



Northern Health
and Social Care Trust

Screening Outcome Report

June 2025

Introduction

Section 75 of the Northern Ireland Act 1998 requires the Trust, when carrying out its functions in relation to Northern Ireland, to have due regard to the need to promote equality of opportunity between nine categories of persons, namely:

- between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- between men and women generally;
- between persons with a disability and persons without; and
- between persons with dependants and persons without.

Without prejudice to its obligations above, the Trust must also have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

The Equality Scheme outlines how we propose to fulfil our statutory duties under Section 75. Within the Scheme, the Trust gave a commitment to apply the screening methodology below to all new and revised policies and where necessary and appropriate to subject new policies to further equality impact assessment.

Screening Methodology

When screening policies/proposals the Trust will consider,

- What is the likely impact of equality of opportunity for those affected by this policy/proposal, for each of the Section 75 equality categories?
- Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?
- To what extent is the policy/proposal likely to impact on good relations between people of different religious belief, political opinion or racial group?
- Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

In keeping with the Trust's commitments in its Equality Scheme the Trust has applied the above screening criteria to new policies and proposals. The screening process is used to identify which policies/proposals are likely to have an impact on equality of opportunity or good relations. Screening assesses the likely impact as major, minor or none.

If it is decided that a policy/proposal is likely to have significant/major issues relating to equality, it is then necessary to carry out a more detailed exercise called an equality impact assessment (EQIA).

This screening report outlines the screening outcomes from 1 April 2025 – 30 June 2025.

Please note: Policy Reference Numbers are not sequential; the missing reference numbers relate to internal standard operating procedures that do not require Screening.

Communication and Engagement

In order to carry out our functions there is a need to continue to effectively engage and work collaboratively with a wide range of stakeholders including Trust staff, Trade Unions, service users, carers, commissioners, primary care, public representatives and independent providers.

The Trust is committed to promoting personal and public involvement in all its activities. The development of new policies and proposals will be supported by effective engagement processes to ensure that staff, service users and all interested parties are fully involved. Planning for, and delivering safe, clinically effective and cost effective services requires close collaboration at many levels.

If you have any queries about this document, and its availability in alternative formats (including Braille, disk and audio cassette, and in minority languages to meet the needs of those who are not fluent in English) then please contact:

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Outcome of Screening

The screening outcomes are outlined below. Three possible outcomes are recorded:

1. The policy has been '**screened in**' for equality impact assessment;
2. The policy has been '**screened out**' with mitigation or an alternative policy proposed to be adopted;
3. The policy has been '**screened out**' without mitigation or an alternative policy proposed to be adopted.

Description of Policy or Proposal	Screening Outcome	Reason for reaching Screening Outcome
NHSCT/25/2069 Rash Contacts and Viral and Zoonotic Infections in Pregnancy This policy provides guidance on the investigations required for pregnant women presenting with or having contact with a rash in pregnancy and diagnosis and management of associated infections.	Screened Out	This is a clinical policy/guideline which is systematically developed recommendations which assist health care professionals in making decisions about the appropriate care for patients. It is based on the best available evidence. It will help health care professionals in their work, but does not replace their knowledge and skills. There is no evidence to suggest that the implementation of this policy will adversely impact on any group outlined in Section 75.
NHSCT/25/2070 Search of Service Users, their Belongings and the Environment of Care Adult Mental Health/Learning Disability Inpatient Settings This policy aims to provide guidance to staff when conducting a search on individual patients/residents and their personal belongings in the hospital and care facility environment in order to maintain safe environment for patients, relatives, residents and staff. The purpose of this policy is to safeguard the safety and promote the protection of service users, staff and visitors by ensuring that dangerous items or hazardous substances are not	Screened Out	This policy will only be invoked if a patient/resident is suspected of concealing a weapon, or illegal substances which may endanger others safety. Consent to search is always sought before any action is taken, and guidance is in place for staff to follow when it is not possible to obtain consent.

brought into the inpatient setting.		
NHSCT/25/2071 Syphilis management in pregnancy and care of the new-born (Adopted Regional Guidance) The aim of this policy is to ensure all pregnant women in Northern Ireland receive high quality, up to date information on syphilis screening as part of the infectious diseases in pregnancy screening (IDPS) programme.	Screened Out	This is a clinical policy/guideline which is systematically developed recommendations which assist health care professionals in making decisions about the appropriate care for patients. It is based on the best available evidence. It will help health care professionals in their work, but does not replace their knowledge and skills. There is no evidence to suggest that the implementation of this policy will adversely impact on any group outlined in Section 75.
NHSCT/25/2072 Uterine Inversion Acute uterine inversion is a rare and unpredictable obstetric emergency, this document aims to provide guidance to maternity caregivers, to help them identify and manage this condition in a safe and timely manner.	Screened Out	This is a clinical policy/guideline which is systematically developed recommendations which assist health care professionals in making decisions about the appropriate care for patients. It is based on the best available evidence. It will help health care professionals in their work, but does not replace their knowledge and skills. There is no evidence to suggest that the implementation of this policy will adversely impact on any group outlined in Section 75.
NHSCT/25/2100 Promotional and Information Stands – Booking Requests from Internal and External Bodies This policy documents the Trust's procedures in relation to the process for the management of requests from internal and external bodies for the booking of promotional and information stands in Trust facilities.	Screened Out	This revised guidance will support staff in the management of requests from internal and external bodies for the booking of promotional and information stands in Trust facilities. This policy will also offer protection to the Trust in the cases of attempted fraud.

		There is no evidence to suggest that the implementation of this policy will adversely impact on any group outlined in Section 75.
NHSCT/25/2101 Policy for Implementing a Lookback Review Process The regional guidance provides a consistent, coordinated and timely approach for the notification and management of potentially/affected service users.	Screened Out	The updated guidance takes into account learning from more recent patient service reviews and including Data Protection requirements, Statutory Duty of Quality, systems of governance and extant guidance on Assurance Frameworks. There is no evidence to suggest that the implementation of this policy will adversely impact on any group outlined in Section 75.
NHSCT/25/2102 Regional Guidance for Implementing a Lookback Review Process Adopted regional guidance (DoH) The purpose of this policy and regional guidance is to ensure a consistent, coordinated and timely approach for the notification and management of potentially/affected service users carried out in line with the principles of openness and candour, whilst taking account of the requirements of service user confidentiality and Data Protection.	Screened Out	This Regional Guidance, along with the accompanying policy document, has been drafted in order to standardise and update the approach taken to Lookback Reviews by the HSC in Northern Ireland. There is no evidence to suggest that the implementation of this policy will adversely impact on any group outlined in Section 75.
NHSCT/25/2103 NHSCT Acute Mental Health Bed Management and Escalation Policy The underlying principle of this policy is that all patients requiring urgent admission to hospital will be allocated a placement that best meets their needs at that time.	Screened Out	This is a clinical policy/guideline which is systematically developed recommendations which assist health care professionals in making decisions about the appropriate care for patients. It is based on the best available evidence. It will help health care professionals in their work, but does not replace their knowledge and skills. There is no evidence to suggest that the implementation of this

		policy will adversely impact on any group outlined in Section 75.
NHSCT/25/2104 Integrated Governance and Assurance Framework Strategy This Integrated Governance and Assurance Framework sets out the Board's arrangements for Integrated Governance and provides the structure by which the Board's responsibilities are fulfilled.	Screened Out	This Framework contains information to support the Board, Senior Managers and all staff to apply the Trust's integrated Governance arrangements in practice. There is no evidence to suggest that the implementation of this policy will adversely impact on any group outlined in Section 75.
NHSCT/25/2105 Food Allergen Management Policy The purpose of this policy is to outline the Trust's processes for Management of Food Allergy and the provision of safe food to all service users (Children and Adults).	Screened Out	This is a clinical policy/guideline which is systematically developed recommendations which assist health care professionals in making decisions about the appropriate care for patients. It is based on the best available evidence. It will help health care professionals in their work, but does not replace their knowledge and skills. There is no evidence to suggest that the implementation of this policy will adversely impact on any group outlined in Section 75.
NHSCT/25/2107 Interfacing with Pharmaceutical and Related Industry Representatives The purpose of this policy is to provide a framework for medical, nursing, midwifery, pharmacy and allied health professional staff as well as senior management engaging with Pharmaceutical and Related Industry Representatives wishing to promote medicines, medical gases, dressings, dietetic products and pharmaceutical and related services throughout the trust.	Screened Out	This is a clinical policy/guideline which is systematically developed recommendations which assist health care professionals in making decisions about the appropriate care for patients. It is based on the best available evidence. It will help health care professionals in their work, but does not replace their knowledge and skills. There is no evidence to suggest that the implementation of this policy will adversely impact on

		any group outlined in Section 75.
NHSCT/25/2108 Postoperative Nausea and Vomiting (PONV): A Guideline for its Prevention and Management in Adult and Paediatric Patients This policy provides guidance to reduce the incidence of postoperative nausea and vomiting (PONV) through identification of the high-risk patient and recommendation on prophylactic antiemetics.	Screened Out	This is a clinical policy/guideline which is systematically developed recommendations which assist health care professionals in making decisions about the appropriate care for patients. It is based on the best available evidence. It will help health care professionals in their work, but does not replace their knowledge and skills. There is no evidence to suggest that the implementation of this policy will adversely impact on any group outlined in Section 75.
NHSCT/25/2109 Children's Nursing – Enteral Feeding for Children & Young People This policy describes the care of a child or young person requiring enteral feeding or medication administration in response to clinical need in either the acute or community setting.	Screened Out	This is a clinical policy/guideline which is systematically developed recommendations which assist health care professionals in making decisions about the appropriate care for patients. It is based on the best available evidence. It will help health care professionals in their work, but does not replace their knowledge and skills. There is no evidence to suggest that the implementation of this policy will adversely impact on any group outlined in Section 75.
NHSCT/25/2110 Infant Mental Health Strategy 2024-29 This Strategy outlines the Trust's commitment to the healthy social and emotional development of babies and young children 0-3 years and accessible support for their parents and caregivers, providing a framework to guide, inform, and review infant mental health (IMH) activity across the Trust.	Screened Out	This is a clinical policy/guideline which is systematically developed recommendations which assist health care professionals in making decisions about the appropriate care for patients. It is based on the best available evidence. It will help health care professionals in their work, but

		does not replace their knowledge and skills. There is no evidence to suggest that the implementation of this policy will adversely impact on any group outlined in Section 75.
NHSCT/25/2111 Chart Abstraction Policy The purpose of this policy is to provide a mandatory requirement check in the transfer of information from one source to another. The check is carried out by a clinician who is ultimately accountable for the information abstracted to the patient chart.	Screened Out	This policy outlines the roles and responsibilities of Medical Secretaries, Clinical and Management staff when completing chart abstraction activity. Clinical staff are responsible for identifying clinics for abstraction, reviewing abstracted information, and providing feedback to Medical Secretaries. There is no evidence to suggest that the implementation of this policy will adversely impact on any group outlined in Section 75.
NHSCT/25/2112 Nursing and Midwifery Post Registration Education Commissioning Policy Trusts are required by the Department of Health (DoH) to demonstrate robust mechanisms to manage the Education Commissioning Group (ECG) budget allocation appropriately and effectively and to demonstrate accountability at all levels of those involved in this process.	Screened Out	This is a clinical policy/guideline which is systematically developed recommendations which assist health care professionals in making decisions about the appropriate care for patients. It is based on the best available evidence. It will help health care professionals in their work, but does not replace their knowledge and skills. There is no evidence to suggest that the implementation of this policy will adversely impact on any group outlined in Section 75.
NHSCT/25/2113 Obtaining Additional Staff Policy for Nursing and Midwifery staff to cover nursing shortages	Screened Out	This is a clinical policy/guideline which is systematically developed recommendations which assist health care professionals in making decisions about the appropriate

These guidelines provide authorised staff with clear guidance on the deployment of staff and shift requests through the nurse bank office including contract agency shift requests.		care for patients. It is based on the best available evidence. It will help health care professionals in their work, but does not replace their knowledge and skills. There is no evidence to suggest that the implementation of this policy will adversely impact on any group outlined in Section 75.
NHSCT/25/2114 Health Roster Management Policy This policy will provide information on the use of the eRostering system - HealthRoster Optima - System within the NHSCT. Optima is used by Ward / Department Nurse Manager, Roster Managers and Lead Nurses/Midwives to facilitate staff to request shift or absence such as annual leave or days off.	Screened Out	This is a clinical policy/guideline which is systematically developed recommendations which assist health care professionals in making decisions about the appropriate care for patients. It is based on the best available evidence. It will help health care professionals in their work, but does not replace their knowledge and skills. There is no evidence to suggest that the implementation of this policy will adversely impact on any group outlined in Section 75.
NHSCT/25/2115 Shared-Care of Amber List Specialist Medicines; Good Practice Guidance for Initiating The purpose of this policy is to support the safe and effective shared-care arrangements of amber list specialist medicines. It will achieve this by making recommendations for NHSCT clinicians to follow when requesting shared-care arrangements with GPs and other primary care healthcare professionals.	Screened Out	This is a clinical policy/guideline which is systematically developed recommendations which assist health care professionals in making decisions about the appropriate care for patients. It is based on the best available evidence. It will help health care professionals in their work, but does not replace their knowledge and skills. There is no evidence to suggest that the implementation of this policy will adversely impact on any group outlined in Section 75.

NHSCT/25/2116 Safeguarding Children: Admission, Care and Discharge (Acute Services) of Children and Young People (0-18years) where there are Safeguarding Concerns The purpose of the policy is to provide clear guidance for acute services staff within the Northern Health and Social Care Trust, regarding the admission, care and discharge of children/young people where there are safeguarding concerns.	Screened Out	This is a clinical policy/guideline which is systematically developed recommendations which assist health care professionals in making decisions about the appropriate care for patients. It is based on the best available evidence. It will help health care professionals in their work, but does not replace their knowledge and skills. There is no evidence to suggest that the implementation of this policy will adversely impact on any group outlined in Section 75.
NHSCT/25/2117 Person centred nursing and midwifery record keeping practice This policy outlines a framework to support the achievement of professional standards for person centred nursing and midwifery record keeping practice.	Screened Out	This is a clinical policy/guideline which is systematically developed recommendations which assist health care professionals in making decisions about the appropriate care for patients. It is based on the best available evidence. It will help health care professionals in their work, but does not replace their knowledge and skills. There is no evidence to suggest that the implementation of this policy will adversely impact on any group outlined in Section 75.
Management of Change Proposal, Audit, Standards and Guidelines Team	Screened Out	The personal circumstances of each member of staff will be considered under the Management of Change consultation process and Human Resources Framework. There is no evidence to suggest that the implementation of this policy will adversely impact on any group outlined in Section 75.

Management of Change Proposal, Surgical & Clinical Services Directorate, Physiotherapy Support Worker Structure The aim of this proposal is to restructure and develop Physiotherapy Support Worker roles in line with service needs in Domiciliary and Recovery services, to support the need for a dedicated physiotherapy administration team to support service pathways across services.	Screened Out	The personal circumstances of each member of staff will be considered under the Management of Change consultation process and Human Resources Framework. There is no evidence to suggest that the implementation of this policy will adversely impact on any group outlined in Section 75.
Introduction of the new Regional Enforcement Contract for Car Parking Management by Northern Trust Due to the introduction of the Hospital Parking Charges Act (Northern Ireland) 2022, there is a need for a new Regional Enforcement Contract for Car Parking Management. It was agreed by the NI Executive that the planned introduction of free parking should be deferred for two years (until May 2026) to allow for the necessary infrastructure to be implemented at hospital sites. The first stage of this is implementing the new Regional Enforcement Contract for Car Parking Management. This contract is with Parking Eye and is due to commence implementation through equipment installation from February 2025.	Screened Out	There is no evidence to suggest that the implementation of this policy will adversely impact on any group outlined in Section 75.

Screening Templates for any of the above are available from the Equality Unit as noted below.

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Our Vision

**We provide compassionate care
with our community, in our community.**

If you would like to give feedback on
any of our services please contact:

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Northern Health and Social Care Trust



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