

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

Policy on Patient/Client Identification for the Southern Health and Social Care Trust (SHSCT)

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

This is a revised policy (updated May 2022), which was previously screened out with no impact.

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

The Southern Trust patient/client identification policy aims to *ensure*:

- The SHSCT has appropriate identification processes embedded for all staff to minimize the potential for errors that may result in harm to patients/clients.
- That the identification of all patient/client accessing services provided by the SHSCT are correctly identified as an ongoing process as opposed to only at initial contact.
- All health and social care staff acknowledge and accept that the management and monitoring of patient/client identification is a key component of their individual's role and that is an ongoing process rather than an activity, which takes place only at initial contact.

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

This policy applies to all patients as it is specifically concerned with patient safety.-

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

This is owned by the Southern HSC Trust

(1.5) Are there any factors that could contribute to/detract from the intended aim/outcome of the policy/proposal/decision? (Financial, legislative or other constraints?)

Adherence to Articles 2 and 3 of the Human Rights Act (1998)

The Mental Capacity Act (2016) (MCA) this legislation guided the development of this policy review in relation to the review of the identification of patients/clients Staff Training on human rights and MCA in the practical application 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.)

The internal and external stakeholders that this policy could impact on are all permanent and temporary staff employed by the SHSCT, the patients/service users who require inpatient/outpatient care and treatment. Other stakeholders could include volunteers providing services on behalf of the Trust and students on placement in the Trust. All professions must adhere to their own code of conduct, Mental Capacity Act (2016) and the Human Rights Act (1998) in addition to Trust guidance and policy when confirming patient's identification.

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

The most significant policies and legislation with a bearing on this policy Trust policies and legislation include

- Southern Trust Policy on Gaining Consent (2009-awaiting update)
- Southern Trust Infection Control Information as contained in Intranet Infection Prevention Page
- UN Convention on Rights of People with Disabilities (UNCPRD)
- Human Rights Act 1998
- Equality, Diversity and Inclusion Policy 2021
- Disability Equality Policy 2021
- Age of Majority Act 1969
- Mental Capacity Act 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?

2.1 Staff Affected by this Policy/Proposal

The needs of S75 groups have been taken into consideration when drafting this policy and will also be taken into account in the practical implementation. It is not anticipated that any staff should be negatively affected by the application of this policy.

2.2 Composition of Southern Trust Workforce

Section 75 Group	<i>Southern Trust Workforce Profile as at 1 January 2022</i>	<i>Percentage</i>
Gender	Female	85.3%
	Male	14.7%
Religion	Protestant	34.9%
	Roman Catholic	57.2%
	Neither	7.9%
Political Opinion	Broadly Unionist	9.1%
	Broadly Nationalist	9.9%
	Other	7.8%
	Do Not Wish To Answer/Not Known	73.2%
Age	16-24	8.7%
	25-34	24.3%
	35-44	25.3%
	45-54	21.0%
	55-64	17.5%
	65+	3.2 %
Marital Status	Single	33.2%
	Married	56.9%
	Not Known	9.9%
Dependent Status	Caring for a Child/Children / Dependant	17.1%
	Older Person / Person With a Disability	31.1%
	None	51.8%
	Not Known	51.8%
Disability	Yes	2.4%
	No	76.3%
	Not Known	21.3%
Ethnicity	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%
Sexual Orientation towards:	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 does have a direct impact on patients/clients. It is potentially applicable to all service users within the Southern Trust therefore includes all Section 75 Groups. This policy applies to all patients as it is specifically concerned with patient safety.

Section 75 Group	<i>Make up of Patients/Clients Affected</i>	<i>Percentage</i>
Gender	Female Male	None known but will be kept under review
Religion	Protestant Roman Catholic Other	None known but will be kept under review
Political Opinion	Broadly Unionist Broadly Nationalist Other Do Not Wish To Answer/Not Known	None known but will be kept under review
Age	0-15 16-24 25-44 45-64 65-84 85+	Age is not a deciding factor however it is acknowledged that those 85+ may have some conditions are more prevalent in old age such as dementia, which 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 known but will be kept under review
Caring Responsibility	Caring for a Child/Children/Dependant Older Person/Person(s) With a Disability None Not Known	Age and frailty is an identified contributing factor to accommodate individuals within the policy. Human Rights considerations in particular Articles 3, 5 and 8 will be borne in mind in the practical application of the policy
Disability	Yes No Not Known	Disability is an identified contributing factor to accommodate individuals. Human Rights considerations in particular Articles 3, 5 and 8 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	None Known but will be kept under review Staff will make every effort to be culturally aware, sensitive and responsive to those from different ethnic backgrounds.

	White Not Known	
Sexual Orientation towards:	Opposite Sex Same Sex Same and Opposite Sex Do Not Wish To Answer/Not Known	None Known but will be kept under review

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 – <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. ***(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	Not identified	None identified but will be kept under review
Age	Not identified	Age is not a deciding factor however it is acknowledged that those patients with age of 85+ years may have some conditions which are more prevalent in old age such as dementia, which may affect capacity. Human Rights considerations in particular Articles 3 and 5 will be borne in mind in the practical application of the policy
Religion	Not identified	None identified but will be kept under review
Political Opinion	Not identified	None identified but will be kept under review
Marital Status	Not identified	None identified but will be kept under review
Dependent Status	Not identified	Age and frailty is an identified contributing factor to accommodate individuals within the policy. Human Rights considerations in particular Articles 3, 5 and 8 will be borne in mind in the practical application of the policy
Disability	Not identified	Disability is an identified contributing factor to accommodate individuals. Human Rights considerations in particular Articles 3, 5 and 8 will be borne in mind in the practical application of the policy
Ethnicity	Not identified	Staff will make every effort to be culturally aware, sensitive and responsive to those from different ethnic backgrounds.
Sexual Orientation	Not identified	None identified but will be kept under review

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

Given that, this is a review of an existing Trust policy with minimal change and reflective of the Regional steer, consultation has been targeted to Infection Control and Union Representation, Senior Nursing and Midwifery and AHP Governance Forum and through this Operational Directorates. Assistant Director of Acute Services, Assistant Director of MHD and Assistant Director of OPPC.

(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	<i>Details of policy/proposal impact</i>		<i>Level of impact? Minor/major/none</i>
	<i>Staff</i>	<i>Service Users</i>	
Gender	None	None	None
Age	None	Minor	Minor
Religion	None	None	None
Political Opinion	None	None	None
Marital Status	None	None	None
Dependent Status	None	Minor	Minor
Disability	None	Minor	Minor
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	None
Age	None
Religion	None
Political Opinion	None
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	None identified	None identified
Political opinion	None identified	None identified
Racial group	None identified	None identified

(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 identified
Political opinion	None identified
Racial group	None identified

(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?

Through acknowledgement by the Trust and staff employed of the need for the policy to be applied flexibly to include the use of reasonable adjustments for individuals with in relation to patient/client identification

The Policy intention is to reflect a positive corporate culture of equal opportunity and respect whilst reinforcing a positive attitude towards all staff and public alike through patient safety.

(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			X
Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment	X		
Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour			X
Article 5 – Right to liberty & security of person			X
Article 6 – Right to a fair & public trial within a reasonable time			X
Article 7 – Right to freedom from retrospective criminal law & no punishment without law			X
Article 8 – Right to respect for private & family life, home and correspondence.			X

Article	Positive impact	Negative impact = human right interfered with or restricted	Neutral impact
Article 9 – Right to freedom of thought, conscience & religion			X
Article 10 – Right to freedom of expression			X
Article 11 – Right to freedom of assembly & association			X
Article 12 – Right to marry & found a family			X
Article 14 – Prohibition of discrimination in the enjoyment of the convention rights			X
1st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property			X
1st protocol Article 2 – Right of access to education			X

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 taken into account during screening. Ongoing staff awareness and equality training. The Trust's Equality, Diversity and Human Rights. Making a Difference e learning is now also mandatory for all staff.

(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>	
		Yes	No

Minor impact		Mitigation Required	Alternative Policy Required
		Yes/No	Yes/No

No impact	X	Screened Out
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(7.2) Please give reasons for your decision and detail any mitigation or alternative policies considered.

This policy will be applied flexibly to take account of the needs of all individuals with limited impact on the s75 groups identified.

The Policy intention is to reflect a positive corporate culture of equality of opportunity and respect whilst reinforcing a positive attitude towards all staff and public alike through patient safety.

(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?

Any issues arising can be escalated as per “Responsibilities” section of policy. Complaints and expressions of dissatisfaction are monitored and reviewed adopting a trend analysis approach.

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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.