

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:

Equality Unit
Business Services Organisation
2 Franklin Street
Belfast BT2 8DQ
028 9536 3961
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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’s Strategy
for Engaging with Children and Young People 2021-2023

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. 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 the key statutory and voluntary agencies and appointed independent persons that operate and resource the safeguarding and child protection system in Northern Ireland.

The SBNI Independent Chair, senior representatives from the 21 member bodies and the five 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 is supported in its aims and priorities by a small SBNI Central Support Team. For more details on the SBNI see: www.safeguardingni.org

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. To assist in the achievement of this end, the SBNI is statutorily required 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. The SBNI must also take into account the views of children and young people on the effectiveness of the arrangements to safeguard and promote the welfare of children and young people. In doing so, the SBNI must

establish a range of methods to promote direct communication and engagement with children and young people.

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.

Aim:

The aim of this engagement strategy is to control, direct and inform how the SBNI will engage with children and young people in Northern Ireland. This applies to the SBNI Board, the SBNI statutory and non-statutory committees and any suppliers whose services the SBNI will procure that involves engaging directly with children and young people. The strategy will also identify best practice methods for capturing these views across a wide and varied audience base.

Objective:

The objective of this engagement strategy is to ensure that the views and voices of children and young people are heard and responded to in relation to the safeguarding and child protection system in Northern Ireland, encompassing the strategic aims, intentions and priorities agreed by the SBNI in its Strategic Plan 2018-2022 and beyond.

Intention:

Specifically, the intention of this engagement strategy is to create a climate of, and opportunities for, communication between the Board and children and young people who may be affected by the work of the SBNI. This is then to be reflected in the corporate and business plans of the SBNI and the delivery workplans associated with the SBNI statutory and non-statutory committees and sub-groups that support the Board in its aims, intentions and strategic priorities.

Fundamental to this is securing the engagement of children and young people early in these planning processes to maximise the effectiveness and inclusivity of the work of the SBNI.

Finally, the SBNI had previously defined engagement with children and young people, based on ASK FIRST standards, as:

“The process by which decision makers directly involve children and young people in the development of policies, strategies and services which impact on their lives”.

1.3 Main stakeholders affected (internal and external)

Internal:

- SBNI Independent Chair
- SBNI Member Bodies (21)
- SBNI Independent Persons (5)
- SBNI Partner Agencies
- Those other safeguarding and child protection agencies who sit on the five SBNI Safeguarding Panels
- Those organisations whose services are commissioned by SBNI
- SBNI Independent Chair
- SBNI Director of Operations
- SBNI Professional Officers (X2)
- SBNI Business Support Manager
- SBNI Office Manager/Board Secretary (currently vacant)
- SBNI Business Support Officers (X2)
- SBNI Administration Staff (X2)

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 2018 – 2022
- SBNI Annual Report 2019-2020
- SBNI Safeguarding Statistics Snapshot 2019-2020
- SBNI Corporate Annual Business Plan 2021-2022
- SBNI Communications Strategy 2021-2023
- 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
- Northern Ireland Executive Programme for Government Framework 2016 - 2021
- OFMDFM 2006 – Our children and young people, our pledge: a 10 year strategy for children and young people
- OFMDFM 2009 – Safeguarding children: a cross-departmental statement on the protection of children and young people
- [Equality Commission for NI Guidance for Public Authorities on Consulting and Involving Children and Young People: Let's Talk Let's Listen](#)

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

2.1 Data gathering

This engagement strategy was commissioned by the SBNI through a price comparison exercise to secure the engagement of a service provider, initially for a period up to 31 June 2021, to develop and produce a three-year strategy in respect of how the SBNI will engage with children and young people in Northern Ireland.

In particular, the specification for this exercise required that the successful bidder would adhere to the following principles in the development and production of this strategy:

- The representative sample of children and young people to be engaged with must include coverage of Section 75 categories, where applicable
- The above must also include those children and young people who may be difficult to engage with due to their vulnerability and/or marginalisation
- Ensure a rural/urban representation of children and young people
- Create a range of opportunities for eliciting their views and opinions.

Also, given the current COVID-19 pandemic and the limitations and restrictions placed on social gatherings and adherence to the regulations and norms associated with social distancing, the response to this exercise must include strategies and ways for engagement in this current climate compliant with these.

Barnardo's NI was the successful bidder and delivered the engagement strategy product to the SBNI in June 2021 and will be presented to the SBNI Board for approval in September 2021

The explicit intention of the Strategy is to create a climate of, and opportunities for, communication between the Board and children and young people who may be affected by the work of SBNI. This will then be reflected in the corporate and business plans of the SBNI and the delivery workplans associated with the SBNI statutory and non-statutory committees and sub-groups. Fundamental to this, is securing the engagement of children and young people early in the planning processes to maximise the effectiveness and inclusivity of the work of the SBNI.

The purpose of the strategy is to ensure that the views and voices of children and young people are heard and responded to in relation to safeguarding and child protection system in Northern Ireland. The strategy will encompass the strategic aims, intentions and priorities agreed by the SBNI in its Strategic Plan 2018-2022 and beyond.

Additionally, the following statistics were used to inform this equality

screening:

- SBNI Statistics Snapshot 2019-2020
- 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

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>Population Statistics:</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 transgender women than transgender men living in Northern Ireland. <p>(McBride, Ruari Santiago (2011): Healthcare Issues for Transgender People Living in Northern Ireland. Institute for Conflict Research.)</p> <p>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% • Footnote¹ <p>342,700 – pupils in schools 173,856 – pupils in primary schools 145,085 – pupils in post-primary schools 23,759 – pupils in funded pre-school education 24,289 – children known to social services as a child in need</p> <p>¹ For the purpose of data collection the SBNI defines a child under 18 years old. However it should be noted that some forms of engagement that relate to continued support for young people who have been looked after will continue up to the age of 25 (depending on circumstance).</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. <p>(Census 2011)</p> <p>The NI Young Life and Times Survey 2020-2021, for those who responded to belonging to a religion, gave the following percentages:</p>

	<p>Church of Ireland (Anglican) 7%</p> <p>Catholic 60%</p> <p>Presbyterian 19%</p> <p>Methodist 2%</p> <p>Baptist 2%</p> <p>Free Presbyterian 2%</p> <p>Brethren 1%</p> <p>Muslim 2%</p> <p>Other 6%</p>
Political Opinion	<p>The most recently published data from the Northern Ireland Life and Times Survey (2016) on political opinion shows that:</p> <ul style="list-style-type: none"> • Unionist 29% • Nationalist 24% • Neither 46% • Other/ don't know 2%.
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>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 <input type="checkbox"/> <p>People providing high levels of care are twice as likely to be permanently</p>

	<p>sick or disabled than the average person</p> <ul style="list-style-type: none"> • 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, 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>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>Department of Education School Enrolments 2019-2020 statistical bulletins: 67,254 (19/3%) of pupils enrolled in schools in NI have special educational needs.</p> <p>SBNI Statistics: 4,426 – children in need with 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. • The number of births to mothers outside the UK and Ireland have increased over the past decade with 2347 births in 2008 compared with 661 in 2001 (9% of all registered births) (2011 Census data)

	<p>Language</p> <p>The five most popularly requested languages in HSC settings (as reported by the HSC Translation Service) in 2017-2018 were:</p> <ol style="list-style-type: none"> 1. Polish (30,292 requests); 2. Lithuanian (15,763 requests); 3. Arabic (11,360 requests); 4. Romanian (9,908 requests) and 5. Portuguese (8,524 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 years. The top languages spoken by newcomers are: Polish, Lithuanian and Portuguese.</p>
Sexual Orientation	<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 (adult) 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.

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.

See below

<i>Category</i>	<i>Needs and Experiences</i>
Gender	The strategy does not specifically identify different needs, experiences and priorities between males and females. Issues of gender and the differences of experiences between boys and girls may need to be factored into any engagements. Where sensitive issues are being explored, children and young people may be more likely to speak openly with others of the same gender. Issues relating to gender identity can be very sensitive and stakeholders may prefer one-to-one engagement rather than a focus group setting. Therefore, understanding the context for children and young people in terms of gender must feature as an element of engagement, where appropriate.
Age	The development and production of the strategy focussed on two different age groups, children up to the age of 11 and then 11-18 year olds. Whilst common clear themes and messages to inform the strategy emerged for both years groups, there were differences of issues that were pertinent to these different age groups, and as such different mechanisms of engagement were used to elicit views from these group. These will then be utilised in the various situations where engagements are occurring.
Religion	There is no evidence of a differential impact on the grounds of religion
Political Opinion	There is no evidence of a differential impact on the grounds of political opinion
Marital Status	There is no evidence of a differential impact on the grounds of marital status
Dependent Status	The needs and experiences of children and young people who are carers may need to be factored into any engagements, where appropriate. Therefore, understanding the context for children and young people in terms of their caring responsibilities must feature as an element of engagement, where appropriate.
Disability	Generally, given that disabled children and young people are particularly vulnerable to all forms of abuse, all engagements involving children and young people with a disability must include them.

	<p>Additionally, this engagement strategy commits SBNI member agencies and where appropriate other organisations providing a service to the SBNI, to take into account the use of BSL/ISL interpreters where appropriate.</p>
Ethnicity	<p>Issues of ethnicity and the differences of experiences between children and young people who come from different ethnic backgrounds who live in Northern Ireland need to be factored into engagements, where appropriate. In particular, this engagement strategy commits SBNI member agencies and where appropriate other organisations providing a service to the SBNI, to take into account the use of interpreters where a child or young person does not speak English.</p> <p>Therefore, understanding the context for children and young people in terms of ethnicity must feature as a learning outcome in any training designed and developed across all levels of the framework, where appropriate.</p> <p>If as a result of engagement, written materials are used, these will need to be translated where appropriate.</p>
Sexual Orientation	<p>Issues of sexual orientation and the differences of experiences between children and young people who have different sexual orientations may need to be factored into engagements, where appropriate.</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 Engagement Strategy 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.

It remains the responsibilities of member agencies: the SBNI Board, the SBNI statutory and non-statutory committees and sub-groups and those suppliers where appropriate, who will use this strategy to engage directly with children and young people to ensure that potential impacts are considered and mitigated, It will be their individual and specific responsibilities to screen any engagements, where appropriate individually to ensure that the potential impacts of each are considered fully considered in that context

In our commitment to ensuring that potential impacts are considered and mitigated, the SBNI will screen engagement activities individually, where applicable to ensure that the potential impacts of each engagement activity 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?

The SBNI Engagement Strategy 2021-2023 is a high level document which sets out how the SBNI, the Board, its statutory and non-statutory committees and sub-groups and those suppliers who it procures will directly engage with children and young people over the next two years.

<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 Engagement Strategy in alternative formats will be considered As per the PHA Accessible Formats Policy</p> <p>As an integral part of this engagement strategy, each statutory and non-statutory committee within the SBNI, SBNI member a will use this strategy and the associated mitigations, where appropriate, in the execution of planned and ad hoc engagements wilt children and young people</p> <p>The range of engagements to be undertaken as part of this overarching strategy will be Equality Screened and where appropriate, Equality Impact Assessed.</p> <p>The following general mitigations are relevat in all engagements.</p> <p><u>Gender:</u></p> <p>Issues of gender and the differences of experiences between boys and girls may need to be factored into any engagements.</p> <p><u>Age:</u></p> <p>There are differences of issues that are pertinent to different age groups 4-11 & 12-18.</p>	<p>Depending on the situation it may be appropriate to ensure that the person/s carrying out the engagement is the same gender as a gender-specific engagement group</p> <p>As such different mechanisms of engagement will need to used to elicit views from these groups.</p>

Dependent Status:

The needs and experiences of children and young people who are carers may need to be factored into any engagements, where appropriate.

Disability:

Given that disabled children and young people are particularly vulnerable to all forms of abuse, all engagements involving children and young people with a disability must include them.

Ethnicity:

Issues of ethnicity and the differences of experiences between children and young people who come from different ethnic backgrounds who live in Northern Ireland need to be factored into engagements

Sexual Orientation:

Issues of sexual orientation and the differences of experiences between children and young people who have different sexual orientations may need to be factored into engagements

Consequently, understanding the context for children and young people in terms of their caring responsibilities must feature as an element of engagement, where appropriate.

The Engagement Strategy includes a commitment to take meet the communication needs of children and young people with disabilities, for example by arranging a sign language interpreter for a child who is deaf.

The Engagement Strategy commits SBNI member agencies and where appropriate other organisations providing a service to the SBNI, to take into account the use of interpreters where a child or young person does not speak English.

Similar to gender and depending on the situation, it may be appropriate to ensure that the person/s carrying out the engagement has the same sexual orientation as a sexual orientation specific engagement group

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	Not applicable	
Ethnicity	Not applicable	

(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 main equality issues that have been identified have been addressed in the strategy and equality screening template. It is not thought that subjecting the SBNI Engagement Strategy to an EQIA will identify further opportunities to promote equality of opportunity.

The SBNI Engagement Strategy 2021-2023 sets out how the SBNI will ensure engagement with children and young people occurs and the means, methods, parameters that the SBNI, those SBNI member agencies and relevant partner agencies will adhere to, apply and utilise in such engagements

Fundamental to this is securing the engagement of children and young people early in these planning processes to maximise the effectiveness and inclusivity of the work of the SBNI.

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

** 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

Approved Lead Officer: Helen McKenzie

Position: SBNI Director of Operations

Date: 17 September 2021

Policy/Decision Screened by: Paul McNeill SBNI 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