



**Western Health
and Social Care Trust**

Equality Screening Report

1 April 2025 – 30 June 2025

**This document can be made available
in alternative formats on request**

Introduction

The Western Health and Social Care Trust (WHSCT) must consider by law, Section 75 of the Northern Ireland Act 1998, how we promote equality and remove discrimination for people who use our services and for members of staff. Our obligations are set out in our Equality Scheme. The 9 groups that are specified in the Equality Scheme are:

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| Black and Minority Ethnic People | Different Marital Status e.g. Single, Married, Divorced, Civil Partnership, Widowed | Disabled People |
| Carers | Different Political Opinions | Men and Women |
| Different Ages - Young People/Older People | Different Religious Beliefs | People who are Lesbian, Gay or Bisexual |

We also have to consider how we can promote good relations between people with different religious beliefs, political opinions or racial group (including people from the Travelling Community).

Within the Equality Scheme, the Trust gives a commitment to apply equality screening processes to all new and revised policies/proposals and, where necessary, to subject new policies/proposals to a full equality impact assessment. This process helps us to:

- assess the impact/consequences of our decisions on the people within the 9 equality groups;
- consider how we might better meet their needs (promote equality of opportunity);
- reduce any negative impacts/consequences (mitigating actions).

The Trust is required to have evidence that the following questions have been considered in relation to all policy development, strategic planning and general decision making:

- What is the likely impact on equality of opportunity for those affected by this policy/proposal, for each of the Section 75 categories? (minor/major/none)
- Are there opportunities to better promote equality of opportunity for people within the Section 75 categories?
- To what extent is the policy/proposal likely to impact on good relations, between people of a different religious belief, political opinion or racial group? (minor/major/none)

- Are there opportunities to better promote good relations between people of a different religious belief, political opinion or racial group?

(From 'Section 75 of the NI Act: A Guide for Public Authorities': ECNI).

The Trust's Equality Screening process provides this evidence.

If it is decided that a policy/proposal is likely to have major issues relating to equality, it is then necessary to consider carrying out a more detailed exercise called a full Equality Impact Assessment (EQIA).

Equality screening for all the policies/initiatives detailed has highlighted the need to ensure that information relating to them/the service is made available, throughout, to support those service users/families/carers who do not have English as a first language, including the use of foreign language interpreters and written translations etc., in line with Trust guidelines. In addition, service users, their families, carers or staff who require additional communication support including e.g. provision of information in Braille, sign language interpreters, large font or audio, will be provided with this.

Should you wish to obtain a copy of any of the policies and/or screening forms referred to in this document, or require them in an alternative format, please contact:

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Omagh
BT79 0NS
Telephone: 028 8283 5834
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Western Health and Social Care Trust: Screening Outcomes for the Period 1 April 2025 – 30 June 2025

| Acute Services Directorate | | | |
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| <p>Venous Thromboembolism (VTE) Prophylaxis Policy for patients aged over 16s</p> <p>Venous thromboembolism (VTE) is the formation of a blood clot (thrombus) in a vein which may dislodge from its site of origin to cause an embolism. Most thrombi occur in the deep veins of the legs and pelvis; this is known as a deep vein thrombosis (DVT). Dislodged thrombus may travel to the lungs; this is called a pulmonary embolism (PE) and can be fatal. Thrombi can also cause long-term morbidity due to venous insufficiency and post-thrombotic syndrome, potentially leading to venous ulceration.</p> <p>Patients are at increased risk of (VTE) following admission to hospital. This policy aims to enable healthcare practitioners to identify patients at risk of developing VTE and select the appropriate therapy to reduce the associated mortality and morbidity risks associated with this disease.</p> <p>The WHSCT policy is based on the department of Health VTE risk assessment, The Royal College of Obstetricians and Gynaecologists risk assessment tool and the NICE clinical guideline CG89. The recommendations in this policy must be implemented taking into account the patient's individual clinical situation.</p> | <p>Green: No Impact: A full EQIA is not recommended.</p> | <p>This policy is formed from National NICE guidance to manage patient appropriately to prevent VTE.</p> <p>The policy must be adhered to by all staff responsible for the risk assessment and prevention of VTE in WHSCT patients.</p> <p>Completion of the VTE risk assessment as laid out in this policy is the responsibility of the prescriber. Prescribing responsibility lies with accredited prescribers looking after the patient. Ultimate overall responsibility remains with the consultant.</p> <p>Where VTE risk assessments have not been completed, nursing and pharmacy staff should bring this to the attention of the member of medical staff or non-medical prescriber looking after the patient and request that this is completed. Such requests should be documented in the medical/nursing notes as appropriate.</p> <p>This Policy will be available on the Intranet for staff to view and will be shared through Trust Communications.</p> <p>Adherence to the policy is monitored monthly via a Trust wide audit which is part of the regional key performance indicators. These are reviewed every 3 months at the WHSCT VTE working group.</p> | <p>13/05/2025</p> |

Medical Directorate

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| <p>Online Complaints Form</p> <p>The aim and objective of the Review of the Complaints Form & Providing Digital Access is to improve the complaints department service operations and provide enhanced accessibility to the service user and making the form more user friendly.</p> <p>As part of Service Improvement and Accessibility, the current Complaints form has been reviewed and amended with a view to it being included on the Trust Website for Online accessibility.</p> | <p>Green: No Impact: A full EQIA is not recommended.</p> | <p>It is anticipated that the revision of the Current Complaints form and progression to online access, will improve the operations within the Complaints Department and give better accessibility to service users. The online option is in addition to the current process.</p> <p>Equality groups have taken into consideration, in the revision of the Complaints Form and any additions to this form, whether a Complainant has a Disability and preferred option of communication will promote equality of opportunity. Hardcopies will still be available to receive via post. Complainants will still have the option to request the form via postal service upon request.</p> <p>This change will be communicated via Trust Communication, to ensure staff are aware of the additional Complaints Form. All Service Users/ Complainants will be advised and can be directed to the Trust Website as they call the Complaints Department. They will be then given the option of how they wish to submit the form.</p> <p>This online form will be on the Trust website, and a copy of the form will be saved on the staff intranet.</p> | <p>04/04/2025</p> |
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Planning Performance and Corporate Services

| Title of Policy and Description | Outcome of Equality Screening | Reason for Outcome | Date Compl'd |
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| <p>Standardisation of Southern Sector Mechanical & Electrical (M&E) Team Emergency On Call Rota</p> <p>The purpose of this proposal is to align the Southern Sector Mechanical and Electrical (M&E) teams' weekly oncall rotations with the rest of the engineering department by changing their current Monday-to-Monday rotation to a Thursday-to-Thursday schedule. This change aims to simplify operations, enhance coordination, and improve administrative efficiency. This change will ensure better service provision and create a more cohesive working environment across all trades within the Estate Service Operations and Maintenance Department.</p> <p>Streamlined payment approvals and rota management will reduce administrative burdens, allowing staff to focus more on their core responsibilities.</p> | <p>Green: No Impact: A full EQIA is not recommended.</p> | <p>A Trade Union Consultation Group was held on 10 June 2025, attended by all Trade Union Reps and the outcome was all were happy to proceed with the proposal. All affected staff, were advised of the change in the on-call rota from Monday-to-Monday to Thursday-to-Thursday on 4th July 2025. Information about the change was posted on notice boards for easy access and reference. Managers held team meetings to discuss the change, answer any questions, and ensure that everyone understands the new schedule. There will be no change to the service due to this change in rota.</p> <p>The rationale for this change includes:</p> <p>Consistency: By bringing all trades onto the same rotation, there will be uniformity across the department, reducing confusion and complexity when managing shifts.</p> <p>Simplified Payment Processing: A unified rota cycle will ensure that all payment claims are submitted and processed within the same timeframe, significantly reducing discrepancies and administrative difficulties.</p> <p>Improved Coordination: Having all teams on the same schedule makes it easier to monitor staffing levels, manage shift changes, and provide clearer oversight on resource availability, especially during emergencies or critical maintenance tasks. A unified schedule makes it easier to coordinate shifts, especially during transitions. Managers</p> | <p>20/05/2025</p> |

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| | | <p>can more easily ensure that all necessary roles are covered without overlap or gaps, leading to smoother operations.</p> <p>Clear Communication: Having a consistent rotation across all teams simplifies communication about schedules. Team members will have a clear understanding of their on-call periods, reducing confusion and the need for frequent reminders or clarifications.</p> <p>There will also be Simplification of Rota Management and streamlined Payment Approvals, Simplified Verification and an anticipated reduction in errors. It is anticipated that there will be improved operational efficiency including:</p> <p>Enhanced Resource Management: With all teams on the same schedule, it becomes easier to monitor and manage staffing levels. This ensures that resources are allocated effectively, particularly during critical maintenance tasks or emergencies.</p> <p>Better Oversight: A unified schedule provides clearer oversight of team availability and workload. Managers can more easily identify potential issues and address them proactively, ensuring that operations run smoothly.</p> <p>Increased Flexibility: A consistent rota allows for greater flexibility in managing shift changes and covering unexpected absences. Teams can more readily support each other, leading to a more resilient and responsive operation.</p> <p>By implementing this change, the Southern Sector M&E teams will be better integrated with the rest of the engineering department, leading to a more cohesive and efficient operation overall.</p> | |
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