

## Equality, Good Relations and Human Rights SCREENING

The Health and Social Care Board is required to consider the likely equality implications of any policies or decisions. In particular it is asked to consider:

- 1) 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 or none)
- 2) Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?
- 3) 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 or none)
- 4) Are there opportunities to better promote good relations between people of a different religious belief, political opinion or racial group?

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.

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>

# **Equality, Good Relations and Human Rights SCREENING TEMPLATE**

## **(1) INFORMATION ABOUT THE POLICY OR DECISION**

### **1.1 Title of policy or decision**

Transfer of Cooperation and Working Together (CAWT) service from HSCB to WHSCT

### **1.2 Description of policy or decision**

Cooperation and Working Together (CAWT) is a cross border health and social care partnership comprising Health and Social Care Board (HSCB), Public Health Agency (PHA), Southern (SHSCT) and Western Health and Social Care Trusts (WHSCT) in Northern Ireland and the Health Service Executive (HSE) in Republic of Ireland.

It has been planned that Cooperation and Working Together (CAWT) staff will transfer from Health and Social Care Board (HSCB) as a host employer to a Trust host employer, suggested Western Health and Social Care Trust (WHSCT).

Staff are currently based at Riverview House, Abercorn Road, Londonderry. It is not anticipated that the base will change as a result of this transfer.

It is not anticipated that there will be any change to job description or duties as a

result of this transfer.

The timescale for the transfer is 1 March 2022. This allows for the transfer of CAWT staff prior to the migration of HSCB staff to the Business Services Organisation (BSO) as a host employer on 31 March 2022.

CAWT Development Centre staff hold HSCB contracts, as CAWT is not a corporate entity in itself, their work is directed by the CAWT Management Board made up of senior officials from the partner organisations, including HSCB. The CAWT Management Board makes all decisions in regards to the Partnership and has a number of HSC Chief Executives on its Board, including HSCB.

### **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**

The main stakeholders to be affected are CAWT staff

Other stakeholder include HSCB, PHA, Western Trust, Southern Trust, DoH, HSE, Special European Union Projects Body (SEUPB).

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

Closure of HSCB and its migration to DoH.

## (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.**

Staff data has been extracted from HSCB Staff in Post report.

Staff have been communicated with in person, via zoom, by email and letter

Through the engagement process staff were encouraged to raise any concerns or impact on either individuals, the team or the service. Staff were able to raise concerns directly with HR, TUs or senior management or could approach their local HR & Workforce Mobility Manager to present these issues anonymously . No concerns were raised re: section 75 issues.

### 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.**

<b>Category</b>	<b><i>What is the makeup of the affected group? ( %) Are there any issue or problems? For example, a lower uptake that needs to be addressed or greater involvement of a particular group?</i></b>
<b><i>*All statistics relate to full HSCB , rather than the pool of affected staff</i></b>	
Gender	HSCB Staff Data  Female 72.51%  Male 27.49%  These organisation figures reflect the affected team makeup, in that females are over represented.

Age	<p>HSCB Staff Data</p> <p>16-24 - 0.80%</p> <p>25-29 - 3.19%</p> <p>30-34 - 7.17%</p> <p>35-39 - 10.16%</p> <p>40-44 - 16.14%</p> <p>45-49 - 15.74%</p> <p>50-54 - 22.51%</p> <p>55-59 - 16.53%</p> <p>60-64 - 6.18%</p> <p>&gt;=65 - 1.59%</p>
Religion	<p>HSCB Staff Data</p> <p>Perceived Protestant 3.59%</p> <p>Protestant 28.29%</p> <p>Perceived Roman Catholic 1.79%</p> <p>Roman Catholic 43.03%</p> <p>Neither 5.18%</p> <p>Perceived Neither 0.00%</p> <p>Not assigned 18.13%</p>
Political Opinion	<p>HSCB Staff Data</p> <p>Broadly Nationalist 2.19%</p> <p>Broadly Unionist 1.59%</p> <p>Other 2.39%</p> <p>Not assigned 90.84%</p>

	Do not wish to answer 2.99%
Marital Status	<p>HSCB Staff Data</p> <p>Divorced 3.98%</p> <p>Married/Civil Partnership 54.18%</p> <p>Separated 1.39%</p> <p>Single 12.95%</p> <p>Unknown 26.10%</p> <p>Widowed 0.00%</p> <p>Other 1.39%</p> <p>Not assigned 0.00%</p>
Dependent Status	<p>HSCB Staff Data</p> <p>Yes 10.76%</p> <p>No 3.19%</p> <p>Not assigned 86.06%</p>
Disability	<p>HSCB Staff Data</p> <p>Yes 2.19%</p> <p>No 57.77%</p> <p>Not assigned 40.04%</p>
Ethnicity	<p>HSCB Staff Data</p> <p>White 33.86%</p> <p>Black African 0.00%</p> <p>Indian 0.00%</p> <p>Chinese 0.20%</p> <p>Other 0.00%</p>

	Not assigned 65.94%
Sexual Orientation	HSCB Staff Data Opposite sex 9.96% Same sex 0.40% Both sexes 0.20% Not assigned 89.04% Do not wish to answer 0.40%

## 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
<b>Gender</b>	There is no data to suggest that the needs of staff differ on the basis of gender
<b>Age</b>	There is no data to suggest that the needs of staff differ on the basis of age
<b>Religion</b>	There is no data to suggest that the needs of staff differ on the basis of religion
<b>Political Opinion</b>	There is no data to suggest that the needs of staff differ on the basis of political opinion
<b>Marital Status</b>	There is no data to suggest that the needs of staff differ on the basis of marital status
<b>Dependent Status</b>	There is no data to suggest that the needs of staff differ on the basis of gender
<b>Disability</b>	All staff have been advised that their current working arrangements will continue to be facilitated post transfer and will be reviewed in line with existing agreed dates. This will include any reasonable adjustments that were in place in the previous role.  The work base will not change as a result of this transfer.  Staff with certain disabilities may have additional

	communication or accessibility needs in relation to training or the communication of the transfer.
<b>Ethnicity</b>	There is no data to suggest that the needs of staff differ on the basis of ethnicity
<b>Sexual Orientation</b>	There is no data to suggest that the needs of staff 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.**

The proposed changes would not impact people with multiple identities, as all terms and conditions for the affected staff members will remain unchanged.

## 2.5 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><b>In developing the policy or decision what did you do or change to address the equality issues you identified?</b></i>	<i><b>What do you intend to do in future to address the equality issues you identified?</b></i>
<p>Disability:</p> <p>Issues relating to accessible information for people with disabilities are considered in our Accessible Formats Policy</p> <p>All staff have been advised that their current working arrangements will continue to be facilitated post transfer and we will be reviewed in line with</p>	



<p>existing agreed dates. HR policies have been reviewed and compared to WHSCT. It has been noted that there is a difference in relation to bereavement leave. WHSCT have agreed to honour the HSCB policy for existing CAWT staff. No other discrepancies were found.</p>	
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## 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	No impact anticipated.	
Political Opinion	No impact anticipated.	
Ethnicity	No impact anticipated.	

### **(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.

The affected staff will remain in the same location, on the same terms and conditions within the same management structures. The function and direction of the role will not change based on this decision.

No major adverse impacts were identified from the data and evidence available.

**(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 Are Human Rights relevant?

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 <sup>st</sup> protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property	No
1 <sup>st</sup> protocol Article 2 – Right of access to education	No

*If you have answered no to all of the above please move onto to 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 have a potential positive impact or does it potentially interfere with anyone’s Human Rights?**

List the Article Number	Positive impact or potential interference?	How?	Does this raise any 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
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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
HSCB will continue to monitor quarterly staff information, in relation to all Section 75 areas.		

Approved Lead Officer: Paul Cavanagh

Position: Interim Director of Planning and Commissionng

Policy/Decision Screened by: Veronica Gillen

Signed: 

Date: 8 February 2022

**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 November 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 Equality Unit:

2 Franklin Street; Belfast; BT2 8DQ; email: [Equality.Unit@hscni.net](mailto:Equality.Unit@hscni.net);  
phone: 028 95363961 (for Text Relay prefix with 18001); fax: 028 9023  
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