

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

Management of Medical Devices Policy

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

This is a revised policy.

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

Intended aim is to provide an easy to use central source of information to Trust staff covering all aspects of the medical device life cycle

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

No categories will be expected to benefit from this 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.

(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?)

Staff not being aware of the policy

(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.)

All staff who use medical equipment in the Southern HSC Trust for the diagnosis and treatment of illness.

Patients and their carers where medical devices and/or equipment is on loan to patients

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

MHRA – Management of Medical Devices – 2021

[Managing medical devices - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

Southern HSC Trust policies

- Health and Safety at Work Policy
- Information, Technology and Security Policy
- Point of Care Testing Policy
- General Data Protection Policy (GDPR) Policy

2.2 Composition of Southern Trust Workforce

(please contact the Equality Unit on 028 375 64152 to ensure the figures below are the most recent)

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%

2.4 Southern Trust's Area Population Profile – Census 2021

(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	50.2
	Male	49.8
Religion	Protestant	35.5
	Roman Catholic	57.0
	Other	7.5
Political Opinion	Not collected	
Age	0-15	22.5
	16-24	10.2
	25-44	26.5
	45-64	25.2
	65-84	13.8
	85+	1.8
Marital Status (aged 16+ years)	Single	28.1
	Married/Civil Partnership	37.7
	Other	34.2
Dependent Status	Caring for a dependent Child/Children	25.8% care for a dependent child/children
Disability	Yes	21.8
	No	78.2
Ethnicity	Asian Other	0.4
	Bangladeshi	0
	Black African	0.4
	Black Caribbean	0
	Black Other	0.4
	Chinese	0.3
	Filipino	0.1
	Indian	0.2
	Irish Traveller	0.3
	Mixed Ethnic Group	0.8
	Arab	0.1
	Roma	0.1
	Other	0.2
	Pakistani	0.1
White	96.5	
Sexual Orientation	Heterosexual	69.8
	LGBTQ+	1.1
	Not Stated	29.1

(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	This policy will affect all staff who use medical devices for the purposes of diagnosis and treatment of patients	This policy will affect all service users who receive treatment and/or equipment from the Southern HSC Trust for the purposes of their diagnosis and treatment.
Age	This policy will affect all staff who use medical devices for the purposes of diagnosis and treatment of patients	This policy will affect all service users who receive treatment and/or equipment from the Southern HSC Trust for the purposes of their diagnosis and treatment.
Religion	This policy will affect all staff who use medical devices for the purposes of diagnosis and treatment of patients	This policy will affect all service users who receive treatment and/or equipment from the Southern HSC Trust for the purposes of their diagnosis and treatment.
Political Opinion	This policy will affect all staff who use medical devices for the purposes of diagnosis and treatment of patients	This policy will affect all service users who receive treatment and/or equipment from the Southern HSC Trust for the purposes of their diagnosis and treatment.
Marital Status	This policy will affect all staff who use medical devices for the purposes of diagnosis and treatment of patients	This policy will affect all service users who receive treatment and/or equipment from the Southern HSC Trust for the purposes of their diagnosis and treatment.
Dependent Status	This policy will affect all staff who use medical devices for the purposes of diagnosis and	This policy will affect all service users who receive treatment and/or equipment from the

Section 75 Category	Details of Needs, Experiences and Priorities	
	Staff	Service Users
	treatment of patients	Southern HSC Trust for the purposes of their diagnosis and treatment.
Disability	This policy will affect all staff who use medical devices for the purposes of diagnosis and treatment of patients	This policy will affect all service users who receive treatment and/or equipment from the Southern HSC Trust for the purposes of their diagnosis and treatment.
Ethnicity	This policy will affect all staff who use medical devices for the purposes of diagnosis and treatment of patients	This policy will affect all service users who receive treatment and/or equipment from the Southern HSC Trust for the purposes of their diagnosis and treatment.
Sexual Orientation	This policy will affect all staff who use medical devices for the purposes of diagnosis and treatment of patients	This policy will affect all service users who receive treatment and/or equipment from the Southern HSC Trust for the purposes of their diagnosis and treatment.

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

The Trust Medical Devices and Equipment Management Group (MDEMG) have been the primary stakeholders for the provision of this policy. Furthermore, a working sub group were tasked with providing the wording for some of the specific areas of the policy that fell outside the remit of Clinical Engineering (the author).

(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
Age			None
Religion			None
Political Opinion			None
Marital Status			None
Dependent Status			None
Disability			None
Ethnicity			None
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	None
Age	None
Religion	None
Political Opinion	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
Marital Status	None
Dependent Status	None
Disability	None
Ethnicity	None
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?

None

(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.

The Trust is committed to the principle that everyone has the fundamental right to the highest attainable standard of physical and mental health. In order to promote awareness of Human Rights, Trust staff will continue to receive relevant human rights training.

(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? <i>(Delete as appropriate)</i>	
			No

Minor impact		Mitigation Required	Alternative Policy Required
			No

No impact	✓	Screened Out
------------------	---	---------------------

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

Medical devices and equipment are fundamental to every service user or patient's care experience. The nature and range of technologies present significant risks and effective management is therefore critical for integration of medical technology and delivery of safe and effective care services. The Trust will maximise benefits, and minimise risks to patients, clients and staff through the management system of equipment and medical devices.

(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 policy will be reviewed at least every two years in conjunction with the Trusts' Medical Devices and Equipment Management Group

Approved Lead Officer: Michael Ross

Position: Head of Medical Technical Services

Email: Michael.ross@southerntrust.hscni.net

Telephone No: 028 3756 3732

Date: 29/09/2023

Policy/proposal screened by: Nigel Hanson

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.