

# 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	Marking BELFAST PRIDE						
(1.2) Status of policy/proposal <i>(please underline)</i>	New		Existing			Revised	
(1.3) Department/Service Group: <i>(please underline)</i>	<u>Corporate Services Group</u> <u>HR &amp; PPI</u>	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.	<p>Over the previous two years, Belfast HSC Trust has marked Belfast Pride week through a range of virtual or socially distanced events. This proposal is a continuation of marking the period and outlines the Trust's commitment to creating and sustaining an environment that values and embraces the diversity of all its staff, patients, service users, families, carers, and visitors.</p> <p><b>Aims and objectives/key elements of the proposal</b> To mark BELFAST PRIDE in accordance with the regional HSC values by ensuring our services and facilities provide a shared, safe space for all in the view that the Trust is considered inclusive, welcoming and accessible to everyone.</p> <p><b>Detail the change the proposal will introduce:</b></p> <ul style="list-style-type: none"> <li>• This proposal aims to celebrate and support the BELFAST PRIDE (In 2022, it will be from 22 -31 July 2022 inclusive.)</li> </ul> <p>The core values of human rights and equality in this proposal, as throughout HSCNI are founded</p>						

	<p>on firm patient centred and human rights principles, and include: fairness, respect, equality, dignity and autonomy.</p> <p>This year colleagues from Employment Equality, Planning and Equality and Corporate Communications are proposing a programme of events including</p> <ul style="list-style-type: none"> <li>• <b>Adoption and release of the Rainbow Badge</b></li> <li>• <b>Creating a temporary rainbow corridor</b></li> <li>• <b>Placing rainbow post boxes to allow patients, visitors and staff across the four main acute sites to provide their feedback which will be added to a PRIDE collage/visual representation during the specified time period</b></li> <li>• <b>Trust Choir and Orchestra performance – ‘Somewhere Over the Rainbow’</b></li> </ul> <p><b>How will the proposal be communicated to staff /service users?</b></p> <ul style="list-style-type: none"> <li>• Available via the staff intranet site (Loop)</li> <li>• Listed as a news item with link on Loop site</li> <li>• Issued in a HR Notice to all staff</li> <li>• Disseminated via Senior Management structure and team meetings</li> </ul> <p><b>Describe how the 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.:</b></p> <ul style="list-style-type: none"> <li>• No changes to working patterns or service delivery are required</li> <li>• Proposal gives notice of staff rights and collective responsibility to create and sustain a safe, harmonious working environment.</li> </ul>
<p><b>(1.5) Who owns the policy/proposal?</b> Where does it originate? For example: DoH / HSCB</p>	<p>Owned jointly by:</p> <ul style="list-style-type: none"> <li>• Human Resources and Organisational Development</li> <li>• Performance, Planning and Informatics</li> <li>• Corporate Communications</li> </ul>
<p><b>(1.6) Who are the main stakeholders affected (Internal and External)?</b></p>	<ul style="list-style-type: none"> <li>• All managers and staff, when at work and at events which could reasonably be regarded as an extension of the workplace, the use of social media, or any other situation that is an</li> </ul>

<p>For example: actual or potential service users, carers, staff, other public sector organisations, trade unions, professional bodies, independent, voluntary or community sector or others.</p>	<p>extension of the working environment.</p> <ul style="list-style-type: none"> <li>• Trade Unions</li> <li>• Professional bodies</li> </ul>
<p><b>(1.7) Provide details of how you involved stakeholders, views of colleagues, service users, staff side or other stakeholders when screening this policy/proposal.</b></p>	<ul style="list-style-type: none"> <li>• The proposal and this screening will be issued for Senior Executive Team approval and support by our TU colleagues</li> <li>• This screening will be publicised on all our respective websites to inform all interested stakeholders.</li> </ul>
<p><b>(1.8) Other policies/strategies with a bearing on this policy/proposal</b> For example: internal or regional policies</p>	<p><u>Policies and Trust Documents</u></p> <ul style="list-style-type: none"> <li>• <a href="#">A Zero Tolerance approach to the prevention and management of Aggression and Violence towards staff in the workplace</a></li> <li>• <a href="#">Belfast Trust Equality Scheme</a></li> <li>• <a href="#">Conflict, Bullying and Harassment in the Workplace Policy</a></li> <li>• <a href="#">Disability Equality Regional Policy and Toolkit</a></li> <li>• <a href="#">Employment Equality and Diversity Plan</a></li> <li>• <a href="#">Equality, Diversity and Inclusion Policy</a></li> <li>• <a href="#">Gender Identity and Expression Employment Policy</a></li> <li>• <a href="#">Harmonious Working Environment Statement / Joint Declaration of Protection</a></li> <li>• <a href="#">Healthy Relations for a Healthy Future 2</a></li> <li>• <a href="#">Recruitment and Selection Policy</a></li> <li>• <a href="#">Social Media Policy</a></li> </ul>
<p><b>(1.9) Are there any factors that could</b></p>	<p>Section 75 of the Northern Ireland Act 1998 requires public authorities such as the Trust, in</p>

<p><b>contribute to/detract from the intended aim/outcome of the policy/proposal?</b> For example: Financial, legislative</p>	<p>carrying out their functions relating to Northern Ireland, to have due regard to the need to promote equality of opportunity and regard to the desirability of promoting good relations across a range of categories outlined in the Act.</p>
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**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 <b>impact</b> on <b>Equality of Opportunity</b> 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?	<b>X</b>	
(2.2) Are there better <b>opportunities</b> to promote equality of opportunity for people within the S75 categories?	<b>X</b>	
(2.3) Does the policy <b>impact</b> upon <b>Good Relations</b> between people of a different religious belief, political opinion or racial group?	<b>X</b>	
(2.4) Are there <b>opportunities</b> to better promote good relations between people of a different religious belief, political opinion or racial group?	<b>X</b>	
(2.5) Are there <b>opportunities</b> to encourage <b>disabled people</b> to <b>participate</b> in public life and promote <b>positive attitudes</b> toward disabled people? (Disability Duties)	<b>X</b>	

(2.6) Does the policy/proposal <b>impact</b> on <b>human rights</b> ?	<b>X</b>	
<p>*S75 equality categories include: Age, Dependent Status, Disability, Men and Women generally, Marital Status Ethnicity, Religion, Political Opinion and Sexual Orientation.</p>		
<p><b>Screening Statement</b></p> <ul style="list-style-type: none"> <li>If you have answered <b>Yes</b> to <b>any</b> of the above questions complete <b>Sections 3 - 9. OR</b></li> <li>If you have answered <b>No</b> to <b>all</b> of the above questions the policy may be <b>screened out</b> - go to <b>Screening Statement</b> at <b>2.7</b>.</li> </ul> <p><b>N.B: All Staff</b> must complete their <b>mandatory equality, good relations and human rights training</b> once every five years. This can be booked via HRPTS or completed online at <a href="http://www.hsclearning.com">www.hsclearning.com</a>. 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 <a href="mailto:Lesley.Jamieson@belfasttrust.hscni.net">Lesley.Jamieson@belfasttrust.hscni.net</a> for more information.</p>		
<p><b>(2.7) Screening Statement:</b></p> <p>This policy / proposal is '<b>screened out</b>' on the basis that: <span style="float: right;">(please tick)</span></p>		
<p>It is a purely clinical or technical nature and has <b><u>no relevance</u></b> or <b>impact (actual / potential)</b> in terms of <b>equality of opportunity, disability duties, good relations and human rights.</b></p>		
<p>It aims to standardise practice and / or achieve best practice based on current evidence.</p>	X	
<p><b>Reasonable adjustments</b> will be made for patients/service users as required including any information e.g. leaflets/letters in accessible/alternative formats</p> <p>NB: Accessible/ Alternative formats can include, for example, information in easy to read formats or audio formats when the</p>		

<p>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.</p>	
<p>Any other reasons: Please detail.</p>	

<p>Approved Lead Officer: Position: Date:</p>		<p><i>Countersigned by*:</i> Equality Manager: Date:</p>	
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Please sign / date and forward to the Equality and Planning Team for consideration - [Lesley.Jamieson@belfasttrust.hscni.net](mailto:Lesley.Jamieson@belfasttrust.hscni.net).

**\*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 impact 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	
<b>1. Age</b>	0-15 16-24 25-34 35-44 45-54 55-64 65+	22% 11% 12% 14% 14% 12% 15%	This proposal will apply to anyone accessing facilities or services within the Trust regardless of their age. It is anticipated that this will have a positive impact on service users, patients, carers and visitors when accessing health and social care and will promote us as an inclusive and welcoming service provider. The Trust is committed to marking Belfast Pride week in a respectful, proportionate and time-bound fashion.
<b>2. Dependent Status</b>	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	This proposal will help demonstrate our commitment to supporting people who are LGBTQ+ and those who care for patients, visitors and staff who belong to the LGBTQ+ community. The Trust is committed to marking Belfast Pride week in a respectful, proportionate and time-bound fashion and it is envisaged that this will have a positive impact, and would not result in any potential adverse impact.
<b>3. Disability</b>	Yes No	21% 79%	As a health and social care provider, we know that disabled people are more likely to access our services and facilities. This proposal will commit to the support of those services users/staff who have a disability and belong to the LGBTQ+ community.  This will aim to promote positive attitudes not only towards people with a disability but also those who belong to the LGBTQ+ communities and help to further contribute and encourage their full participation in public life. The Trust is committed to marking Belfast Pride week in a respectful, proportionate and time-bound fashion and it is envisaged that this will have a positive impact, and would not result in any potential adverse impact.

<b>4. Men and Women generally</b>	Female Male	49% 51%	<p>This proposal will apply to men and women generally, including those from our Trans or the gender variant Community. It is set to have a positive impact on all people, regardless of their natal sex or gender by promoting inclusive and welcoming facilities and services for all.</p> <p>The Trust is committed to marking Belfast Pride week in a respectful, proportionate and time-bound fashion and it is envisaged that this will have a positive impact, and would not result in any potential adverse impact.</p>
<b>5. Marital Status</b>	Married/Civil P'ship Single Other/Not known	34.21% 46.6% 19.19%	<p>This proposal will aim to promote positive attitudes of those patients, visitors and staff who are from the LGBTQ+ communities regardless of their marital status.</p> <p>The Trust is committed to marking Belfast Pride week in a respectful, proportionate and time-bound fashion and it is envisaged that this will have a positive impact, and would not result in any potential adverse impact.</p>
<b>6. Race Ethnicity</b>	White Black/Minority Ethnic	98% 2%	<p>It is not envisaged that this proposal will have any bearing on people as a result of their Race/Ethnicity. Intersectionality applies to LGBTQ+ people from ethnic minorities. Both LGBTQ+ people and people from ethnic minorities can face greater health inequalities. This proposal will aim to promote positive attitudes of those patients, carers, visitors and staff who are from the LGBTQ+ and ethnic minority communities.</p> <p>The Trust is committed to promoting equality of opportunity for people from all ethnic groups and wants to ensure that as an HSC provider, we are considered accessible, welcoming, culturally competent and inclusive of people from ethnically diverse groups. The Trust is committed to marking Belfast Pride week in a respectful, proportionate and time-bound fashion and it is envisaged that this will have a positive impact, and would not result in any potential adverse impact.</p>
<b>7. Religion</b>	Roman Catholic	41%	<p>The Trust is committed to serving a religiously diverse population and wants to ensure that it is considered welcoming and inclusive to people of all different faiths. The proposal will apply to people of all faiths or religious beliefs and it is envisaged that this will have a</p>

	Presbyterian Church of Ireland Methodist Other Christian	42%	positive impact on patients, carers, visitors and staff who are from the LGBTQ+ community and who belong to a faith. By marking this occasion, people are invited to learn about, observe and celebrate events reflecting the diverse society we live in. The Trust aims to achieve this by placing an emphasis on the cultural aspect of any celebration, rather than the religious or philosophical elements. <i>It is not the position of the Trust to impose any religious or philosophical beliefs.</i>	
	Buddhist Hindu Jewish Muslim Sikh Other None	17%	Any celebrations or marking of events will be carried out in a proportionate and timely manner and with decorum. It is our intention to promote diversity and a harmonious environment and not to engender any hostility.	
<b>8. Political Opinion</b> Based on total elected candidates in the local government elections, 2019	DUP SF SDLP UUP APNI Green PBP IND PUP	Belfast  15 18 6 2 10 4 3 0 2	Lisburn & Castlereagh  15 2 2 11 9 1 0 0 0	It is anticipated that this proposal will have a positive impact on all people accessing our services or employment regardless of their political opinion. The Trust is committed to marking Belfast Pride week in a respectful, proportionate and time-bound fashion and it is envisaged that this will have a positive impact, and would not result in any potential adverse impact.
<b>9. Sexual Orientation</b>	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 &amp; Rainbow Project</i>	It is envisaged that this proposal will have a positive impact on all people regardless of their sexual orientation. It is however, likely to have a substantial positive impact on people who identify as lesbian, gay or bisexual and will promote the Trust as a Health and Social Care Provider and employer which is inclusive and welcoming to everyone. The Trust is committed to marking Belfast Pride week in a respectful, proportionate and time-bound fashion and it is envisaged that this will have a positive impact, and would not result in any potential adverse impact.	

**(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 Category	Groups	Quantitative Data		Qualitative Data
		Belfast Trust workforce (@January 2022)		
1. Age	16-24 25-34 35-44 45-54 55-64 65+	6% 23% 25% 23% 19% 3%		All managers and staff are included in this screening; therefore, the figures for the overall workforce are provided and are reflective of position on 1 <sup>st</sup> January 2022.  The proposal will provide the opportunity for staff if they wish to participate and offer their support for those who belong to and/or live within the LGBTQ+ communities. The proposal aims to reduce any potential negative impact and to promote inclusion across all Section 75

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 Other/ Not known	45% 28% 27%	
6. Race			
a) Ethnicity	BME White Not Known	4% 68% 29%	

Categories.

The Rainbow Badge that we wish to release is an Educational piece whereby we will raise awareness (mental health and LGBTQ+ community, accessing appropriate services etc), one of its purposes is that it is for signposting to services

The proposal will assist the Trust in becoming an employer of choice and assist in it being an organisation that celebrates diversity. It will also benefit the Trust in living the regional HSC values and will ensure our services and facilities provide shared, safe spaces and considered inclusive, welcoming and accessible to everyone, further supporting us as an employer of choice and holder of Investors in People (Silver).

The proposal will also provide all staff with rights and collective responsibility to create and sustain a safe, harmonious working environment.

This proposal will apply to men and women generally, including those who are trans or identify as gender variant. It is set to have a positive impact on all people, regardless of their sex or gender by promoting inclusive and welcoming facilities and services for all.

This proposal will aim to promote positive attitudes of those staff who belong to and live within the LGBTQ+ communities regardless of their marital status disability status, race or nationality status, or political opinion status.

It is envisaged that this proposal will have a positive impact on people regardless of their sexual orientation – however it is likely to have a differential positive impact on people who identify as lesbian, gay or bisexual when the Trust marks Pride week and promotes itself as a HSC employer that is inclusive and welcoming to everyone.

b) Nationality	GB Irish Northern Irish Other Not known	20% 15% 2% 1% 62%
<b>7. Religion</b>		
a) Community Background	Protestant Roman Catholic Neither	35% 45% 20%
b) Religious Belief	Christian Other No religious belief Not known	30% 1% 10% 59%
<b>8. Political Opinion</b>  <i>* 2011 Assembly election</i>	Broadly Nationalist Broadly Unionist Other Do not wish to answer/ Unknown Not known	7% 6% 8% 78%

<b>9. Sexual Orientation</b>	Opposite sex	43%
	Same sex or both sexes	1%
	Do not wish to answer	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  (where Major or Minor Impact identified)
	Major	Minor	None	
<b>Age</b>			X	The proposal will encourage service users, carers and visitors, should they wish, to participate in the BELFAST PRIDE 2022 celebrations. Overall, its aim is to reduce negative impact to those staff from who identify as being from within the LGBTQ+ communities.  The Trust considers that this proposal will have a minor impact in that it does not overtly affect access to services and anyone regardless of their Section 75 identity will be welcome and be treated with respect and dignity. It is anticipated that this will have a positive impact on service users, patients, carers and visitors when accessing
<b>Dependant Status</b>		X		
<b>Disability</b>		X		
<b>Men and Women generally</b>		X		

<b>Marital Status</b>		X		<p>health and social care and will promote us as an inclusive and welcoming service provider.</p> <p>The Trust is a welcoming, diverse, inclusive multicultural setting (both in terms of the workplace and our services and facilities) and we believe it is vital to celebrate this diversity by welcoming, encouraging staff, patients, service users, carers and visitors to learn about our differences and similarities in order to promote positive attitudes and respectful and dignified behaviours.</p> <p>Through this celebration, everyone is encouraged to learn about, observe and celebrate PRIDE which in turn will reflect the diverse society we live in. The Trust aims to achieve this by placing an emphasis on PRIDE aspect of the celebration, rather than the religious or philosophical elements. <i>It is not the position of the Trust to impose any religious or philosophical beliefs.</i></p> <p>The celebration will be carried out in a proportionate and timely manner and with decorum. It is our intention to promote diversity and a harmonious environment and not to cause any hostility.</p>
<b>Race (Ethnicity)</b>			X	
<b>Religion</b>			X	
<b>Political Opinion</b>		X		
<b>Sexual Orientation</b>			X	
<b>Multiple Identity e.g. disabled minority ethnic people or young Protestant men.</b>			X	

<b>(4.2) STAFF</b>				
<b>Equality Category</b>	<b>Level of Impact</b>			<b>Mitigation Measures and consideration of alternative policies or actions that might lessen the severity of the equality impact</b> (where Major or Minor Impact identified)
	<b>Major</b>	<b>Minor</b>	<b>None</b>	
<b>Age</b>			X	<p>The proposal will encourage any member of staff should they wish, to participate in the BELFAST PRIDE 2022 celebrations. Overall, its aim is to reduce negative impact to those staff from who identify as being from within the LGBTQ+ communities.</p> <p>Its main aim is to celebrate diversity in accordance with the regional HSC values by ensuring our services and facilities provide shared, safe spaces and are considered inclusive, welcoming and accessible to everyone.</p>
<b>Dependant Status</b>		X		
<b>Disability</b>		X		
<b>Men and Women generally</b>		X		

<b>Marital Status</b>			X		<p>It will also provide all staff with rights and collective responsibility to create and sustain a safe, harmonious working environment, with guidance on how to celebrate the event or display marks of identity in accordance with best practice and relevant employment legislation.</p> <p>The Trust considers that this proposal ensures that regardless of anyone's Section 75 identity, will be welcome and be treated with respect and dignity. The Trust is a welcoming, diverse, inclusive multicultural setting (both in terms of the workplace and our services and facilities) and we believe it is vital to celebrate this diversity by welcoming, encouraging staff, patients, service users, carers and visitors to learn about our differences and similarities in order to promote positive attitudes and respectful and dignified behaviours.</p> <p>Through these celebrations, everyone is encouraged to learn about, observe and celebrate events reflecting the diverse society we live in. The Trust aims to achieve this by placing an emphasis on the cultural aspect of any celebration, rather than the religious or philosophical elements. <i>It is not the position of the Trust to impose any religious or philosophical beliefs</i></p> <p>Any celebrations or marking of events will be carried out in a proportionate and timely manner and with decorum. It is our intention to promote diversity and a harmonious.</p>
<b>Race</b>	<b>Ethnicity</b>			X	
	<b>Nationality</b>			X	
<b>Religion</b>	<b>Community Background</b>			X	
	<b>Religious Belief</b>			X	
<b>Political Opinion</b>				X	
<b>Sexual Orientation</b>			X		
<b>Multiple Identity</b> e.g. female staff with caring responsibilities				X	

<b>Section 5: Good Relations</b>		
Based on the <b>evidence</b> collected in Section 3 & 4:		
<ul style="list-style-type: none"> <li>To what extent is the policy/proposal likely to <b>impact Good Relations</b> i.e. between people of different religious belief, political opinion or racial group?</li> <li>Are there any <b>additional measures</b> that could be suggested to ensure the policy or proposal <b>promotes Good Relations</b>?</li> </ul>		
<b>Good Relations category</b>	<b>Level of impact</b>	<b>Mitigation Measures and Alternative Policies or Actions that might lessen the severity of the equality impact</b>

	Major	Minor	None	(where Major or Minor Impact identified)
<b>Religious belief</b>			X	The Trust envisages that this will have a positive impact in terms of good relations between people of different religious belief, political opinion or racial group by celebrating diversity and promoting inclusion through the short period the event lasts.  The Trust has a clear and well defined Good Relations strategy ' <a href="#">Healthy Relations for A Healthy Future 2</a> ' whereby the corporate commitment to Good Relations is underlined. This ensures we provide accessible, shared and safe facilities and services for everyone regardless of their religious belief political opinion or racial group.
<b>Political opinion</b>			X	All Trust staff attend mandatory Equality, Human Rights and Good Relations training which includes reference to the Good Relations duty.
<b>Racial group</b>			X	

<b>Section 6: Disability Duties</b>	
<p>How does the policy / proposal:</p> <ul style="list-style-type: none"> <li><b>encourage disabled people to participate in public life and</b></li> <li><b>promote positive attitudes towards disabled people?</b></li> </ul> <p>Consider what <b>other measures</b> you could take to meet these <b>duties</b>.</p>	<p>By celebrating this event it will promote equality, diversity and inclusion, we are actively promoting ourselves as an health and social care service that is accessible, inclusive and welcoming to everyone – regardless of their race, religious belief, political opinion, age, men and women generally, sexual orientation, marital status, whether they have a disability or not and whether or not they have caring responsibilities.</p> <p>This proposal supports the observation and celebration of PRIDE 2022 which is part of the equality, diversity and inclusion calendar, and will assist in raising awareness of the many types and forms of disability and support available to those who also identify as LGBTQ+.</p>

*For example, have staff received disability equality training.*

**The Trust believes that this will help to promote positive attitudes towards disabled people.**

Disability Awareness Training is provided throughout the year, available on HRPTS. Bespoke Disability awareness training sessions can also be provided for staff teams on demand, when it is feasible to do so.

The Trust has produced a suite of guidance for increasing access to services and information. These are all available on the hub or on request from the Planning & Equality team.

## 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
<b>A2: Right to life</b>		X
<b>A3: Right to freedom from torture, inhuman or degrading treatment or punishment</b>		X
A4: Right to freedom from slavery, servitude & forced or compulsory labour		X
<b>A5: Right to liberty &amp; security of person</b>		X
A6: Right to a fair & public trial within a reasonable time		X
A7: Right to freedom from retrospective criminal law & no punishment without law		X
<b>A8: Right to respect for private &amp; family life, home and correspondence.</b>	X	
A9: Right to freedom of thought, conscience & religion	X	

A10: Right to freedom of expression		X
A11: Right to freedom of assembly & association	X	
A12: Right to marry & found a family		X
<b>A14: Prohibition of discrimination in the enjoyment of the convention rights</b>	X	
1st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property		X
1 <sup>st</sup> protocol Article 2 – Right of access to education		X
<p>If you answered <b>YES</b> to any of the above, please refer to the Human Rights Screening Tool below to check if the policy is likely to be human rights compliant.</p> <p>If the flowchart indicates that the policy is <b>unlikely</b> to be human rights compliant, you may need to engage with the Planning and Equality team.  If the flowchart indicates that the policy is <b>likely</b> to be human rights compliant, please <b>continue to section 7.1</b>.</p>		

## Human Rights Screening Tool

To be used by staff who have received human rights training or in conjunction with the Planning and Equality Team

(Kindly reproduced with permission from the Northern Ireland Human Rights Commission)

Is there the potential for a negative impact on:

- the human right not to be subjected to torture, inhuman or degrading treatment?
  
- the human right not to be subjected to slavery or forced labour?

(These are absolute rights and therefore cannot be interfered with)

- Be aware of any possibility that the proposal may **discriminate** against someone in terms of their human rights.
- Legal advice may still be necessary.
- Things may change and you may need to reassess the situation.

**YES**

**NO**

Will there be a potential negative impact on / interference with any other human rights?

**YES**

Is the interference with the right **legal**?

Is the interference only to the **extent set out** in the relevant Article?

Is it **necessary, justifiable, proportionate** to the legitimate aim?

**(Please note - A public authority must make sure that it tries to interfere with the right as little as possible.**

Any interference must be **no more than necessary** to achieve the intended objective).

**NO**

**NO**

**YES**

The proposed action is likely to be human rights compliant

The proposed action is not likely to be human rights compliant

**(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:

The Trust considers that by marking and observing certain dates to promote inclusion and celebrate diversity in a proportionate and timely manner and with decorum will help uphold and balance everyone's human right to access the highest attainable standard of physical and mental

health and social care.

The Trust is committed to promoting, protecting and respecting human rights in all aspects of its work and will ensure that human rights are considered as an integral part of its actions and decision-making processes. The Trust acknowledges the importance of taking a human rights based approach and will endeavour to ensure that the principles of human rights underpin all areas of work across the organisation.

Human rights training is available throughout the year for any staff member who wishes to attend. Bespoke human rights training sessions can be delivered for staff groups on demand and a large number of resources relating to human rights in health and social care can be made available by the Planning and Equality team. The mandatory Equality training for staff and Managers also covers the area of human rights.

<b>Section 8: Screening Decision</b>		<b>Major</b>	<b>Minor</b>	<b>None</b>
<b>(8.1) How would you categorise the impacts of this policy / proposal?</b> (Please underline one category)		(Screened In for an Equality Impact Assessment)	✓ <b>(Screened Out with mitigation)</b>	(Screened Out)
<b>(8.2) If you have identified any impact, what <b>mitigation</b> have you considered to address this?</b>		It is anticipated that this proposal will overall have a positive impact. We recognise that not everyone will want to mark or observe this event and we will respect their wish to not partake. All celebrations involved with this proposal will be done with decorum and in a respectful, timely and proportionate fashion to minimise any potential difficulty that people may have with the events.		
<b>(8.3) Do you think the policy/proposal should be subject to an <b>Equality Impact Assessment (EQIA)</b>?</b>	<b>Yes</b>	<b>No</b> ✓	<b>Reasons</b> The Trust considers that there is no potential for major impact	
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.			
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**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?**

This is a proposal which is being introduced and the Trust is committed to monitoring its impact to ensure that it is positive and if further mitigation or an alternative policy would be required.

The Proposal will be closely monitored via any feedback through compliments or complaints or through Care Opinion or any correspondence received.

Please sign /date and forward to the Equality and Planning Team for consideration - [Lesley.Jamieson@belfasttrust.hscni.net](mailto: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.**

<b>Approved Lead Officer</b>	 Orla Barron Senior Planning & Equalities Manager	<b>Countersigned by:</b>  Samantha Whann Senior Human Resources Manager
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<b>Position</b>	Planning & Equality Lead	<b>Equality Manager</b>	Caroline McMenamin 18/07/2022
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<b>Date</b>	18/07/2022	<b>Employment Equality Manager</b>	Martin McGrath 18/07/2022
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