

Equality and Human Rights Screening Template

The RQIA is required to address the 4 questions below in relation to all its policies.

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?

As part of the audit trail documentation needs to be made available for all policies and decisions examined for equality and human rights implications. The screening template is a pro forma to document consideration of each screening question.

For information (evidence, data, research etc.) on the Section 75 equality groups see the Equality and Human Rights Information Bank on the BSO website:

<http://www.hscbusiness.hscni.net/services/1798.htm>

For advice and support on screening contact:

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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

Health and Safety

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)**

A Policy outlining an undertaking by the RQIA to comply with the Health and Safety at Work (NI) Order 1978.

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

Staff, actual or potential service users, other public organisations, voluntary and community groups, trade unions or professional organisations or private sector organisations or general public. Whilst this list is not exhaustive, it aims to capture the most applicable groups. It is recognised that there are those with specific needs and the organisation will take reasonable steps to assist those identified

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

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

This policy takes into consideration the legal requirements of:-

Health and Safety at Work (NI) Order 1978

(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.

- Organisation wide staff equality data

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. Also give consideration to multiple identities.

The policy will also apply to visitors to RQIA premises, however monitoring data is not collected for this group.

| 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> | |
|----------------------|---|--------|
| | RQIA Baseline Data 2020-21 | |
| Gender | Male | 25.00% |
| | Female | 75.00% |
| Age | 16-24 | 2.50% |
| | 25-29 | 3.33% |
| | 30-34 | 6.67% |
| | 35-39 | 12.50% |
| | 40-44 | 15.00% |
| | 45-49 | 22.50% |
| | 50-54 | 18.33% |
| | 55-59 | 15.00% |
| | 60-64 | 4.17% |
| | >=65 | 0.00% |
| Community Background | Perceived Protestant | 0.83% |
| | Protestant | 35.83% |
| | Perceived Roman C | 1.67% |
| | Roman Catholic | 30.00% |
| | Neither | 6.67% |
| | Perceived Neither | 0.00% |
| | Not assigned | 25.00% |
| Political Opinion | Broadly Nationalist | 0.00% |
| | Other | 2.50% |
| | Broadly Unionist | 0.00% |
| | Not assigned | 92.50% |
| | Do not wish to answer | 5.00% |

| | | |
|--------------------|-------------------------|----------------|
| Marital Status | Divorced | 5.00% |
| | Mar/CP | 40.83% |
| | Other | 0.83% |
| | Separated | 0.83% |
| | Single | 14.17% |
| | Unknown | 36.67% |
| | Widow/R Not assigned | 0.00% 1.67% |
| Dependent Status | Yes | 7.50% |
| | Not assigned | 91.67% |
| | No | 0.83% |
| Disability | No | 45.00% |
| | Not assigned | 55.00% |
| | Yes | 0.00% |
| Ethnicity | Not assigned | 91.67% |
| | White | 8.33% |
| | Other | 0.00% |
| | Black African | 0.00% |
| | Indian | 0.00% |
| | Chinese | 0.00% |
| Sexual Orientation | Both Sexes | 0.00% |
| | Do not wish to answer | 92.50% |
| | Not assigned | 6.67% |
| | Opposite sex | 0.83% |
| | same sex | 0.00% |

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. Also give consideration to multiple identities (such as single parents for example).

| Category | <i>Needs and Experiences</i> |
|--------------------|---|
| Gender | Risk assessments in each premise will take into account the needs of pregnant women or nursing mothers. Any specific needs or requirements with regard to the individual/s will be included. |
| Age | There is no evidence of a differential impact on the grounds of age |
| Religion | There is no data that suggests the needs and experiences of users differ on the basis of religion |
| Political Opinion | There is no data that suggests the needs and experiences of users differ on the basis of political opinion |
| Marital Status | There is no data that suggests the needs and experiences of users differ on the basis of marital status |
| Dependent Status | There is no data that suggests the needs and experiences of users differ on the basis of dependent status |
| Disability | <p>People with disabilities are considered to be more at risk than others and will require a risk assessment to be undertaken.</p> <p>Sight impaired staff will require an alternative to standard signage.</p> |
| Ethnicity | There is no data that suggests the needs and experiences of users differ on the basis of ethnicity |
| Sexual Orientation | There is no data that suggests the needs and experiences of users differ on the basis of 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.

There are no known issues.

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> |
|--|--|
| <p>Gender: A risk assessment in respect of pregnant women who may be impacted by the implementation of this policy.</p> <p>Disability: A risk assessment will be carried out for all staff who have declared a disability.</p> <p>RQIA will provide braille signage for those with sight loss.</p> | <p>Consideration of reasonable adjustments eg., activities may need to be relocated; structural changes or repairs may be required, need for additional signage, provision of refuges.</p> <p>Additional training for both the assessed and other members of staff who have volunteered to assist.</p> |

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)

| <i>Group</i> | <i>Impact</i> | <i>Suggestions</i> |
|---------------------|----------------------|---------------------------|
| Religion | None | None |
| Political Opinion | None | None |
| Ethnicity | None | None |

(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)**

Please tick:

| | |
|-------------------|---|
| Major impact | |
| Minor impact | X |
| No further impact | |

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

Please tick:

| | |
|-----|---|
| Yes | |
| No | X |

Please give reasons for your decisions.

Mitigation has been put in place to reduce or remove any equality impacts identified in the screening of this policy. It is not thought that undertaking an EQIA would present further opportunities to promote equality of opportunity

(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.

(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 |
|--|--|--------------|
| <p>Number of requests received and responded to for the Health and Safety Policy in a different format.</p> <ul style="list-style-type: none"> - Number of staff training sessions held and number of staff trained. - Number of issues raised by pregnant women arising from any health and safety issues - Number of complaints received during the implementation of the policy. - Premises Committee and Health, Safety and Well-Being Group will consider a report on the management of health and safety in premises at each meeting. <p>Staff section 75 data</p> | <p>Number of issues raised by people with a disability during the implementation of the policy.</p> <ul style="list-style-type: none"> - Regular monitoring of policy to assess impact on any of the categories - Number of complaints received regarding the implementation of the policy - Consideration to be given to further engaging staff with a disability on the | |

Approved Lead Officer: Jacqui Murphy

Position: Head of Business Support (Acting)

Date: 19 May 2021

Policy/Decision Screened by: Hayley Barrett

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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Email: info@rqia.org.uk Phone: 028 9536 1111