population Profile – Census 2011

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.

Section 75 Category	Details of Needs, Experiences and Priorities	
	Staff	Service Users
Gender	The policy will impact all SOUTHERN HEALTH AND SOCIAL CARE TRUST staff involved in the treatment of patients receiving outpatient parenteral antimicrobial therapy, regardless of their gender, who have contact with service users.	The policy will impact all patients receiving outpatient parenteral antimicrobial therapy, regardless of their gender, who have contact with service users.
Age	The policy will impact all SOUTHERN HEALTH AND SOCIAL CARE TRUST staff involved in the treatment of patients receiving outpatient parenteral antimicrobial therapy, regardless of their age, who have contact with service users.	The policy will impact all patients receiving outpatient parenteral antimicrobial therapy, regardless of their age, who have contact with service users.
Religion	The policy will impact all SOUTHERN HEALTH AND SOCIAL CARE TRUST staff involved in the treatment of patients receiving outpatient parenteral antimicrobial therapy, regardless of their religion, who have contact with service users.	The policy will impact all patients receiving outpatient parenteral antimicrobial therapy, regardless of their religion, who have contact with service users.
Political Opinion	The policy will impact all SOUTHERN HEALTH AND SOCIAL CARE TRUST staff involved in the treatment of patients receiving outpatient parenteral antimicrobial therapy, regardless of their political opinion, who have contact with service users.	The policy will impact all patients receiving outpatient parenteral antimicrobial therapy, regardless of their political opinion, who have contact with service users.
Marital Status	The policy will impact all SOUTHERN HEALTH AND SOCIAL CARE TRUST staff involved in the treatment of patients receiving outpatient parenteral antimicrobial therapy, regardless of their marital status, who have contact with service users.	The policy will impact all patients receiving outpatient parenteral antimicrobial therapy, regardless of their marital status, who have contact with service users.
Dependent Status	The policy will impact all SOUTHERN HEALTH AND SOCIAL CARE TRUST staff involved in the treatment of patients receiving outpatient parenteral antimicrobial therapy, regardless of their dependent status, who have contact with service users.	The policy will impact all patients receiving outpatient parenteral antimicrobial therapy, regardless of their dependent status, who have contact with service users.

Section 75 Category	Details of Needs, Experiences and Priorities	
	Staff	Service Users
Disability	The policy will impact all SOUTHERN HEALTH AND SOCIAL CARE TRUST staff involved in the treatment of patients receiving outpatient parenteral antimicrobial therapy, regardless of their disability, who have contact with service users.	May be impacted for self-administration of IV antibiotics but a carer would be able to provide the service on their behalf.
Ethnicity	The policy will impact all SOUTHERN HEALTH AND SOCIAL CARE TRUST staff involved in the treatment of patients receiving outpatient parenteral antimicrobial therapy, regardless of their ethnicity, who have contact with service users.	The policy will impact all patients receiving outpatient parenteral antimicrobial therapy, regardless of their ethnicity, who have contact with service users.
Sexual Orientation	The policy will impact all SOUTHERN HEALTH AND SOCIAL CARE TRUST staff involved in the treatment of patients receiving outpatient parenteral antimicrobial therapy, regardless of their sexual orientation, who have contact with service users.	The policy will impact all patients receiving outpatient parenteral antimicrobial therapy, regardless of their sexual orientation, who have contact with service users.

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

Documents shared with stakeholders with medicine, pharmacy and nursing for review as well as with appropriate management.

The policy has been presented to senior medical, nursing and AHP colleagues and has also been disseminated down through these lines to staff within these groups for comment and feedback. Direct Legal Service have also reviewed the policy and are happy with the content's accuracy. Consultation with Equality team.

(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 this new policy will not affect any gender specific staff groups	N/A this new policy will not affect any gender specific service groups	None
Age	N/A this new policy will not affect any age specific staff groups	N/A this new policy will not affect any age specific staff groups	None
Religion	N/A this new policy will not affect any religion specific staff groups	N/A this new policy will not affect any religion specific staff groups	None
Political Opinion	N/A this new policy will not affect any political opinion specific staff groups	N/A this new policy will not affect any political opinion specific staff groups	None
Marital Status	N/A this new policy will not affect any marital status specific staff groups	N/A this new policy will not affect any marital status specific staff groups	None
Dependent Status	N/A this new policy will not affect any dependent status specific staff groups	N/A this new policy will not affect any dependent status specific staff groups	None
Disability	May impact staff with dexterity issues when demonstration administration, however, colleagues and supporting documentation will assist.	May be impacted for self-administration of IV antibiotics but a carer would be able to provide the service on their behalf.	Minor
Ethnicity	N/A this new policy will not affect any gender ethnicity staff groups	N/A this new policy will not affect any gender ethnicity staff groups	None
Sexual Orientation	N/A this new policy will not affect any sexual orientation specific staff groups	N/A this new policy will not affect any sexual orientation specific staff groups	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	The Policy will be accessible on SharePoint and can make reasonable adjustments to meet the needs of staff and service users/family/carers.
Age	The Policy will be accessible on SharePoint and can make reasonable adjustments to meet the needs of staff and service users/family/carers.
Religion	The Policy will be accessible on SharePoint and can make reasonable adjustments to meet the needs of staff and service users/family/carers.
Political Opinion	The Policy will be accessible on SharePoint and can make reasonable adjustments to meet the needs of staff and service users/family/carers.
Marital Status	The Policy will be accessible on SharePoint and can make reasonable adjustments to meet the needs of staff and service users/family/carers.
Dependent Status	The Policy will be accessible on SharePoint and can make reasonable adjustments to meet the needs of staff and service users/family/carers.
Disability	<p>Patients with disability may be excluded due to inability to perform tasks related to IV antibiotic preparation, however they will have the opportunity for carers involvement so they have the option to avail of the service.</p> <p>The Policy will be accessible on SharePoint and can make reasonable adjustments to meet the needs of staff and service users/family/carers.</p>
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 and service users/family/carers whose first language is not English.
Sexual Orientation	The Policy will be accessible on SharePoint and can make reasonable adjustments to meet the needs of staff and service users/family/carers.

(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		
<i>Good relations category</i>	<i>Details of policy/proposal impact</i>	<i>Level of impact Minor/major/none</i>
Religious belief	The policy will impact all groups regardless of religious belief and will have no specific impact on good relations between people of differing religious beliefs.	None
Political opinion	The policy will impact all groups regardless of political opinion and will have no specific impact on good relations between people of differing political opinions.	None
Racial group	The policy will impact all groups regardless of race and will have no specific impact on good relations between people of differing racial groups.	None

(4.4) Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?	
<i>Good relations category</i>	<i>Please provide details</i>
Religious belief	The policy will impact all groups regardless of religious belief and will have no specific impact on good relations between people of differing religious beliefs.
Political opinion	The policy will impact all groups regardless of political opinion and will have no specific impact on good relations between people of differing political opinions.
Racial group	The policy will impact all groups regardless of race and will have no specific impact on good relations between people of differing racial groups.

(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?

While patients with disabilities may be impacted due to potential difficulties with the preparation and administration of IV antibiotics carers will be able to help to allow them to avail of this service.

This policy is inclusive for engagement from all staff, patients and service users / family / carers, and provision of clinical audit can be made to meet Additional needs and to encourage participation as required:

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

The Trust is committed to ensuring it meets its obligations within the Disability Discrimination Act 1995 and the United Nations Convention on the Rights of People with Disabilities.

The Trust has a number of policies/plans in place including a Disability Action Plan as well as staff training, aimed at encouraging disabled people participation in public life and promoting positive attitudes towards disabled people including staff with disabilities.

The Trust is committed to Equal Opportunities.

(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?

Article	Positive impact	Negative impact = human right interfered with or restricted	Neutral impact
Article 2 – Right to life			Neutral
Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment			Neutral
Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour			Neutral
Article 5 – Right to liberty & security of person	Positive		
Article 6 – Right to a fair & public trial within a reasonable time			Neutral
Article 7 – Right to freedom from retrospective criminal law & no punishment without law			Neutral
Article 8 – Right to respect for private & family life, home and correspondence.			Neutral
Article 9 – Right to freedom of thought, conscience & religion			Neutral
Article 10 – Right to freedom of expression			Neutral
Article 11 – Right to freedom of assembly & association			Neutral
Article 12 – Right to marry & found a family			Neutral
Article 14 – Prohibition of discrimination in the enjoyment of the convention rights			Neutral
1 st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property			Neutral
1 st protocol Article 2 – Right of access to education			Neutral

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.

- The policy will take into account human rights considerations e.g. The Mental Capacity Act.
- The e-learning module on Equality, Diversity, Human Rights and Good Relations is promoted alongside face to face training programmes for all staff
- Human rights of staff and service users were discussed throughout the screening process
- Considering human rights aspects as an integral part of the Trust's decision making processes and in this instance policy development, implementation and review
- As part of audit and quality improvement, regular feedback will be sought from service users to ensure needs continue to be met.

(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?

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.

The policy will have a minor impact on patients with disabilities. However alternative measures are offered to help anyone affected by this policy.

Mitigations or alternative policies are not considered necessary.

(7.3) Do you consider the policy/proposal needs to be subjected to ongoing screening?

Yes	
No	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?

A database of all patients receiving OUTPATIENT PARENTERAL ANTIMICROBIAL THERAPY is maintained and any issues that arise will be recorded so they can be monitored on a regular basis and actioned as necessary.

This policy will be monitored by the SOUTHERN HEALTH AND SOCIAL CARE TRUST OUTPATIENT PARENTERAL ANTIMICROBIAL THERAPY team for effectiveness ensuring safe delivery of SOUTPATIENT PARENTERAL ANTIMICROBIAL THERAPY in accordance with this policy. The OUTPATIENT PARENTERAL ANTIMICROBIAL THERAPY team will ensure this policy and documents are adhered to when delivering SOUTPATIENT PARENTERAL ANTIMICROBIAL THERAPY across SOUTHERN HEALTH AND SOCIAL CARE TRUST and maintain appropriate records.

SOUTPATIENT PARENTERAL ANTIMICROBIAL THERAPY will be reviewed against British Society for Antimicrobial Therapy (BSAC) national standards for recording outcomes and in compliance with GPR.

The OUTPATIENT PARENTERAL ANTIMICROBIAL THERAPY team will engage regional OUTPATIENT PARENTERAL ANTIMICROBIAL THERAPY meetings to ensure peer review and quality assurance. All incidents will be reported via the trust datix system and discussed at the clinical teams M&M. The OUTPATIENT PARENTERAL ANTIMICROBIAL THERAPY team will undertake regular service review. Incidents / Adverse Incidents, complaints, service user feedback, and audits will be shared with stakeholders as necessary.

Approved Lead Officer: Peter McKee

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Telephone No: Ext 61581

Date: 27/7/23

Policy/proposal screened by: Matthew Smith

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.