

# Equality and Human Rights Screening Report

## Jan-Mar 2022



Patient and Client Council  
Your voice in health and social care



# Equality and Human Rights Screening Report

## Introduction

The Equality Unit in the Business Services Organisation is responsible for providing equality support to the eleven partner organisations shown on page 1.

Each organisation is committed to embedding equality, human rights and diversity into their policies and practices. In accordance with guidance from the Equality Commission issued in April 2010 (Section 75 of the Northern Ireland Act: A Guide for Public Authorities) this is undertaken by conducting a screening exercise. Screening is an important tool that allows a more systematic examination of how any of our policies and practices might impact on staff, service users or the public differently. Screening helps organisations to think about what might need to be undertaken to mitigate any identified inequalities. It allows greater consideration of ways that we could better promote equality of opportunity.

## Why are we reporting our screening outcomes?

The purpose of publishing the screening outcomes report is to ensure that our eleven partner health and social care organisations make their policies and screening outcomes accessible. It provides opportunities for feedback. It also contributes to our belief in the importance of ensuring that we make the work that we do and the decisions that we take more open and transparent. We have all offered this commitment within our Equality Schemes.

Quarterly publication of our screening activity is one way of providing evidence, externally, on the mainstreaming of the equality duties.

## **What is included?**

Listed in each quarterly report are the screening exercises undertaken during that period by each organisation. This includes a short description of the policy or process, the screening outcomes, including mitigation, and any additional recommendations.

## **Your views**

If you have comments that you wish to share in relation to the contents of this screening report you can forward these to the Equality Unit in the Business Services Organisation where staff will raise with organisations for consideration.

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Should you require this document in an accessible format such as Braille, audio format, other language etc. please contact us.

We hope that you find this report helpful.

**Thank you**

## Equality and Human Rights Screening Report

Table 1 includes published screening for the period **Jan-Mar 2022**. Screenings published during Apr-Jun 2022 can be found [here](#). All policies and screening templates listed can be viewed on the Business Services Organisation's [website](#). If you would like paper copies or alternate formats please contact us – contact details above.

**Table 1**

*1	'screened in' for equality impact assessment (EQIA)
2	'screened out' with mitigation
3	'screened out' without mitigation

Org.	Policy / Procedure and Screening Documentation	Policy Aims	Date	*Screening Decision
<b>BTS</b>	Facilitating members of the public with a mobility disability to donate blood	Replacement of the blood donation couch with the donation chair. The donation chair has been shown to reduce vasovagal reactions, as donors raise more gently to an upright position	Jan-22	Screened out with mitigation
<b>BTS</b>	MP:025 Medical Team Competency Framework, Including Out of Hours Work	This policy sets out the arrangements for ensuring and documenting Consultant Haematologist/Consultant in Transfusion Medicine competency to undertake the role of Medical Consultant, including on call duties. Competency in clinical duties is required to support the delivery of a safe, effective and quality service.	Feb-22	Screened out without mitigation

<b>BTS</b>	Workplace Policy on Domestic and Sexual Abuse	The purpose of this policy is to signal a clear commitment of NIBTS's support to any member of staff affected by domestic or sexual abuse. The policy demonstrates NIBTS's commitment to providing guidance for employees and managers to address the occurrence of domestic or sexual violence & abuse and its effects on the workplace.	Mar-22	Screened out with mitigation
<b>HSCB</b>	Investment Proposal Template (IPT): Development of adult regional neuropsychology services	This proposal will support additional funding for additional capacity to allow the Trust to increase access to this regional service for these patients and their families. In particular, quality of life and emotional wellbeing may be significantly improved (in comparison to no service) when the patient and family are adjusting to a new diagnosis, during transition to the wider MDT, when coping with	Mar-22	Screened out with mitigation

		complex treatment plans and with a fluctuating course of the condition and its management.		
<b>HSCB</b>	Investment Proposal Template (IPT): Unscheduled Care in Hospital (Patient Flow)	Control Room Support: Establishing a Control room and appointing staff to deliver its functions 7 days a week, 365 days a year to maintain timely patient flow and minimise delays in the patient journey from admission to timely discharge. • Phase 2 7/7 working: Phase 2 of 7/7 working is to ensure effective arrangements are in place to build on 7 day working for Social Workers, Physiotherapists and Occupational Therapists embedded in key base wards to support patient flow. • Outpatient Parenteral Antibiotic Therapy (OPAT): The key objective of an OPAT service is to safely and effectively manage patients on Intravenous antibiotics as	Jan-22	Screened out without mitigation

		outpatients, ensuring that their treatment is optimised, appropriately delivered and supervised, and that risks are minimised.		
<b>HSCB</b>	Investment Proposal Template (IPT): Stroke –Enhancement of Early Supported Discharge for Western HSC Trust(WHSCT) and Southern HSC Trust (SHSCT)	This proposal is for WHSCT and SHSCT to increase Community Stroke Team capacity to improve Early Supported Discharge which was established in 2018/19, funded through transformation. The investment will provide enhanced staffing support through an Early Supported Discharge service for stroke survivors	Feb-22	Screened out with mitigation
<b>HSCB</b>	Transfer of Cooperation and Working Together (CAWT) service from HSCB to WHSCT	It has been planned that Cooperation and Working Together (CAWT) staff will transfer from Health and Social Care Board (HSCB) as a host employer to a Trust host employer, suggested Western Health and	Mar-22	Screened out with mitigation

		Social Care Trust (WHSCT).		
<b>NIGALA</b>	Workplace Policy on Domestic Abuse	The purpose of this policy is to signal a clear commitment of the NIGALA's support to any member of staff affected by domestic abuse.	Jan-22	Screened out with mitigation
<b>NIPEC</b>	Menopause in Work Policy	The aims of the Policy are to provide a clear definition of what the menopause is, the stages of menopause, when it occurs, what happens, potential impact on performance at work, and the responsibilities of different groups within the organisation and to provide guidance on how to support employees going through menopause.	Mar-22	Screened out with mitigation

<b>NIPEC</b>	Social Media Policy	The Policy aims to promote good practice in the use of Social Media and adherence to acceptable standards of use and to cascade Social Media as a mechanism to engage with staff and stakeholders, receive feedback and expose to new products and innovative ideas.	Mar-22	Screened out with mitigation
<b>PHA</b>	Anti-Fraud and Anti-Bribery Policy	This policy is intended to provide advice to all staff on their responsibilities to prevent and detect fraud or bribery and to report all cases of actual, suspected or potential of the same.	Jan-22	Screened out without mitigation
<b>RQIA</b>	Information Governance suite of policies  Data Protection Policy  Freedom of Information Policy  Information Asset Register	The Regulation and Quality Improvement Authority's (RQIA) suite of Information Governance (IG) policies set out how RQIA should manage and secure its information in line with the requirements of data protection legislation, and in line with the requirements set out in freedom	Feb-22	Screened out with mitigation

	<p>Procedure Information Governance Policy</p>	<p>of information / environmental information regulations.</p> <p>These policies outline for staff a consistent procedure on how information should be handled.</p> <p>The policies are:</p> <ul style="list-style-type: none"> <li>• Data Protection Policy</li> <li>• Freedom of Information</li> <li>• Information Asset Register</li> </ul> <p>Procedure</p> <ul style="list-style-type: none"> <li>• Records Management Policy</li> </ul>		