

Equality and Human Rights Screening Template

The NISCC is required to address the 4 questions below in relation to all its policies. This template sets out a proforma to document consideration of each question.

What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? (minor/major/none)

Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?

To what extent is the policy 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?

SCREENING TEMPLATE

See [Guidance Notes](#) for further information on the 'why' 'what' 'when', and 'who' in relation to screening, for background information on the relevant legislation and for help in answering the questions on this template .

(1) INFORMATION ABOUT THE POLICY OR DECISION

1.1 Title of policy or decision

NISCC Business Plan 2018/19

1.2 Description of policy or decision

- **what is it trying to achieve? (aims and objectives)**
- **how will this be achieved? (key elements)**
- **what are the key constraints? (for example financial, legislative or other)**

The Northern Ireland Social Care Council was established in October 2001 under the Health and Personal Social Services (NI) Act 2001. It was designated as a public body under Section 75 in December 2002. The Council is responsible for:

- the registration and regulation of the social care workforce
- setting and regulating standards for social work education and training
- developing occupational standards
- promoting training within the broader social care workforce

Through its work, NISCC aims to protect the public, by promoting and supporting confidence, competence and credibility in the social care workforce.

NISCC developed a new Corporate Plan for the period 2017/18 – 2020/21 following a period of consultation with a range of stakeholders including its Partnership groups. The feedback during this consultation informed NISCC on what its key priorities should be over the next four years –

- that Standards should be at the heart of social care work and practice including education and training;
- that regulation should be robust, agile, valued and trusted;
- that NISCC should support the development of the social work and social care workforce;
- that NISCC should promote a systems leadership approach; and

- NISCC should ensure there is effective and meaningful communication and engagement.

The new Corporate Plan is also outcome focused rather than objective driven. This is a step change in NISCC's approach to planning and delivering its business. To support this, NISCC develops a business plan each year, ensuring it keeps focused on the outcomes set out in the four year Corporate Plan.

The Business Plan for 2018/19 is the second of four Business Plans which will be developed in support of NISCC's overarching four year Corporate Plan.

The Business Plans break down in a level of detail the actions which will be taken forward in support of the agreed outcomes.

The Business Plan has been equality screened – the details of which are set out in this screening template.

1.3 Main stakeholders affected (internal and external)

For example staff, actual or potential service users, other public sector organisations, voluntary and community groups, trade unions or professional organisations or private sector organisations or others

All NISCC staff (permanent, fixed term, part-time)

Council Members

Partnership Group members (Participation, Professional in Practice, Workforce Development and Registrants Forum)

Trade Unions

Members of the public

Registrants, service users and carers

Department of Health

Other Social Care Regulators across the UK and Ireland

Partner organisations

1.4 Other policies or decisions with a bearing on this policy or decision

- **what are they?**
- **who owns them?**

While there may be a range of policies and procedures impacting on some key areas these will be specific to that topic. In terms of the Business Plan, the

following Departmental policies and strategies have been taken into account –

- Health and Wellbeing 2026 (Department of Health);
- NI Executive's Draft Programme for Government (NI Executive);
- Improving and Safeguarding Social Wellbeing (Department of Health);
- Quality 2020 Attributes Framework (Department of Health);
- Review of Adult Social Care (Department of Health);
- Power to People' by the expert advisory panel on Adult Care and Support
- NISCC's Corporate Plan 2017/18 – 2020/21

(2) CONSIDERATION OF EQUALITY AND GOOD RELATIONS ISSUES AND EVIDENCE USED

2.1 Data gathering

What information did you use to inform this equality screening? For example previous consultations, statistics, research, Equality Impact Assessments (EQIAs), complaints. Provide details of how you involved stakeholders, views of colleagues, service users, staff side or other stakeholders.

NISCC carried out an open consultation with a range of stakeholders including its Partnerships to hear at first hand their views and experience. This consultation included staff and Council Members.

The views, experience and expertise of these groups informed the development of the Plan, in addition to those policies and strategies set out in the section above.

In addition, NISCC commissioned a study by the Ulster University Economic Policy Centre which found that the Adult Social Care sector in Northern Ireland supports employment for over 100,000 people in NI and contributes £821m in Gross Added Value. It confirmed that social care is one of the most geographically diverse sectors.

NISCC has a range of data available through its ICT system on the social care sector and has information on the changing workforce in this sector. NISCC was able to use this information to help shape the Corporate Plan and its priorities for the future.

As the Business Plan provides a level of detail on the year one actions in support of the Corporate Plan, the areas for potential screening over 20018/19 are clearer in support of the outcomes identified in the equality screening of

NISCC's Corporate Plan.

Other sources of general NI population data include the 2011 Census; the NI Health Survey 2017; the Northern Ireland Life and Times Survey (NILT) (2016); and the Northern Ireland Pooled Household Survey (NIPHS) tables (2017).

2.2 Quantitative Data

Who is affected by the policy or decision? Please provide a statistical profile. Note if policy affects both staff and service users, please provide profile for both.

Category	<i>What is the makeup of the affected group? (%) Are there any issues or problems? For example, a lower uptake that needs to be addressed or greater involvement of a particular group?</i>
Gender	<p>NI population most recent mid-year population estimates for Population of Northern Ireland was 1,851,600. Male = 49%; Female = 51% (NISRA, 2017).</p> <p>Majority of the broader social care workforce are female</p> <p>Part 1 (Qualified Social Workers) – Female (82%) Male (18%) Part 2 (Social Care Workers) - Female (85%) Male (15%) Students - Female (83%) Male (17%)</p> <p>NISCC Workforce – majority are female Female = 69.8%; Male = 30.2%</p>
Age	<p>NI Population most recent mid-year population estimates show that:</p> <p>0 – 19 (inclusive) = 483,978 (26.0% of all NI population); 20 – 34 = 366,619 (19.7%) 35 – 49 = 370,263 (19.9%) 50 – 64 = 343,522 (18.4%) 65 – 74 = 166,059 (8.9%) 75 – 89 = 118,965 (6.4%) 90+ = 12,731 (0.7%) (NISRA, 2017)</p> <p>Broader social care workforce: Across the three core groupings of Registrations, the age profile is –</p>

	<p>Part 1 (Qualified Social Workers) – Up to and including 30 years – (14%) 31 – 40 years – (26%) 41 – 50 years – (30%) 51 years and over – (29%)</p> <p>Part 2 (Social Care workers) – Up to and including 30 years (25%) 31 – 40 years (21%) 41 – 50 years (26.5%) 51 years and over (27.5%)</p> <p>Part 1 and 2 combined – Up to and including 30 years (21%) 31 – 40 years (23%) 41 – 50 years (28%) 51 years and over (28%)</p> <p>NISCC Workforce – Aged 24 and under (3.8%) 25 – 34 years (32.1%) 35 – 44 years (13.2%) 45 – 54 years (26.4%) 55 years and over (24.5%)</p>
Religion	<p>NI Population: Catholic = 296,577 households (42.2%) Protestant and other Christian = 372,213 (52.9%) Other Religions = 6654 (0.9%) None = 27,831 (4.0%) (Census Data, 2011)</p> <p>Broader social care workforce: Workforce data is not collected</p> <p>NISCC workforce: Catholic = 37.7% Protestant = 50.9% Neither 3.8% Not assigned = 7.6%</p>
Political Opinion	<p>NI Population: Unionist (29%); Nationalist (24%); Neither (46%); Other/Don't Know (2%) (NILT, 2016)</p> <p>Broader social care workforce – workforce data is not collected</p>

	<p>NISCC workforce: Broadly Nationalist = 3.8% Broadly Unionist = 7.6% Other = 1.9% Not assigned = 81.1% Do not wish to answer = 5.7%</p>
Marital Status	<p>NI Population: Single (never married) 33%; Married and living with husband/wife or civil partner in a legally-registered civil partnership 50%; Married and separated from husband/wife/civil partner 3%; Divorced/Dissolution 6%; Widowed 8% (NILT, 2016)</p> <p>Broader social care workforce: There is some data but not enough to inform equality screening.</p> <p>NISCC workforce - Anecdotal evidence suggests that at least half of the employees are married/co-habiting.</p>
Dependent Status	<p>NI Population: 238,094 households have dependent children (33.9% of all NI households) (Census, 2011); 13% caring responsibilities (NI Health Survey, 2016/17);</p> <p>Broader social care workforce – workforce data is not collected</p> <p>NISCC workforce: Yes = 9.4% No = 9.4% Not assigned = 81.1% (Anecdotal evidence suggest that at least half of the employees have dependents).</p>
Disability	<p>NI Population: 42% longstanding illness (30% limiting and 12% non-limiting illness) (Health Survey NI, 2017)</p> <p>Broader social care workforce – Less than 5% of the workforce has a disability.</p> <p>NISCC workforce - Less than 5% of the workforce have declared a disability No = 67.9%;</p>

	Yes = 3.8%; Not assigned = 28.3%
Ethnicity	NI Population : Ethnicity White 98.2% (1,409,000); All other Ethnicities 1.8% (26,000) (Northern Ireland Pooled Household Survey (NIPHS) tables, published 2017) Broader social care workforce - Approx. 5% of the workforce belong to an ethnic minority NISCC workforce – less than 5% of the workforce: White = 75.5% Not assigned = 24.5%
Sexual Orientation	NI Population: There is a variation in estimates of the size of the LGB&T population in Northern Ireland. Estimates are as high as 5-7% (65 – 90,000) of the adult population in Northern Ireland (based on the UK Government estimate of between 5-7% LGB&T people in the population for the purposes of costing the Civil Partnership Act). Broader social care workforce – workforce data is not collected NISCC workforce – less than 5% of the workforce: Opposite sex = 18.87% Not assigned = 81.1%

2.3 Qualitative Data

What are the different needs, experiences and priorities of each of the categories in relation to this policy or decision and what equality issues emerge from this? Note if policy affects both staff and service users, please discuss issues for both.

Category	Needs and Experiences
Gender	NISCC's Business Plan 2018/19 is a high level document which sets out the strategic direction of the organisation over the next year. The Plan covers a wide range of issues relating to the delivery of services to the social care workforce in Northern
Age	
Religion	
Political	

Opinion	<p>Ireland. The last twelve months have seen the further rollout of registration to include care staff employed in domiciliary, supported living and day care settings. This brings our register to almost 40,000 people engaged in social work and social care in Northern Ireland and registered with us.</p> <p>The NISCC recognises that the needs, experiences and priorities of the groups within each Section 75 category may vary substantially in relation to the work emanating from this strategic plan. A top level screening of the draft strategy will not do justice to giving consideration to the needs of the Section 75 groups. Therefore NISCC is committed to undertaking, where appropriate, the screening of associated pieces of work as they are taken forward.</p> <p>When associated work plans and policies fall out of this high level strategy, NISCC gives a commitment to considering in detail the equality issues that may affect the equality groups for each policy/programme of work. NISCC feels that work programmes under each of the following Business Plan strategic themes will need to be screened:</p> <ol style="list-style-type: none"> (1) Standards in social work and social care practice; (2) Regulation of workforce education and training; (3) Workforce development; (4) Promotion of a systems leadership approach; (5) Communication and Engagement; (6) Structure and Leadership. <p>In so far as regards the Business Plan itself, it is recognised that there may be the need to have the document in a number of alternative formats, including different languages, large print, braille, plain English/Easy Read, etc. These will be made available upon request.</p> <p>The majority of the workforce is female and this should be considered in the context of the screening plan identified from the areas arising out of the Business Plan. All S75 groups should be screened against these areas using wider workforce data where that is available (latest Census and NISRA Health and Social Care workforce data published by the Department of Health).</p> <p>In addition, more efforts should be made to encourage uptake in collecting and recording S75 data with NISCC staff.</p>
Marital Status	
Dependent Status	
Disability	
Ethnicity	
Sexual Orientation	

2.4 Multiple Identities

Are there any potential impacts of the policy or decision on people with multiple identities? For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people.

It is possible that some of the work taken forward under the priorities and aims set out in the Business Plan 2018/19 may impact on people with multiple identities. NISCC recognises that the needs and experiences of people with multiple identities will vary across our work.

In our commitment to ensuring that potential impacts are considered and mitigated, NISCC will screen policies and strategies individually to ensure that the potential impacts of each policy or strategy are fully considered.

2.5 Making Changes

Based on the equality issues you identified in 2.2 and 2.3, what changes did you make or do you intend to make in relation to the policy or decision in order to promote equality of opportunity?

<i>In developing the policy or decision what did you do or change to address the equality issues you identified?</i>	<i>What do you intend to do in future to address the equality issues you identified?</i>
NISCC's Business Plan has a range of actions identified over the next 12 months (2018/19). NISCC is committed to undertaking where appropriate the screening of these actions as they are taken forward. See Annex A appended to this screening document.	

2.6 Good Relations

What changes to the policy or decision – if any – or what additional measures would you suggest to ensure that it promotes good relations? (refer to guidance notes for guidance on impact)

Group	Impact	Suggestions
Religion	None identified at this stage	
Political Opinion	None identified at this stage	
Ethnicity	None identified at this stage	

(3) SHOULD THE POLICY OR DECISION BE SUBJECT TO A FULL EQUALITY IMPACT ASSESSMENT?

A full equality impact assessment (EQIA) is usually confined to those policies or decisions considered to have major implications for equality of opportunity.

How would you categorise the impacts of this decision or policy? (refer to guidance notes for guidance on impact)

Do you consider that this policy or decision needs to be subjected to a full equality impact assessment?

Please tick:

Major impact	
Minor impact	✓
No further impact	

Please tick:

Yes	
No	✓

Please give reasons for your decisions.

The screening programme (see Annex A) will identify policies and work programmes which will be subject to full EQIA if necessary.

(4) CONSIDERATION OF DISABILITY DUTIES

4.1 In what ways does the policy or decision encourage disabled people to participate in public life and what else could you do to do so?

<i>How does the policy or decision currently encourage disabled people to participate in public life?</i>	<i>What else could you do to encourage disabled people to participate in public life?</i>

4.2 In what ways does the policy or decision promote positive attitudes towards disabled people and what else could you do to do so?

<i>How does the policy or decision currently promote positive attitudes towards disabled people?</i>	<i>What else could you do to promote positive attitudes towards disabled people?</i>

(5) CONSIDERATION OF HUMAN RIGHTS

**5.1 Does the policy or decision affect anyone's Human Rights?
Complete for each of the articles**

ARTICLE	Yes/No
Article 2 – Right to life	No
Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment	No
Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour	No
Article 5 – Right to liberty & security of person	No
Article 6 – Right to a fair & public trial within a reasonable time	No
Article 7 – Right to freedom from retrospective criminal law & no punishment without law	No
Article 8 – Right to respect for private & family life, home and correspondence.	No

Article 9 – Right to freedom of thought, conscience & religion	No
Article 10 – Right to freedom of expression	No
Article 11 – Right to freedom of assembly & association	No
Article 12 – Right to marry & found a family	No
Article 14 – Prohibition of discrimination in the enjoyment of the convention rights	No
1 st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property	No
1 st protocol Article 2 – Right of access to education	No

*If you have answered no to all of the above please move on to **Question 6** on monitoring*

5.2 If you have answered yes to any of the Articles in 5.1, does the policy or decision interfere with any of these rights? If so, what is the interference and who does it impact upon?

List the Article Number	Interfered with? Yes/No	What is the interference and who does it impact upon?	Does this raise legal issues?*
			Yes/No

** It is important to speak to your line manager on this and if necessary seek legal opinion to clarify this*

5.3 Outline any actions which could be taken to promote or raise awareness of human rights or to ensure compliance with the legislation in relation to the policy or decision.

None identified

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(6) MONITORING

6.1 What data will you collect in the future in order to monitor the effect of the policy or decision on any of the categories (for equality of opportunity and good relations, disability duties and human rights)?

Equality & Good Relations	Disability Duties	Human Rights
The actions set out in section 2.5 will be reviewed and monitored. See Annex A		

Approved Lead Officer: Sandra Stranaghan
Position: Policy and Operations Manager
Date: March 2018
Policy/Decision Screened by: NISCC Senior Management Team

Please note that having completed the screening you are required by statute to publish the completed screening template, as per your organisation’s equality scheme. If a consultee, including the Equality Commission, raises a concern about a screening decision based on supporting evidence, you will need to review the screening decision.

Please forward completed template to:
Equality.Unit@hscni.net

Any request for the document in another format or language will be considered. Please contact:

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