

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

2021/22 Programme of Works - Health and Social Care Board, 12/22 Linenhall Street, Belfast.

1.2 Description of policy or decision

Maintenance of existing infrastructure in 12/22 Linenhall Street, Belfast.

The condition of the property is closely monitored and where appropriate, risk assessments are undertaken. The following have been identified as requiring work to maintain or enhance areas and install or replace fixtures and fittings:-

- **Automation of access/fire doors at Ground Floor Reception and entrance to HSCB and PHA Directorates (Floors 1 – 5)**
The current access/fire doors, which are linked to the Fire Panel, from Ground Floor to Floor Five will be fitted with automatic swipe access points. This will comply with current health and safety requirements for infection control and improve security to stop unauthorised access by the public to office accommodation.
- **Replacement of Roof Flashing and Aluminium covers on flat roof.**
Following an inspection of roof flashings and aluminium covers of the flat reinforced concrete roof, these have deteriorated and provide inadequate protection from the elements. Water ingress has continued to cause internal damage particularly on Floors 5 and 4 South.

- **Replacement of broken- down windows and associated remedial works required Ground to Fifth Floors**

The curtain-wall window system, comprising a light aluminium frame with glazed infill panels has broken down resulting in water ingress. The works will focus on replacement of a number of broken windows, sealing and replacing fixtures and fittings as required.

- **Refresh/Repaint of interior: Floors 1 – 5, 12/22 Linenhall Street**

The open plan and office accommodation on Floors 1 – 5 have not been repainted since circa 2015 and require a refresh. The works will also include the replacement of carpets as required.

1.3 Main stakeholders affected (internal and external)

HSCB, PHA, BSO and BHSCT (Breast Screening) staff
Contractor staff deployed in 12/22 Linenhall Street
Trade Union and professional organisations

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

- **Affordability and Value for Money**
- **Communication with relevant stakeholders**
- **HSCB Health and Safety Policy**
- **HSCB Fire Safety Policy**
- **HSCB Security Policy**
- **HSCB Fire and Evacuation Procedures for 12/22 Linenhall Street, Belfast**
- **Disability Discrimination Act (DDA) (2010)**
- **Health and Safety at Work (NI) Order 1978**
- **Management of Health and Safety at Work Regulations (NI)2000**
- **Fire and Rescue Services (NI) Order 2006**
- **The Fire Safety Regulations (NI) Order 2010**
- **European Standard EN 16005 & BS 7036**
- **BS 5839 2017 Part 1 Code of Practice**
- **Covid-19 Risk Assessment of Property**
- **BS7036 – Code of Practice for Safety of Automatic Doors**

Census 2011

Northern Ireland Pooled Household Survey (NIPHS) tables, published 2017

Northern Ireland Life and Times Survey, 2016

HSCB Staff Monitoring Data – June 2021: for HSC staff based in 12/22 Linenhall Street and Franklin Street complex.

New Policy Institute survey on Disability and Poverty UK 2016: Disability and Poverty Summary Report Final, pdf (npi.org.uk)

Joseph Rowntree Foundation Poverty and Ethnicity in Northern Ireland: an evidence review (irf.org.uk)

(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.

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 issue or problems? For example, a lower uptake that needs to be addressed or greater involvement of a particular group?</i>			
Gender	Gender	Male	27.49%	
		Female	72.51%	
	Age	16-24	0.80%	
		25-29	3.19%	
		30-34	7.17%	
		35-39	10.16%	
		40-44	16.14%	
		45-49	15.74%	
		50-54	22.51%	

		55-59	16.53%	
		60-64	6.18%	
		>=65	1.59%	
	Religion	Perceived Protestant	3.59%	
		Protestant	28.29%	
		Perceived Roman Catholic	1.79%	
		Roman Catholic	43.03%	
		Neither	5.18%	
		Perceived Neither	0.00%	
		Not assigned	18.13%	
	Political Opinion	Broadly Nationalist	2.19%	
		Other	2.39%	
		Broadly Unionist	1.59%	
		Not assigned	90.84%	
		Do not wish to answer	2.99%	
	Marital Status	Divorced	3.98%	
		Mar/CP	54.18%	
		Other	1.39%	
		Separat	1.39%	
		Single	12.95%	
		Unknwn	26.10%	
		Widw/R	0.00%	
		Not assigned	0.00%	
	Dependent Status	Yes	10.76%	
		Not assigned	86.06%	
		No	3.19%	
	Disability	No	57.77%	
		Not assigned	40.04%	
		Yes	2.19%	
	Ethnicity	Not assigned	65.94%	
		White	33.86%	
		Other	0.00%	
		Black African	0.00%	
		Indian	0.00%	
		Chinese	0.20%	
	Sexual Orientation	Do not wish to answer	0.40%	
		Not assigned	89.04%	
		Opposite sex	9.96%	
		same sex	0.40%	
		Both sexes	0.20%	

2.3 Qualitative Data

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

Category	Needs and Experiences
Gender	No detrimental impacts on the grounds of gender
Age	No detrimental impacts on the grounds of age
Religion	No detrimental impacts on the grounds of religion
Political Opinion	No detrimental impacts on the grounds of political opinion
Marital Status	No detrimental impacts on the grounds of marital status
Dependent Status	No detrimental impacts on the grounds of dependent status
Disability	It is acknowledged that people with mobility issues may find traditional push/ pull doors harder to open and close than automatic doors. It is also recognised that people who have respiratory issues (e.g. asthma) may find paint fumes aggravate their condition.
Ethnicity	No detrimental impacts on the grounds of ethnicity
Sexual Orientation	No detrimental impacts on the grounds 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.

NO

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>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><u>Disability</u></p> <p><u>Automation of Interior Doors:</u> The automation of the swipe access interior doors (floors Ground to Fifth Floor) will remove the need to physically open each. The automation of the 2 ground floor rear doors will remove the need for push pad door egress.</p> <p>Easier access will also encourage greater participation by disabled people in HSC business carried out in the premises.</p> <p>Refresh/Repaint of interior: Low odour paint will be used in order to avoid fumes emitted by the repaint. In addition, work will be carried out outside normal working hours, with full ventilation in order to dispel any paint fumes.</p>	<p>N/A</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	N/A	
Political Opinion	N/A	
Ethnicity	N/A	

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

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

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

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

Please tick:

Major impact	
Minor impact	x
No further impact	

Please tick:

Yes	
No	X

Please give reasons for your decisions.

The programme of works is largely technical in nature and, where appropriate will be DDA compliant, with no impact on equality of opportunity.

(4) CONSIDERATION OF DISABILITY DUTIES

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

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

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>
Improved access for all persons will ensure disabled people are treated equally throughout 12/22 Linenhall Street, Belfast.	

(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 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 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

** 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.

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(6) MONITORING

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

Equality & Good Relations	Disability Duties	Human Rights
	The Programmes of Works when completed, will be monitored and information collected in relation to any complaints received and feedback from staff/visitors with a disability.	

Approved Lead Officer: _____

Position: _____

Policy/Decision Screened by:

Signed: 

Date: 16th November 2021

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;