

Equality and Human Rights Screening Template

The Safeguarding Board for Northern Ireland (SBNI) 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?

For advice & 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

The Safeguarding Board for Northern Ireland Business Plan 2022-2023

1.2 Description of policy or decision

The Safeguarding Board for Northern Ireland (SBNI) was set up under the Safeguarding Board Act (NI) 2011 and is the statutory body responsible for coordinating and ensuring the effectiveness of its 21 member bodies and its six independent persons for the purposes of safeguarding and promoting the welfare of children and young people. It is the key strategic leadership and management organisation for safeguarding and promoting the welfare of children and young people in Northern Ireland.

The SBNI is a partnership organisation consisting of all of the key statutory bodies, the major voluntary agencies and appointed independent persons that control, manage, operate and resource the safeguarding and child protection system in Northern Ireland.

The SBNI Independent Chair (independent person), senior representatives from the 21 member bodies and the five other independent persons are members of the Board of the SBNI. The independent persons are the SBNI Independent Chair, the Case Management Review Panel Chair, two Safeguarding Panel Chairs and two Independent Lay Persons.

Additionally, other partner organisations involved in safeguarding and child protection in Northern Ireland are represented on the various statutory and non-statutory committees and sub-groups that support the Board in its work.

The Board and its statutory and non-statutory committees and sub-groups are supported in its aims and priorities by a small SBNI Central Support Team (currently eight staff). For more details on the SBNI see: www.safeguardingni.org.

The SBNI is an unincorporated statutory body and is corporately hosted and relies on the Public Health Agency (PHA) for key corporate accountability, business and governance arrangements.

The primary responsibility of the SBNI is to protect children and young people from risk and harm and ensure that effective work to protect children and young people

is properly coordinated. The fundamental corporate strategic value associated with this intention is that the SBNI will listen to children and young people, their views, feelings and experiences and place them and these at the heart of what the SBNI does.

The SBNI has recently developed a new strategic plan for the period 2022-2026. This strategy sets out the strategic direction for the SBNI for the next four years, taking into account the vision and priorities set out by the SBNI Board and builds upon its previous strategic plan 2018-2022.

The strategic plan details our purpose, focus and outcomes and is a high level document setting out the mission, vision, values, direction and priorities for the SBNI over the next four years.

The strategic plan is supported by annual business plans enabling the SBNI to action the strategic priorities and aims within year and to incorporate new priorities and challenges that may arise over this period. It is the key core accountability tool, along with our annual assurance statement for the Department of Health (DoH), the SBNI sponsor department.

Consequently, the SBNI Business Plan 2022-2023 details how we will make best use of our resources to achieve our core goals and strategic aims, objectives and priorities as set out in our Strategic Plan 2022-2026. These are:

- To provide leadership and set direction in the safeguarding, protection and welfare of children and young people
- To hear and respond to the voices of children and young people affected by domestic violence and abuse
- To support children and young people in exercising their rights to enjoy the benefits of the online world free from harm, fear and abuse
- To hear and respond to the voices of children and young people affected by mental health issues.

Furthermore, the SBNI has committed to continuing to the delivery of the following business areas for 2022-2023 in addition to the above strategic priorities, on-going statutory work of case management reviews and the five local safeguarding panels these are:

- Child Sexual Exploitation
- Child Criminal Exploitation
- Communications and Engagement
- Interfaith

This SBNI Business Plan 2022-2023 represents Year One of the SBNI Strategic Plan 2022-2026.

This business plan will also provide a basis for staff objectives and training.

All of this is underscored by an agreed corporate value base that places children and young people at the heart of what we do.

The current context of restricted finances and upcoming health and social care reform must be noted as potential constraints to this plan. Both of these have been considered throughout the business planning development process and its associated equality screening.

1.3 Main stakeholders affected (internal and external)

Internal:

- SBNI Independent Chair
- SBNI Member Bodies (21)
- SBNI Independent Persons (5)
- SBNI Partner Agencies
- SBNI Statutory and Non-Statutory Committees and Sub-Groups
- Those other safeguarding and child protection agencies who sit on the five local SBNI Safeguarding Panels
- Those organisations whose goods and services are commissioned by the SBNI
- SBNI Director of Operations
- SBNI Professional Officers (X2)
- SBNI TIP Implementation Managers (X2)
- SBNI Online Safety Coordinator
- SBNI Business Support Manager
- SBNI Office Manager/Board Secretary
- SBNI Business Support Officers (X2)
- SBNI Business Support Officers (Agency)

External:

- Children and Young People
- Their families and carers
- Wider Public
- Department of Health (as the SBNI sponsor department)
- Public Health Agency (as the SBNI corporate host)
- Business Services Organisation Equality Unit (as the SBNI Equality Partner).

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

Internal:

- Safeguarding Board Act (Northern Ireland) 2011
- SBNI (Membership, Procedure, Functions and Committee) Regulations (Northern Ireland) 2012
- SBNI Terms of Reference 2012
- SBNI Strategic Plan 2022 – 2026
- SBNI Annual Report 2020-2021
- SBNI Safeguarding Statistics Snapshot 2020-2021
- SBNI Corporate Annual Business Plan 2021-2022
- SBNI Communications Strategy 2021-2023
- SBNI Engagement Strategy 2021-2023
- SBNI Child Safeguarding Learning and Development Strategy and Framework revised June 2020
- SBNI Equality and Disability Action Plan 2018-2023

External:

- DHSSPS Guidance to the Safeguarding Board for Northern Ireland 2014
- DHSSPS May 2015 - Co-operating to Safeguard Children and Young People in Northern Ireland Policy Document
- Department of Health August 2017 - Co-operating to Safeguard Children and Young People in Northern Ireland Policy Document
- NI Executive's Children and Young People's Strategy 2020-2023
- Programme for Government Framework draft Outcomes Framework Consultation 2021
- OFMDFM 2009 – Safeguarding children: a cross-departmental statement on the protection of children and young people

Central to obtaining and analysing all pertinent and relevant information to inform the development of the aforementioned strategic plan was the involvement of children and young people, their parents and carers in proactively eliciting their views on what the SBNI should focus on and prioritise for 2022-2026, prior to the SBNI Board meeting to consider its 2022-2026 priorities and objectives. This is in keeping with the SBNI's statutory functions to promote communication between the SBNI Board and children and young people for the purposes of safeguarding and promoting the welfare of children and young people. Central to this was the commitment and reality of ensuring all engagements with children and young people were reflective of the inclusion of the section 75 categories were relevant.

Specific direct proactive engagements were conducted with:

- Seven structured engagement sessions with children and young people (9-11-year olds and 12-18-year olds)
- Parental engagement consultation – direct interviews and an online survey
- Four specific direct group engagements with young people who have a lived experience of care

In addition to informing and influencing the strategic plan 2022-2026, the advice, learning and opinions derived from the above engagements have contributed to the development and formation of the SBNI Business Plan 2022-2023.

(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.

- SBNI Statistics Snapshot 2019-2020 and 2020-2021
- 2011 Census published by the Northern Ireland Statistics and Research Agency
- Northern Ireland Statistical Research Agency Mid-Year Population Estimates for Northern Ireland 11 June 2020 release
- Department of Health Children's Social Care Statistics for Northern Ireland 2019-2020
- Department of Education School Enrolments 2019-2020 statistical bulletins
- NI Young Life and Times Survey 2019 – Religion
- <https://www.health-ni.gov.uk/publications/tables-health-survey-northern-ireland>
- <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2019>
- Registrar General Annual Report for NI 2020. Available at <https://www.nisra.gov.uk/system/files/statistics/RG%20Annual%20Report%202020%20Accessible.pdf>
- <https://www.nspcc.org.uk/about-us/news-opinion/2022/online-grooming-crimes-rise/>

Equality Commission for NI (2022) Shadow Report from the Equality Commission for Northern Ireland to the Advisory Committee for the Framework Convention for the Protection of National Minorities on the Fifth Monitoring Report of the United Kingdom.

Available at:

<https://www.equalityni.org/ECNI/media/ECNI/Publications/Delivering%20Equality/AdvisoryCommittee-FCNM-5thMonitoringReportUK.pdf?ext=.pdf>

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>SBNI Statistics: 1.893,700 – people in Northern Ireland 961,000 (50.7%) – female 932,700 (49.3%) – male</p> <p>2,298 – Children on the Child protection Register</p> <ul style="list-style-type: none"> • 1220 Males • 1087 Females <p>3,281 Children in Care of HSC Trusts (LAC)</p> <ul style="list-style-type: none"> • 53% Male • 47% Female <p>Population Statistics: There is a higher level of disability among adult females (23%) compared to adult males (19%). Girls (4%) are less likely to be disabled than boys (8%).</p> <p>Transgender Research suggests for the Northern Ireland population as a whole:</p> <ul style="list-style-type: none"> • 140-160 individuals are affiliated with transgender groups • 120 individuals have presented with Gender Identity Dysphoria • There are more trans women than trans men living in Northern Ireland. <p>(McBride, Ruari Santiago (2011): Healthcare Issues for Transgender People Living in Northern Ireland. Institute for Conflict Research.) The Gender Identity Research and Education Society (GIRES) estimate the number of gender nonconforming employees and service users, based on the information that 7 GIRES assembled for the Home Office (2011) and subsequently updated (2014):</p> <ul style="list-style-type: none"> • gender variant to some degree 1% • have sought some medical care 0.025% • having already undergone transition 0.015% <p>The numbers who have sought treatment seems likely to continue growing at 20% per annum or even faster. Few younger people present for treatment despite the fact that most gender variant adults report experiencing the condition from a very early age. Yet, presentation for treatment among youngsters is growing even more rapidly (50% p.a.). Organisations should assume that there may be nearly equal numbers of people transitioning from male to female (trans women) and from female to male (trans men).</p>

	<p>Applying GIRES figures to NI population (using NISRA 2019 mid-year population estimates) N=1,893,700:</p> <ul style="list-style-type: none"> • 18,937 people who do not identify with gender assigned to them at birth • 474 likely to have sought medical care • 284 likely to have undergone transition 																		
Age	<p>SBNI Statistics:</p> <p>438,384 – children under 18 years old (23% of total NI population)</p> <ul style="list-style-type: none"> • Children 0-4 years 124,400 - 6.87% of the total population • 5 to 9 years – 111,300 - 6.15% • 10 to 14 years - 119,000 – 6.57% • Young people 15 to 19 years- 126,200 – 6.97% <p>24,289 – Children known to Social Services as a Child in Need</p> <p>3,281 Children in Care of HSC Trusts (LAC)</p> <p>2,298 – Children on the Child Protection Register</p> <p>342,700 – pupils in schools</p> <p>173,856 – pupils in primary schools</p> <p>145,085 – pupils in post-primary schools</p> <p>23,759 – pupils in funded pre-school education</p>																		
Religion	<p>Religion or Religion brought up in</p> <ul style="list-style-type: none"> • 45.14% (817, 424) of the population were either Catholic or brought up as Catholic. • 48.36% (875, 733) stated that they were Protestant or brought up as Protestant. • 0.92% (16, 660) of the population belonged to or had been brought up in other religions and Philosophies. • 5.59% (101, 227) neither belonged to, nor had been brought up in a religion. (Census 2011) <p>The NI Young Life and Times Survey 2020-2021, for those who responded to belonging to a religion, gave the following percentages:</p> <table data-bbox="427 1682 954 2004"> <tr> <td>Church of Ireland (Anglican)</td> <td>7%</td> </tr> <tr> <td>Catholic</td> <td>60%</td> </tr> <tr> <td>Presbyterian</td> <td>19%</td> </tr> <tr> <td>Methodist</td> <td>2%</td> </tr> <tr> <td>Baptist</td> <td>2%</td> </tr> <tr> <td>Free Presbyterian</td> <td>2%</td> </tr> <tr> <td>Brethren</td> <td>1%</td> </tr> <tr> <td>Muslim</td> <td>2%</td> </tr> <tr> <td>Other</td> <td>6%</td> </tr> </table>	Church of Ireland (Anglican)	7%	Catholic	60%	Presbyterian	19%	Methodist	2%	Baptist	2%	Free Presbyterian	2%	Brethren	1%	Muslim	2%	Other	6%
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Political Opinion	<p>“Generally speaking, do you consider yourself as a unionist, a nationalist or neither?” (Northern Ireland Life and Times, 2019)</p> <ul style="list-style-type: none"> • Unionist 33% • Nationalist 23 % • Neither 39% • Other 2% • Don't know 3%. <p>64.8% of the population voted in the 2017 NI Assembly election. Of these 43.6% voted Unionist, 39.8% voted Nationalist and 16.6% Other (BBC).</p> <p>Nationality</p> <ul style="list-style-type: none"> • British only – 39.89% (722, 353) • Irish only – 25.26% (457, 424) • Northern Irish only – 20.94% (379, 195) • British and Northern Irish only – 6.17% (111, 730) • Irish and Northern Irish only – 1.06% (19, 195) • British, Irish and Northern Irish – 1.02% (1847) • British and Irish only – 0.66% (11, 952)10 • Other – 5.00% (90, 543)
Marital Status	<p>Northern Ireland Life and Times (2018)</p> <ul style="list-style-type: none"> • Single (never married) 32% • Married and living with husband/wife 51% • A civil partner in a legally-registered civil partnership 0% • Married and separated from husband/wife 3% • Divorced 6% • Widowed 7% <p>Data from the 2011 Census informs us that:</p> <ul style="list-style-type: none"> • Married 47.56% • Single never married 36.14% • Separated 3.98% • Divorced 5.45% • Same Sex Civil Partnership 0.09% • Widowed or Surviving partner from SSCP 6.78 % <p>NB: the SBNI considers these as relevant for children and young people as they relate to aspects of identity, adversity, masculinity and understanding of social norms.</p>
Dependent Status	<p>NI Population Statistics</p> <p>1. 11.81% (213,863) of the usually resident population provide unpaid care to family members, friends, neighbours or others</p>

	<p>because of long-term physical or mental ill – health/disabilities or problems related to old age.</p> <p>2. 3.11% (56,318) provided 50 hours care or more.</p> <p>3. 33.86% (238,129) of households contained dependent children.</p> <p>4. 40.29% (283,350) contained a least one person with a long –12 term health problem or a disability</p> <p>Information from Carers NI suggests that:</p> <ul style="list-style-type: none"> • 1 in every 8 adults is a carer • 2% of 0-17 year olds are carers, based on the 2011 Census • There are approximately 220,000 carers in Northern Ireland • Any one of us has a 6.6% chance of becoming a carer in any year • One quarter of all carers provide over 50 hours of care per week □ People providing high levels of care are twice as likely to be permanently sick or disabled than the average person • 64% of carers are women; 36% are men. <p>Health Survey NI (2016/17)</p> <ul style="list-style-type: none"> • 13% have caring responsibilities • Approximately, 70% receive no monetary reward for giving this care • 48% received help from other family members, but 38% received no support from others <p>Parents with dependent children (Census 2011) Responsibility for dependent children: 238,094 households (33.9% of all NI households)</p> <p>NI Lone parent families = 115,959, with 123,745 dependent children in family (Census 2011). Of the 115, 959 lone parents, 16, 9 691 are males and 99,268 are female. (Census 2011)</p> <p>Census data suggests that 33.9% of all NI Households have dependent children. (Census 2011),</p>
Disability	<p>NI Population Statistics*</p> <p>20.69% (374,668) regard themselves as having a disability or long – term health problem, which has an impact on their day to day activities.</p> <p>68.57% (1,241,709) of residents did not have a long – term health condition.</p> <p>Deafness or partial hearing loss – 5.14% (93,078)</p> <p>Blindness or partial sight loss – 1.7% (30,785)</p> <p>Communication Difficulty – 1.65% (29,879)</p> <p>Mobility of Dexterity Difficulty – 11.44% (207,163)</p> <p>A learning, intellectual, social or behavioural difficulty - 2.22% (40,201)</p> <p>An emotional, psychological or mental health condition - 5.83% (105,573)</p> <p>Long – term pain or discomfort – 10.10% (182,897)</p> <p>Shortness of breath or difficulty breathing – 8.72% (157,907)</p>

	<p>Frequent confusion or memory loss – 1.97% (35,674) A chronic illness (such as cancer, HIV, diabetes, heart disease or epilepsy. – 6.55% (118,612) Other condition – 5.22% (94,527)</p> <p>It is estimated that in Northern Ireland, 42% have longstanding illness (30% limiting and 12% non-limiting illness) Health Survey NI (2017).</p> <p>Prevalence of longstanding limiting illness increases with age: approximately 8% among young adults aged 16 to 34 years, compared to 60% among those who are aged 65 years and over. (Census 2011)</p> <p>There is a higher level of disability among adult females (23%) compared to adult males (19%). Girls (4%) are less likely to be disabled than boys (8%).</p> <p>SBNI Statistics: 4,426 – children in need with a disability</p> <p>442- Children in Care recorded as having a Disability</p>
Ethnicity	<p>Traveller population in N Ireland is estimated at 3905 (All-Ireland Traveller’s Health Survey, 2010)</p> <ul style="list-style-type: none"> • Non-White ethnic groups (Asian, Black, Mixed, Other) estimated at: 31113. <p>The number of births to mothers outside the UK and Ireland have increased over the past two decades. NISRA data compiled for the most recent Registrar General’s Report for NI (2021) show 10.3% of births were to mothers who were born outside of the United Kingdom and the Republic of Ireland. This compares with 2.5% 20 years ago.</p> <ul style="list-style-type: none"> • <p>The five most popularly requested languages in HSC settings (as reported by the HSC Interpreting Service) 1st April 21 – 30th March 22 were:</p> <ol style="list-style-type: none"> 1. Polish 19265 requests 2. Arabic 15431 requests 3. Romanian 9546 requests 4. Lithuanian 9222 requests 5. Bulgarian 6868 requests <p>Department of Education School Enrolments 2019-2020 statistical bulletins: Schools are increasingly becoming more ethnically diverse. There are more than 17,500 pupils in schools in Northern Ireland recorded as “non-white”, and this represents 5.0% of the school population. A newcomer pupil is one who has enrolled in a school but who does not have the satisfactory language skills to participate fully in the school curriculum. In 2019/20, there were nearly 17,400 newcomer pupils accounting for 5.0% of the school population. This has risen by nearly 5,500 pupils from five years prior. The growth in diversity in the school system may be explained by increased levels of migration among school age children over the last number of</p>

	<p>years. The top languages spoken by newcomers are: Polish, Lithuanian and Portuguese</p>
<p>Sexual Orientation</p>	<p>There are no accurate statistics on sexual orientation in the population as a whole, it is however estimated that between 5% and 10% of the population would identify as lesbian, gay or bisexual. Between 2005 and 2017, there were 1202 recorded Civil Partnerships regionally. However, this is not indicative of the LGB population</p> <p>A report published by the Rainbow Project (O'Hara, 2013), based on research conducted with more than 500 individuals reported common experiences of invisibility, homophobia/transphobia, and a range of violence from threats to physical violence, whether direct or indirect. As a result of their actual or perceived sexual orientation and/or gender identity:</p> <ul style="list-style-type: none"> - 65.8% had been verbally assaulted at least once; - 43.3% had been threatened with physical violence at least once; - 33% had been threatened to be 'outed' at least once; - 34.7% had experienced discrimination in accessing goods, facilities or services at least once. <p>ONS Sexual Orientation 2019 (released May 2021)</p> <ul style="list-style-type: none"> • An estimated 2.7% of the UK population aged 16 years and over identified as lesbian, gay or bisexual (LGB) in 2019, an increase from 2.2% in 2018. • Younger people (aged 16 to 24 years) were most likely to identify as LGB in 2019 (6.6% of all 16 to 24 year olds, an increase from 4.4% in 2018); older people (aged 65 years and over) also showed an increase in those identifying as LGB, from 0.7% to 1.0% of this age category.

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.

Target Audience

The SBNI Business Plan 2022-2023 covers a wide range of issues across safeguarding and child protection in Northern Ireland. It has the aim of safeguarding and promoting the welfare of children and young people in Northern Ireland, including all section 75 groups.

The document is high level and sets out the key strategic actions and corporate business objectives for 2022-2023 and will be supported by the statutory and non-statutory committees and sub-groups' work plans and other detailed plans and business cases as relevant.

The SBNI recognises that the needs, experiences and priorities of the groups within each Section 75 category may vary substantially and that some may require specific actions to benefit from safeguarding and child protection activities as described in this business plan. A top level screening of this plan will not do justice to giving consideration to the needs of all the Section 75 groups. Therefore, the SBNI is committed to undertaking, where appropriate, the screening of associated pieces of work as they are taken forward, for example new policies and/or procedures. We have however identified some known issues or needs in the table below; these will inform each screening undertaken as listed in Appendix 1.

The plan is closely aligned with the core functions of the SBNI, as defined by the legislation and with other key strategies including the Children's Services Cooperation Act (NI) 2015 and the Programme for Government and draft Outcomes Framework 2021.

Finally, in Annex 1 of the equality screening document, the SBNI has identified definite and potential business actions that will/may be screened within year.

Category	Needs and Experiences
Gender	<p>If engagement and participation activities result from the outworkings of this annual business plan, then the differing ways of communicating with different genders groupings will need to be considered in terms of gender appropriate engagement and communication channels for males and females where appropriate.</p> <p>NSPCC recently reported an 80% increase in online grooming crimes in the UK (compared with 4 years ago), with 82% in the year 21/22 being girls.</p> <p>NSPCC also reported that of reported child sex offences during 2019/20, where gender was recorded, girls were 4 times as likely to be victims.</p>
Age	<p>Research published by the NSPCC highlights that rates of police recorded physical, sexual and online abuse offences against adolescents are higher than rates against younger children. Any general safeguarding issues and in particular engagement and communications activities will need to cater for differences in age. Generally, the SBNI has targeted under 11 Year olds and 12-18 year olds separately.</p> <p>Younger people may have preferences for using social media as a means of communication; Alternative forms of providing information may need to be considered.</p>
Religion	There is no evidence of a differential impact on the grounds of religion.
Political Opinion	<p>There is no evidence of a differential impact on the grounds of political opinion.</p> <p>However, children and young people living in areas associated with paramilitary groups may be more likely to be drawn into paramilitary activities, or be victims of such activity, and therefore have particular safeguarding needs.</p>
Marital Status	There is no evidence of a differential impact on the grounds of marital status.
Dependent Status	If engagement and participation activities result from the outworkings of this annual business plan, then consideration will need to be given to how carers can be accommodated in terms of timings and locations.
Disability	Generally, given that disabled children and young people are particularly vulnerable to all forms of abuse, consideration will be given to making any engagement and participation activities both accessible and sensitive to their needs and experiences.

<p>Ethnicity</p>	<p>The Equality Commission has highlighted issues of racist bullying and harassment, which can impact on the mental health of young people from minority ethnic groups.</p> <p>Young asylum seekers and refugees who have escaped conflict in their home countries may also have specialist needs in relation to PTSD and mental health, as well as physical health needs.</p> <p>Consideration will be to given requests for making the plan available in alternative formats as issues relating to children and young people, their parents and carers whose first language in not English.</p>
<p>Sexual Orientation</p>	<p>Research recently commissioned by the Dept of Education has shown that young people who identify as gay, lesbian or bisexual are more likely to experience bullying and hostility in relation to their sexual orientation, both in school and outside school. This in turn has led to increased incidence of mental ill-health amongst people who identify as other than heterosexual. However, UK research has also shown that gay, lesbian and bisexual people report more negative experiences of care systems, including GP access, and other health care services.</p>

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 to be taken forward in the business plan may impact on people with multiple identities. The SBNI 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, the SBNI will screen plans, policies and procedures individually, where applicable to ensure that the potential impacts of each plan, policy and procedure are considered fully in that context.

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>Any requests for the Business Plan in alternative formats will be considered as per the arrangements in the SBNI Accessible Formats Policy</p> <p>Where specific priorities and aims result in products being commissioned and created, the SBNI will ensure that such relevant work will be screened.</p>	<p>As an integral part of the annual business planning process, each statutory and non-statutory committee and sub-group within SBNI formulates its own specific work plan to deliver on its work mandated by our strategic and annual business plans in the financial year ahead.</p> <p>A range of actions to be delivered as part of the overarching business plan will be equality screened and where appropriate, Equality Impact Assessed.</p> <p>Those currently known/predicted are to be found in Annex 1.</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)

Group	Impact	Suggestions
Religion	Tackling any inequalities in the safeguarding and promoting the welfare of children and young people will help promote equality of opportunity and good relations	Continued focus on partnership working and public participation where appropriate.
Political Opinion	Tackling any inequalities in the safeguarding and promoting the welfare of children and young people will help promote equality of opportunity and good relations	Continued focus on partnership working and public participation where appropriate.

Ethnicity	Tackling any inequalities in the safeguarding and promoting the welfare of children and young people will help promote equality of opportunity and good relations	Continued focus on partnership working and public participation where appropriate.
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(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	✓
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	✓

Please give reasons for your decisions.

The SBNI Business Plan 2022-2023 sets out the strategic context, key priorities and actions that will be progressed by the SBNI during 2022-2023. Safeguarding, child protection and promoting the welfare of children and young people is the essence of the plan and complements the Section 75 Agenda,

The plan covers a wide range of issues and business activities across the safeguarding, child protection landscape in Northern Ireland.

It has the aim of improving the safeguarding and promotion of the welfare of children and young people by ensuring all member and partner agencies work together in partnership to prevent and protect them from risk and harm for all children and young people in NI (inclusive of all relevant section 75 groups).

As an integral part of the annual business planning process, each statutory and non-statutory committee and sub-group within the SBNI formulates its own work plan to deliver on its priorities and work in the financial year ahead.

A range of actions to be delivered as part of the overarching Business Plan will be Equality Screened and where appropriate, Equality Impact Assessed – see Appendix 1.

The SBNI recognises the need to consider the impact on Section 75 groups of this draft business plan and subsequent policies and programmes of work. The needs, experiences and priorities of these groups will vary and this annual business plan and subsequent work programmes, policies and business cases will be equality screened as appropriate as they are developed and taken forward over the next year.

Therefore, a full Equality Impact Assessment is not required at this stage.

(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>
Not applicable	Not applicable

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>
Not applicable	Not applicable

(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
N/A			

** 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.

N/A

(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>The SBNI will continue to monitor requests for alternative formats to inform the development of information in various formats at the time of publication.</p> <p>Whilst no monitoring specifically for this business plan was conducted, the ongoing need for monitoring will be kept under review as the SBNI screens each piece of work as appropriate.</p>		

Approved Lead Officer:



Position:

Director of Operations

Date:

08 June 2022

Policy/Decision Screened by:

Paul McNeill: Business Support Manager

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**

Template produced June 2011

If you require this document in an alternative format (such as large print, Braille, disk, audio file, audio cassette, Easy Read or in minority languages to meet the needs of those not fluent in English) please contact the Business Services Organisation's Equality Unit:

2 Franklin Street; Belfast; BT2 8DQ; email: Equality.Unit@hscni.net; phone: 028 90535531 (for Text Relay prefix with 18001); fax: 028 9023 2304

SBNI Business Plan 2022-2023

Equality Screening and Human Rights Template – Annex 1

2.5 Making Changes: Equality Screening Plan 2022-2023

Outcome	Business Plan Objective	Action
	General Items	Equality screen the SBNI Business Plan 2022-2023 Equality screen the SBNI Equality Action Plan and Disability Action Plan 2023-2028
1.1	To ensure that the Case Management Review, Safeguarding and Child Death Overview Panels meet their statutory functions	Ensure each CMR Author addresses equality issues in every review and attendant report completed. A statement confirming this has been completed must be evident in each completed report
1.2	To ensure that the non-statutory committees fulfil their delivery obligations within their terms of reference Continue to review, disseminate and implement the following policies and procedures; <ul style="list-style-type: none">• Case Conference Appeals Process Develop and disseminate the relevant Regional Safeguarding Practice Guidance to support Regional Core Child Protection Policies and Procedures in	Each committee must identify any equality Issues in their ongoing work, screen or assess where necessary and ensure compliance with equality legislation Case Conference Appeals Process will be screened within year

	<p>collaboration with the DoH and other agencies:</p> <ul style="list-style-type: none"> Sexually Active Children Guidance 	This will be screened within year
1.3	To participate in relevant child safeguarding and child protection fora	
2.1	Work with government departments and their agencies to prevent domestic violence and abuse (DVA) from occurring	
2.2	To work with member and partner agencies engaged in the DVA arena to raise awareness among parents/carers and professionals of the impact of DVA on children and young people	
2.3	To work with member and partner agencies to provide training resources and expertise in how to improve the recognition, assessment, and responses to children, young people and families experiencing domestic violence and abuse	The SBNI DVA Committee is scoping current training available and mapping this against the SBNI Learning Skills Development Framework. Any subsequent gaps will be identified and new training created. These will be screened within year.
3.1	To work with government departments and their agencies to develop an online infrastructure and associated standards to prevent children and young people from experiencing harm and abuse online	
3.2	To work with member and partner agencies to educate children and young people, their parents and carers and those who work with them to navigate the online world safely and confidently and support them to stay safe and well online	A new SBNI Online Safety Committee will be established in August 2022. Initially, this will produce guidance on sharing nudes and semi-nude images for children and young people, their parents and carers and those who work with them. This will include specialist messaging and accessible formats. This guidance will be screened within year.
3.3	To ensure the views of children and young people inform and influence online policy and practice development	

4.1	To work with government departments and agencies to help reduce the incidence of children and young people affected by mental health issues	The SBNI will ensure that as part of the formation of a term of reference for this committee in year, S75 groupings will be taken into account to recognise and address issues that are pertinent to these. Any products from this committee will be screened in 2022-2023.
4.2	To work with member and partner agencies to raise awareness among parents, carers and professionals of the impact of poor mental health and any associated stigma, on children and young people	
4.3	To work with member and partner agencies to promote awareness for children and young people, their parents and carers in how to recognise, respond and seek help in relation to mental health	
4.4	To work with partners to promote training in how to improve the recognition, assessment, and responses to children, young people and families experiencing the impact of mental health issues	