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**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

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| **Section 1: Information about the Policy / Proposal** | | | | | | | | | | | | | | | | | | | | |
| * 1. **Name of the policy/proposal** | | | | | | | | Equality, Diversity and Inclusion: Observing and Celebrating Events Policy | | | | | | | | | | | | |
| * 1. **Status of policy/proposal** *(please underline)* | | | | | | | | | | New | | | Existing | | | | Revised | | | |
| * 1. **Department/Service Group:**   *(please underline)* | | | | | | | | **Corporate Services Group**  *(Human Resources and OD)* | | 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. [D](file://C:\\Users\\estella.dorrian\\AppData\\Local\\Microsoft\\Windows\\Temporary Internet Files\\michelle.morris\\AppData\\Local\\Microsoft\\Documents and Settings\\Alison.Irwin\\Local Settings\\Temporary Internet Files\\Content.Outlook\\Local Settings\\Temporary Internet Files\\Content.Outlook\\90BVH365\\New HSC Screening_guidance July 2011.doc)**[escription](file://C:\\Users\\estella.dorrian\\AppData\\Local\\Microsoft\\Windows\\Temporary Internet Files\\michelle.morris\\AppData\\Local\\Microsoft\\Documents and Settings\\Alison.Irwin\\Local Settings\\Temporary Internet Files\\Content.Outlook\\Local Settings\\Temporary Internet Files\\Content.Outlook\\90BVH365\\New HSC Screening_guidance July 2011.doc)****[of the policy/ proposal?](file://C:\\Users\\estella.dorrian\\AppData\\Local\\Microsoft\\Windows\\Temporary Internet Files\\michelle.morris\\AppData\\Local\\Microsoft\\Documents and Settings\\Alison.Irwin\\Local Settings\\Temporary Internet Files\\Content.Outlook\\Local Settings\\Temporary Internet Files\\Content.Outlook\\90BVH365\\New HSC Screening_guidance July 2011.doc)** [State the aims and objectives/key elements of the policy/proposal.](file://C:\\Users\\estella.dorrian\\AppData\\Local\\Microsoft\\Windows\\Temporary Internet Files\\michelle.morris\\AppData\\Local\\Microsoft\\Documents and Settings\\Alison.Irwin\\Local Settings\\Temporary Internet Files\\Content.Outlook\\Local Settings\\Temporary Internet Files\\Content.Outlook\\90BVH365\\New HSC Screening_guidance July 2011.doc)   [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.](file://C:\\Users\\estella.dorrian\\AppData\\Local\\Microsoft\\Windows\\Temporary Internet Files\\michelle.morris\\AppData\\Local\\Microsoft\\Documents and Settings\\Alison.Irwin\\Local Settings\\Temporary Internet Files\\Content.Outlook\\Local Settings\\Temporary Internet Files\\Content.Outlook\\90BVH365\\New HSC Screening_guidance July 2011.doc) | | | | | | | | **Aims and objectives/key elements of the policy/proposal**  The purpose of this policy is twofold:  I. 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.  II. To provide all staff their rights and collective responsibility to create and sustain a safe, harmonious working environment, with clear guidance on how to celebrate an event or display marks of identity in accordance with best practice and relevant employment legislation.  Objectives:   * To ensure there is no discrimination, victimisation or harassment against or displayed by any member of staff towards a patient, service user, carer, visitor or another staff member. * To ensure everyone feels welcome and safe in our facilities – whether as a workplace or a health and social care setting.   **Detail the changes the policy/proposal will introduce:**   * This policy outlines the expected values and behaviours of all Belfast Trust staff during events. * Inappropriate or offensive behaviour in relation to Equality, Diversity and Inclusion events in the workplace is unacceptable and will not be tolerated or condoned under any circumstances.   **How will the policy/proposal be communicated to staff /service users?**   * Available via the staff intranet site (Loop) * Listed as a news item with link on Loop site * Issued in a HR Notice to all staff * Disseminated via Senior Management structure and team meetings   **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.:**   * No changes to working patterns or service delivery are required * Policy acts as formal notice of staff rights and collective responsibility to create and sustain a safe, harmonious working environment | | | | | | | | | | | | |
| * 1. **Who owns the policy/proposal?**   **Wh**ere does it originate?  For example: DoH / HSCB | | | | | | | | Owned jointly by:   * Human Resources and Organisational Development Directorate, BHSCT * Performance, Planning and Informatics Directorate, BHSCT | | | | | | | | | | | | |
| * 1. **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, 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 extension of the working environment. * Trade Unions * Professional bodies | | | | | | | | | | | | |
| **(1.7) Provide details of how you involved**  **stakeholders, views of colleagues,**  **service users, staff side or other**  **stakeholders when screening this**  **policy/proposal.** | | | | | | | | The policy and this screening will be issued for public consultation and this will be publicised on all our respective websites to maximise involvement from all interested stakeholders. | | | | | | | | | | | | |
| **(1.8 ) Other policies/strategies with a bearing on this policy/proposal**  For example: internal or regional policies | | | | | | | | Policies and Trust Documents   * + [A Zero Tolerance approach to the prevention and management of Aggression and Violence towards staff in the workplace](http://intranet.belfasttrust.local/policies/Documents/Zero%20Tolerance%20Approach%20policy%20-%20Prevention%20and%20Management%20of%20Aggression%20and%20Violence%20Towards%20Staff%20In%20The%20Workplace.pdf)   + [Belfast Trust Equality Scheme](https://belfasttrust.hscni.net/wpfd_file/belfast-trust-equality-scheme/)   + [Conflict, Bullying and Harassment in the Workplace Policy](http://intranet.belfasttrust.local/policies/Documents/Conflict,%20Bullying%20and%20Harassment%20in%20the%20Workplace%20-%20Policy%20and%20Procedure.pdf)   + [Disability Equality Regional Policy and Toolkit](http://intranet.belfasttrust.local/policies/Documents/Disability%20Equality%20Regional%20Policy.pdf)   + [Employment Equality and Diversity Plan](http://intranet.belfasttrust.local/directorates/hr/Documents/Employment%20Equality%20and%20Diversity%20Plan%202017_22.pdf)   + [Equality, Diversity and Inclusion Policy](http://intranet.belfasttrust.local/policies/Documents/Equality%20Diversity%20and%20Inclusion%20Policy.pdf)   + [Gender Identity and Expression Employment Policy](http://intranet.belfasttrust.local/policies/Documents/Gender%20Identity%20and%20Expression%20Employment%20Policy.pdf)   + [Harmonious Working Environment Statement / Joint Declaration of Protection](http://intranet.belfasttrust.local/policies/Documents/Harmonious%20Working%20Environment%20Statement%20and%20Joint%20Declaration%20of%20Protection%20policy.pdf)   + [Healthy Relations for a Healthy Future 2](http://intranet.belfasttrust.local/directorates/hr/Documents/Good_Relations_Strategy.pdf)   + [Recruitment and Selection Policy](http://intranet.belfasttrust.local/policies/Documents/Recruitment%20and%20Selection%20Policy.pdf)   + [Social Media Policy](http://intranet.belfasttrust.local/policies/Documents/Social%20Media%20Policy.pdf) | | | | | | | | | | | | |
| * 1. **Are there any factors that could contribute to/detract from the intended aim/outcome of the policy/proposal?**   For example: Financial, legislative | | | | | | | | This policy is in keeping with our legislative responsibilities to promote equality of opportunity amongst people in the 9 S75 protected groups and to furthermore promote good relations amongst people of different race, religious belief or political opinion. | | | | | | | | | | | | |
| **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**  (2.1) Is there an **impact** on **Equality of Opportunity** for those affected by this policy, for  each of the S75\* equality categories?    (2.2) Are there better **opportunities** to promote equality of opportunity for people within the  S75 categories?  (2.3) Does the policy **impact** upon **Good Relations** between people of a different religious  belief, political opinion or racial group?  (2.4) Are there **opportunities** to better promote good relations between people of a different  religious belief, political opinion or racial group?  (2.5) Are there **opportunities** to encourage **Disabled People** to **participate** in public life and  promote **positive attitudes** toward disabled people? (Disability Duties)  (2.6) Does the policy/proposal **impact** on **Human Rights**?  \*S75 equality categories include : Age, Dependent Status, Disability, Men and Women Generally, Marital Status Ethnicity, Religion, Political Opinion and Sexual Orientation. | | | | | | | | | | | | | | **Yes**  **Y**  **Y**  **Y**  **Y**  **Y**  **Y** | | | | **No** | | |
| **Screening Statement**   * If you have answered **Yes** to **any** of the above questions complete **Sections 3 - 9. OR** * 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](http://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](mailto: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 **no relevance** or **impact (actual / potential)** in terms of **equality of opportunity, disability duties, good relations and human rights.**  X  It aims to standardise practice  **Reasonable adjustments** will be made for patients/service users 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, click 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. | | | | | | | | | | | | | | | | | | | | |
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| Approved Lead Officer:  Position:  Date: | | | | |  | | | | | | *Countersigned by\*:*  Equality Manager:  Date: | | | | |  | | | | |
| 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** | | **Service users affected %** | | **1. Age** | 0-15 16-24 25-34 35-44 45-54 55-64 65+ | 22% 11% 12% 14% 14% 12% 15% | |  | This policy 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. | | **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 | |  | This policy will be in keeping with our Carer’s Strategy and through celebrating events such as Carers Week in June each year; it will help demonstrate our explicit commitment to supporting our carers and recognition of their value and the important role they play. | | **3. Disability** | Yes  No | 21% 79% | |  | As a health and social care provider, we know that disabled people are likely to access our services and facilities. This policy will commit to the celebration of International Day of Disability amongst other days to mark a range of disabilities and will be in keeping with our dual disability duties to promote positive attitudes towards people with a disability and to encourage their full participation in public life. | | **4. Men and Women Generally** | Female  Male | 49% 51% | |  | This policy will apply to men and women generally and will mark different events such as International Men’s Day, International Women’s Day and International Transgender Day of Visibility. This policy is set to have a positive impact on all people, regardless of their sex or gender by promoting inclusive and welcoming facilities and services. | | **5. Marital Status** | Married/Civil P’ship Single  Other/Not known | 34.21% 46.6% 19.19% | |  | It is not envisaged that this policy will have any bearing on people as a result of their marital status but that overall it is anticipated that marking events will have a positive impact on all people accessing our services or facilities when we mark events such as International Human Rights day and Equality, Diversity and Human Rights Week. | | **6. Race**  **Ethnicity** | White Black/Minority Ethnic | 98%  2% | |  | 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. By marking events such as Good Relations week, Black History Month and Chinese New Year and International Day for the Elimination of Racial Discrimination, we anticipate that this will strongly illustrate our commitment to serving an ethnically diverse population. | | **7. Religion** | Roman Catholic | 41% | |  | 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 policy will apply to people of all faiths or religious beliefs and will mark events such as Easter, Ramadan, and Eid and St Luke’s Day to reflect our inclusive approach to people of different beliefs. It is envisaged that this will have a positive impact and is very much aligned to our Good Relations Strategy. | |  | 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 | 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 marking events will have a positive impact on all people accessing our services or facilities when we mark events such as International Human Rights day and Equality, Diversity and Human Rights Week. When we mark Good Relations week, this is specifically in regard to the second of our dual responsibility to promote good relations between people of different political opinions, racial groups and religious beliefs. | | **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  *Source: 2012 report by Disability Action & Rainbow Project* | |  | It is envisaged that this policy 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 Health and Social Care Provider which is inclusive and welcoming to everyone. |     **(3.3) Quantitative and Qualitative Data: Staff**   |  |  |  |  | | --- | --- | --- | --- | | **Equality Category** | **Groups** | **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 1st January 2022.  The policy will provide clear guidance for all staff and aims to reduce any potential negative impact and to promote inclusion across all Section 75 Categories. 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, further supporting us as an employer of choice and holder of Investors in People (Silver).  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 an event or display marks of identity in accordance with best practice and relevant employment legislation.  This policy will apply to all managers and staff providing services within the Trust regardless of their age. It is anticipated that this will have a positive impact on all staff and will promote us as an inclusive safe workplace.  Many of the staff in the Trust are also carers. Events such as Carers Week, which is celebrated each June, will help demonstrate our explicit commitment to supporting our carers and recognition of their value and the important role they play.  We welcome staff with disabilities into the workforce and we provide services to people with disabilities each day. This policy will commit to the celebration of International Day of Disability amongst other days to mark a range of disabilities and will be in keeping with our dual disability duties to promote positive attitudes towards people with a disability and to encourage their full participation in public life.  This policy will apply to men and women generally and will mark different events such as International Men’s Day, International Women’s Day and International Transgender Day of Visibility. This policy is set to have a positive impact on all people, regardless of their sex or gender by promoting an inclusive and safe working environment.  It is not envisaged that this policy will have any bearing on peoples marital status but that overall it is anticipated that marking events will have a positive impact on all people proving or accessing our services or facilities when we mark events such as International Human Rights day and Equality, Diversity and Human Rights Week.  The Trust is committed to promoting equality of opportunity for people from all ethnic groups and wants to ensure that as an HSC employer, we are considered an employer of choice that is welcoming, culturally competent and inclusive of people from ethnically diverse groups. By marking events such as Good Relations week, Black History Month and Chinese New Year and International Day for the Elimination of Racial Discrimination, we anticipate that this will strongly illustrate our commitment to supporting an ethnically diverse population.  The Trust is an equal opportunities employer that supports a religiously diverse population and wants to ensure that it is considered welcoming and inclusive to people of all different faiths. The policy will apply to people of all faiths or religious beliefs and will mark events such as Easter, Ramadan, and Eid and St Luke’s Day to reflect our inclusive approach to people of different beliefs. It is envisaged that this will have a positive impact and is very much aligned to our Good Relations Strategy and related equality, diversity and inclusion policies.  It is envisaged that this policy 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. | | 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% | | 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**  *\* 2011 Assembly election* | 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**  (where Major or Minor Impact identified) | | | | | | | | | | | | | |
| **Major** | | | | **Minor** | | **None** |
| **Age** | |  | | | | X | |  | The Trust considers that this policy 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. 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.  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. *It is not the position of the Trust to impose any religious or philosophical beliefs.*  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. | | | | | | | | | | | | | |
| **Dependant Status** | |  | | | | X | |  |
| **Disability** | |  | | | | X | |  |
| **Men and Women Generally** | |  | | | | X | |  |
| **Marital Status** | |  | | | |  | | X |
| **Race (Ethnicity)** | |  | | | | X | |  |
| **Religion** | |  | | | | X | |  |
| **Political Opinion** | |  | | | |  | | X |
| **Sexual Orientation** | |  | | | | X | |  |
| **Multiple Identity** e*.g. disabled minority ethnic people or young Protestant men.* | |  | | | |  | |  |
| **(4.2) STAFF** | | | | | | | | | | | | | | | | | | | | | |
| **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** |
| **Age** | | | |  | | |  | X | The policy will provide clear guidance for all staff and aims to reduce negative impact across all Section 75 Categories. It 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.  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 an event or display marks of identity in accordance with best practice and relevant employment legislation.  The Trust considers that this policy 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.  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. *It is not the position of the Trust to impose any religious or philosophical beliefs.*  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. | | | | | | | | | | | | |
| **Dependant Status** | | | |  | | |  | X |
| **Disability** | | | |  | | |  | X |
| **Men and Women generally** | | | |  | | |  | X |
| **Marital Status** | | | |  | | |  | X |
| **Race** | **Ethnicity** | | |  | | |  | X |
| **Nationality** | | |  | | |  | X |
| **Religion** | **Community Background** | | |  | | |  | X |
| **Religious Belief** | | |  | | |  | X |
| **Political Opinion** | | | |  | | |  | X |
| **Sexual Orientation** | | | |  | | |  | X |
| **Multiple Identity** e.g. female staff with caring responsibilities | | | |  | | |  | X |
| **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** | | |  | | | | 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 range of events. The Trust has a good relations strategy in which we commit to providing accessible, shared and safe facilities and services for everyone regardless of their religious belief political opinion or racial group. | | | | | | | | | | |
| **Political opinio** | | |  | | | | X |  |
| **Racial group** | | |  | | | | X |  |

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| **Section 6: Disability Duties** | |
| How does the policy / proposal:     * **encourage disabled people to participate in public life** *and* * **promote positive attitudes towards disabled people?**   Consider what **other measures** you could take to meetthese **duties.**  *For example, have staff received disability equality training.* | By celebrating or marking events which 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.  This policy supports the observation and celebration of many key dates in the equality, diversity and inclusion calendar, particularly days for highlighting and raising awareness of the many types and forms of disability and support available.  **The Trust believes that this will help to promote positive attitudes towards disabled people.** |

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| **Section 7: Human Rights**  Belfast Health and Social Care Trust is committed to providing the **highest attainable standard of health** within our resources. | | | | |
| **Does the policy/proposal affect human rights in a positive or negative way?** | | | | |
| **Article** | | **Positive impact** | **Negative impact**  (Human Right has been interfered with or restricted) | **Neutral impact** |
| A2: Right to life | |  |  | X |
| A3: Right to freedom from torture, inhuman or degrading treatment or punishment | |  |  | X |
| A4: Right to freedom from slavery, servitude & forced or compulsory labour | |  |  | X |
| 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. | | X |  |  |
| A9: Right to freedom of thought, conscience & religion | | X |  |  |
| A10: Right to freedom of expression | |  |  |  |
| A11: Right to freedom of assembly & association | | X |  |  |
| A12: Right to marry & found a family | |  |  |  |
| A14: 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 | |  |  |  |
| 1st protocol Article 2 – Right of access to education | |  |  |  |
| 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. | 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. We will continue to mark International Human Rights day in December each year and continue to provide human rights training to our staff to help them provide safe, effective and compassionate health and social care. | | | |

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| **Section 8: Screening Decision**  **(8.1) How would you categorise the impacts of this policy / proposal?**  (Please underline one category) | | | | | | **Major**  ~~(Screened In for an Equality Impact Assessment)~~ | | **Minor**  **(Screened Out with mitigation)** | **None**  ~~(Screened Out)~~ |
| (8.2) If you have identified any impact, what mitigation have  you considered to address this? | | It is anticipated that this policy will overall have a positive impact. We recognise that not everyone will want to mark or observe every event and we will respect their wish to not partake. All celebrations 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. | | | | | | | |
| (8.3) Do you think the policy/proposal should be subject to  an Equality Impact Assessment (EQIA)?  NB: A full Equality Impact Assessment (EQIA) is usually confined to those policies or proposals considered to have major implications for equality of opportunity/good relations/human rights. | | | Yes | No | Reasons  The Trust considers that there is no potential for major impact | | | | |
| 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 new policy 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 Policy 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.** | | | | | | | | | |
| **Approved Lead Officer** | Samantha Whann | | **Countersigned by:** | | | | | | |
| **Position** | Assistant Services Manager, HR  Attendance Management, Employment Equality & Improving Working Lives | | **Equality Manager** | | | | Orla Barron | | |
| **Date** | 28.06.22 | | **Employment Equality Manager** | | | | Martin McGrath | | |