

Equality, Good Relations and Human Rights SCREENING TEMPLATE

****Completed and Signed Screening Templates are public documents posted on the Trust's website****

- All policies / proposals require an equality screening
- Policy / Proposal authors / decision makers are responsible for Equality Screenings

Section 1: Information about the Policy / Proposal								
(1.1) Name of the policy/proposal	Belfast Health and Social Care Trust Policy and Procedural Arrangements relating to Control of Vibration at Work							
(1.2) Status of policy/proposal <i>(please underline)</i>	New		Existing			<u>Revised</u>		
(1.3) Department/Service Group: <i>(please underline)</i> Medical Directorate	Corporate Services Group <i>(Please specify)</i>	Nursing and User Experience	Un-scheduled and Acute Care	Surgery & Specialist Services	Specialist Hospitals & Women's Health	Children's Community Services	Adult Social & Primary Care	
(1.4) Description of the policy/ proposal? State the aims and objectives/key elements of the policy/proposal. Detail the changes the policy/proposal will introduce. How will the policy/proposal be communicated to staff /service users? Describe how the policy/proposal will be rolled out/put into practice e.g. will there be changes in working patterns / changes to how services will be delivered etc.	This policy & procedural arrangement is designed to provide managers and staff with clear guidelines and outline their responsibilities to manage the risk associated with vibration Objectives: • To comply with legislative requirements as defined in the Control of Vibration at Work Regulations (NI) 2005. • To define the term "vibration at work" • To ensure that suitable arrangements are in place for the protection of staff operating hand held power tools and equipment. • To provide further sources of information, guidance and advice This Policy is required to be implemented by all Directorates. All managers and staff are required to comply with this Policy, in particular those individuals and Departments with specific							

	responsibilities, as detailed in Section 3. Implementation of this Policy will be monitored by completion of the vibration BRAAT Standard Details on specific monitoring responsibilities are detailed in Sections 3 and 6. The Trust's Health & Safety Management System will be monitored through BRAAT Scoring returns, validation visits, compliance with the Health & Safety Controls Assurance Standards and by Internal/External Audit
(1.5) Who owns the policy/proposal? Where does it originate? For example: DoH / HSCB	Health and Safety Legislation
(1.6) Who are the main stakeholders affected (Internal and External)? For example: actual or potential service users, carers, staff, other public sector organisations, trade unions, professional bodies, independent, voluntary or community sector or others.	All managers and staff and contractors are required to comply with this Policy, in particular those individuals and Departments with specific responsibilities, as detailed in Section 3.
(1.7) Provide details of how you involved stakeholders, views of colleagues, service users, staff side or other stakeholders when screening this policy/proposal.	This Policy was devised by the Trust's Health and Safety Managers Consultation with staff and their Trade Union Representatives during development and introduction of a policy is a legal requirement and it will also help to enhance employee relations, ref: Health & Safety Consultation with Staff Regulations (NI) 1996 and the Safety Representatives and Safety Committee Regulations (NI) 1979. The Trust's Joint Health & Safety Committee and Directorates representatives. A Trust wide consultation process will be undertaken which will involve Directors, Co-Directors, Senior Managers, Trust Joint Health and Safety Committee, Governance Leads and Health and Safety Managers.
(1.8) Other policies/strategies with a bearing on this policy/proposal	BHSCT General Health & Safety Policy The Provision and Use of Work Equipment Regulations (NI) 1992

For example: internal or regional policies	Control of Noise at Work Policy
(1.9) Are there any factors that could contribute to/detract from the intended aim/outcome of the policy/proposal? For example: Financial, legislative	Any staff unable to speak or read English competently or because of a learning disability or some other type of communication difficulty.

Section 2: Classification of the Policy / Proposal

- The purpose of this Section is to consider the policy/proposal in terms of its **relevance** and likely **impact (actual/potential)** on **equality of opportunity, disability duties, good relations and human rights**.
- To **determine the impact (actual and potential)** of a policy/procedure on **equality of opportunity, disability duties, good relations and human rights** please **complete the screening questions at 2.1 – 2.6**.

Screening Questions	Yes	No
(2.1) Is there an impact on Equality of Opportunity for those affected by this policy, for each of the S75* equality categories? I.e. is there a differential impact for one S75 group rather than the others?		No
(2.2) Are there better opportunities to promote equality of opportunity for people within the S75 categories?		No
(2.3) Does the policy impact upon Good Relations between people of a different religious belief, political opinion or racial group?		No

(2.4) Are there opportunities to better promote good relations between people of a different religious belief, political opinion or racial group?		No
(2.5) Are there opportunities to encourage disabled people to participate in public life and promote positive attitudes toward disabled people? (Disability Duties)		No
(2.6) Does the policy/proposal impact on human rights ?		No
*S75 equality categories include: Age, Dependent Status, Disability, Men and Women generally, Marital Status Ethnicity, Religion, Political Opinion and Sexual Orientation.		
Screening Statement - If you have answered Yes to any of the above questions complete Sections 3 - 9. <u>OR</u> - If you have answered No to all of the above questions the policy may be screened out - go to Screening Statement at 2.7. N.B: All Staff must complete their mandatory equality, good relations and human rights training once every five years. This can be booked via HRPTS or completed online at www.hsclearning.com. The online programme is called 'Making a Difference'. Belfast Trust Staff can also access a suite of equality and diversity training including: disability awareness, human rights and embracing diversity in HSC – please contact Lesley.Jamieson@belfasttrust.hscni.net for more information.		
(2.7) Screening Statement: This policy / proposal is 'screened out' on the basis that: (please tick)		
It is a purely clinical or technical nature and has <u>no relevance</u> or impact (actual / potential) in terms of equality of opportunity, disability duties, good relations and human rights.		✓

It aims to standardise practice and / or achieve best practice based on current evidence.			✓
Reasonable adjustments will be made for staff as required including any information e.g. leaflets/letters in accessible/alternative formats NB: Accessible/ Alternative formats can include, for example, information in easy to read formats or audio formats when the patient/service user has a learning disability or is visually impaired. For advice on making information accessible and inclusive for disabled patients/service users, use the Making Communication Accessible guidance. In addition, if a patient/service user does not speak English as his/her first language, an interpreter / sign language interpreter should be provided and written information should be translated as appropriate.			✓
Any other reasons: Please detail. This policy supersedes version 3, and although includes some updates does not significantly alter context, purpose or implementation			
Approved Lead Officer: Position: Date:		Countersigned by*: Equality Manager: Date:	 16/08/23
Please sign / date and forward to the Equality and Planning Team for consideration *Equality screenings are completed with information provided by the policy / proposal author subject to advice and assistance provided by the Trust's Equality Managers.			
Section 3: Consideration of Equality and Good Relations Issues and Evidence Used This section records the quantitative and qualitative data you have used to consider equality and good relations issues including: The assessment of <u>impact</u> on staff and service users			

- The identification of mitigation factors to reduce/remove any adverse impact
- Opportunities to better promote equality of opportunity

Evidence to help inform the screening process may be quantitative and qualitative. For example: previous consultations and equality impact assessments (eqias), statistics, research, complaints, feedback, referrals, grievances, inspection reports, focus groups, user groups etc.

(3.1) Quantitative and Qualitative Data: Service Users

SERVICE USERS

Equality Category	Service Users	Quantitative Data (2011 Census Data unless otherwise stated)		Qualitative Data (Needs, Experiences, Priorities)
		Belfast / Castlereagh population	Service users affected %	
1. Age	0-15	22%		
	16-24	11%		
	25-34	12%		
	35-44	14%		
	45-54	14%		
	55-64	12%		
	65+	15%		

2. Dependent Status	Caring for a child dependant older person/ person with a disability	12% of usually resident population provide unpaid care - 36% of whom are male and 64% are female		
3. Disability	Yes No	21% 79%		
4. Men and Women generally	Female Male	49% 51%		
5. Marital Status	Married/Civil P'ship Single Other/Not known	34.21% 46.6% 19.19%		
6. Race Ethnicity	White Black/Minority Ethnic	98% 2%		
7. Religion	Roman Catholic	41%		

	Presbyterian Church of Ireland Methodist Other Christian	42%			
	Buddhist Hindu Jewish Muslim Sikh Other None	17%			
8. Political Opinion Based on total elected candidates in the local government elections, 2019		Belfast	Lisburn & Castlereagh		
	DUP	15	15		
	SF	18	2		
	SDLP	6	2		
	UUP	2	11		
	APNI	10	9		
	Green	4	1		
	PBP	3	0		
	IND	0	0		
	PUP	2	0		

9. Sexual Orientation	Opposite sex Same sex Same and Opposite sex Do not wish to answer /Not known	Estimated 6-10% of persons identify as lesbian, gay, bisexual <i>Source: 2012 report by Disability Action & Rainbow Project</i>		
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(3.3) Quantitative and Qualitative Data: Staff

This information will be provided together with analysis and advice by the Employment Equality Team in the Human Resources department.

Quantitative Data: For staff data please contact Martin McGrath on 028 95 048353 / martin.mcgrath@belfasttrust.hscni.net

Qualitative Data: Consideration will be given to the different needs, experiences and priorities of each of the categories in relation to the policy / proposal.

Should any equality / modernisation related issues arise they will be managed through the Organisational Change Framework. [Click here for Framework](#)

When organisational / policy change is necessary, regardless of whether it is a permanent or temporary change, the Trust is committed to treating staff fairly and equitably. Staff can be assured that the change process will be managed. This includes consultation with staff and the opportunity for staff to discuss in one to one meetings, any adverse equality impacts resulting in changes to their employment.

This framework also works alongside other Human Resources policies including for example the Disability and Reasonable Adjustment Framework, the Work Life Balance Policy and Procedure, the Recruitment and Selection Policy and Procedure and Agenda for Change Terms and Conditions Handbook.

Equality	Groups	Quantitative Data	Qualitative Data
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Category		Belfast Trust workforce (@January 2022)	Staff affected by the Policy/Proposal %	
1. Age	16-24 25-34 35-44 45-54 55-64 65+	6% 23% 25% 23% 19% 3%		
2. Dependant Status	Dependants No Dependants Not known	18% 24% 58%		
3. Disability	Yes No Not known	2% 65% 33%		
4. Men and Women generally	Female Male	76% 24%		
5. Marital Status	Married/ Civil P'ship Single	45% 28%		

	Other/ Not known	27%		
6. Race				
a) Ethnicity	BME White Not Known	4% 68% 29%		
b) Nationality	GB Irish Northern Irish Other Not known	20% 15% 2% 1% 62%		
7. Religion				
a) Community Background	Protestant Roman Catholic Neither	35% 45% 20%		
b) Religious Belief	Christian Other No religious belief Not known	30% 1% 10% 59%		

8. Political Opinion <i>* 2011 Assembly election</i>	Broadly Nationalist Broadly Unionist Other Do not wish to answer/ Unknown Not known	7% 6% 8% 78%		
9. Sexual Orientation	Opposite sex Same sex or both sexes Do not wish to answer	43% 1% 56%		

Section 4: Consideration of Impacts, Mitigation, Alternative Policies / Proposals

Given the **evidence** gathered in Section 3 please identify for each of the **nine equality categories** the level of **impact**, **mitigation measures** and **alternative policies / proposals** that better **promote equality of opportunity**.

(4.1) SERVICE USERS

Equality Category	Level of Impact			Mitigation Measures and Alternative Policies or Actions that might lessen the severity of the equality impact
	Major	Minor	None	

				(where Major or Minor Impact identified)
Age				
Dependant Status				
Disability				
Men and Women generally				
Marital Status				
Race (Ethnicity)				
Religion				
Political Opinion				
Sexual Orientation				
Multiple Identity e.g. disabled minority ethnic people or young Protestant men.				

(4.2) STAFF				
Equality Category	Level of Impact			Mitigation Measures and consideration of alternative policies or actions that might lessen the severity of the equality impact (where Major or Minor Impact identified)
	Major	Minor	None	

Age					
Dependant Status					
Disability					
Men and Women generally					
Marital Status					
Race	Ethnicity				
	Nationality				
Religion	Community Background				
	Religious Belief				
Political Opinion					
Sexual Orientation					
Multiple Identity e.g. female staff with caring responsibilities					

Section 5: Good Relations

Based on the **evidence** collected in Section 3 & 4:

- To what extent is the policy/proposal likely to **impact Good Relations** i.e. between people of different religious belief, political opinion or racial group?
- Are there any **additional measures** that could be suggested to ensure the policy or proposal **promotes Good Relations**?

Good Relations category	Level of impact			Mitigation Measures and Alternative Policies or Actions that might lessen the severity of the equality impact (where Major or Minor Impact identified)
	Major	Minor	None	
Religious belief				
Political opinion				
Racial group				

Section 6: Disability Duties

How does the policy / proposal:

• encourage disabled people to participate in public life <i>and</i> • promote positive attitudes towards disabled people? Consider what other measures you could take to meet these duties. <i>For example, have staff received disability equality training.</i>	
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Section 7: Human Rights

Belfast Health and Social Care Trust is committed to providing the **highest attainable standard of physical and mental health** within our resources.

Does the policy/proposal **negatively impact** on any of the following human rights?

The rights particularly relevant in the delivery of health and social care are emboldened below. Examples for these rights and further information can be found in the [Equality Screening Toolkit](#).

Article	Yes	No
A2: Right to life		
A3: Right to freedom from torture, inhuman or degrading treatment or punishment		
A4: Right to freedom from slavery, servitude & forced or compulsory labour		
A5: Right to liberty & security of person		
A6: Right to a fair & public trial within a reasonable time		

A7: Right to freedom from retrospective criminal law & no punishment without law		
A8: Right to respect for private & family life, home and correspondence.		
A9: Right to freedom of thought, conscience & religion		
A10: Right to freedom of expression		
A11: Right to freedom of assembly & association		
A12: Right to marry & found a family		
A14: Prohibition of discrimination in the enjoyment of the convention rights		
1st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property		
1 st protocol Article 2 – Right of access to education		
(7.1) 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:		

Section 8: Screening Decision			Major	Minor	None
(8.1) How would you categorise the impacts of this policy / proposal? (Please underline one category)			(Screened In for an Equality Impact Assessment)	(Screened Out with mitigation)	(Screened Out)
(8.2) If you have identified any impact, what mitigation have you considered to address this?					
(8.3) Do you think the policy/proposal should be subject to an Equality Impact Assessment (EQIA)?	Yes	No	Reasons		

NB: A full Equality Impact Assessment (EQIA) is usually confined to those policies or proposals considered to have <u>major</u> implications for equality of opportunity/good relations/human rights.			
Section 9: Monitoring (9.1) Please detail how you will monitor the effect of the policy/proposal for impact in terms of equality of opportunity, good relations, disability duties and human rights?			
Please sign /date and forward to the Equality and Planning Team for consideration - Lesley.Jamieson@belfasttrust.hscni.net . Equality screenings are completed with information provided by the policy / proposal author subject to advice and assistance from the Trust's Equality Managers. Please note that Completed and Signed Screening Templates are public documents and are posted on the Trust's website.			
Approved Lead Officer	Laota McQuitty	Countersigned by:	
Position	Lead Health and Safety Manager	Equality Manager	
Date	21 July 23	Employment Equality Manager	

