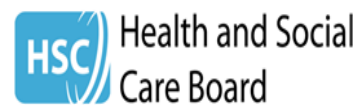


Equality and Human Rights Screening Report

Oct-Dec 2019



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.

Contact details:

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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 **Oct-Dec 2019**. 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
BSO	Adverse Weather Protocol	This Protocol will apply to all current staff and it is intended that the Protocol will be implemented with immediate effect as we enter into the winter period. It is anticipated that the application of the Adverse Weather Protocol will have the potential to be applied more often during the winter months.	Nov-19	3
BTS	Sample Referral to the Reference Laboratory	These documents outline the appropriate referral of samples from hospital blood banks to the Reference Laboratory at NIBTS. The policy describes the importance of performing preliminary tests within hospital blood banks prior to referral.	Oct-19	3

BTS	Upper Age Limits for Blood Donation	Upper age limits for blood and component donation have traditionally been set to protect the donor's safety. Regular and returning donors (as defined in the Joint United Kingdom (UK) Blood Transfusion and Tissue Transplantation Services Professional Advisory Committee Donor Selection Guidelines) may be allowed to donate beyond their 66th birthday with permission of a physician in the Blood Establishment, given annually. This policy sets out the JPAC UK Donor Selection Guidelines (UK DSGs) which are followed by NIBTS.	Oct-19	2
HSCB	Quality Standards for Paediatric Audiology Services	To adopt and implement quality standards for paediatric audiology services in NI.	Nov-19	2

HSCB	Employee 25 Years' Service Award	<p>HSCB recognises the vital contribution that staff play in delivering the organisation's objectives and would want to consider initiatives that support a culture of appreciation. Awarding staff an additional week's leave on completion of 25 years' NHS/HSC service, is one opportunity to acknowledge their contribution over a long period of time. It is therefore proposed that staff who have reached 25 years' service, will receive a one – off award of an additional week's annual leave. This award reflects existing arrangements in some of the trusts</p>	Dec-19	3
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HSCB	Relationships, Sexuality and Dementia - Operational Guidance	This Guidance is being developed to support staff to deliver a more person-centred service to people with a dementia, their partners, carers and families. It is important therefore that staff feel confident to address the issue of relationships and sexuality in a supportive and timely manner.	Dec-19	2
NIMDT A	Applying for a Dental Foundation Training Number	This policy has been written to ensure a consistent approach for the application, management and decision process regarding applications for a dental foundation training number.	Apr-19	2
NIMDT A	Data Quality Policy	This policy is concerned with ensuring that the data collected and recorded by NIMDTA is of high quality and is reliable.	Oct-19	3

NIMDT A	Records Management Disposal Schedule	This document outlines the retention periods for records held by the Northern Ireland Medical & Dental Training Agency and the processes for reviewing and disposing of records.	Oct-19	3
NIMDT A	Records Management Policy	This policy applies to all full time and part-time employees of NIMDTA, contracted and third parties (including agency staff) and other staff on placement with NIMDTA. NIMDTA holds records in relation to its staff, doctors and dentists in training, and in relation to its various functions.	Oct-19	3
NIMDT A	Records Management Strategy	The Records Management Strategy aims to set out clearly NIMDTA's approach to Records Management and will provide the framework for developing good records management in accordance with 'Good Management, Good	Oct-19	3

		Records' and the HSC Controls Assurance Standard.		
NIPEC	Conflict, Bullying and Harassment in the Workplace Policy/Procedure	The document provides guidance to managers and employees in relation to Conflict, Bullying and Harassment and seeks to provide all staff, particularly those with management responsibility how to handle conflict, bullying and harassment issues in line with best practice and Employment Law and to create and maintain a safe, harmonious, positive and enabling working environment for all.	Oct-19	2
PHA	Expansion of Northern Ireland Newborn Blood Spot Programme	The Northern Ireland Newborn Blood Spot Programme (NBSP) offers all newborn babies (aged up to 364 days old) a blood spot screening test to identify if they are at increased risk of rare, but serious, inherited conditions. The aim of the programme is to improve the outcomes for babies born with	Nov-19	2

		one of these conditions, by achieving early diagnosis and treatment. The aim is to expand the existing NBSP testing to include screening for maple syrup urine disease (MSUD), homocystinuria (HCU), glutaric aciduria type 1 (GA1) and isovaleric acidemia (IVA), in line with national Newborn Blood Spot Screening Programme Standards and Guidance.		
Regional	Diabetes Prevention Programme Northern Ireland	This new service will offer patients identified in primary care a preventative service in all five Trusts across NI.	Dec-19	3
RQIA	Records Management Policy	The document provides requirements that must be met for the records of the RQIA to be considered as a proper record of the activity of the Authority, including the provision of health and social services by or on behalf of the RQIA.	Dec-19	3

