

## 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

Information Governance Strategy 2021-22

### 1.2 Description of policy or decision-

The Information Governance Strategy provides clear direction to the HSCB in delivering the requirements of Information Governance and associated policies. The Strategy will assist in establishing and maintaining a robust and effective Information Governance framework that allows the HSCB to fully discharge its strategic duties ensuring that overall corporate compliance is met both in relation to legal and statutory obligations and in meeting all relevant codes of practice.

### 1.3 Main stakeholders affected (internal and external)

**For example staff, actual or potential service users, other public sector organisations, voluntary and community groups, trade unions or professional organisations or private sector organisations or others**

Staff  
Public

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

Records Management Policy  
Data Protection Act 2018  
Information Security Policy  
Information Security Accounts and Passwords  
Information Security Asset Management  
Information Security Clear Desk Policy  
Information Security Data Transfer  
Information Security Email Communications

## **(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?  
Provide details of how you involved stakeholders, views of colleagues, service users, staff side or other stakeholders.**

Census 2011

Equality Commission NI, 2006

<http://www.carersuk.org/northernireland/news-ni/facts-and-figures>

McBride, R.S. (2011): Healthcare Issues for Transgender People Living in Northern Ireland. Belfast

[http://www.dhsspsni.gov.uk/index/stats\\_research/stats-public-health.htm](http://www.dhsspsni.gov.uk/index/stats_research/stats-public-health.htm) - Health Survey NI 2012-13

Electoral Office NI, 2011

Northern Ireland Statistics and Research Agency (NISRA) 2007

HRPTS Data

### **2.2 Quantitative Data**

**Who is affected by the policy or decision? Please provide a statistical profile.**

<b>Category</b>	<b>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?</b>																				
Gender	<p><b>Staff Profile</b></p> <table border="1" data-bbox="316 577 954 701"> <tr> <td>Male</td> <td>26.88%</td> </tr> <tr> <td><b>Female</b></td> <td><b>73.12%</b></td> </tr> <tr> <td>Unknown</td> <td>0.00%</td> </tr> </table> <p><b>Population profile:</b>  <b>Census 2011:</b> The proportion of females in 2011 is 51.00% (923, 540). The male population is 49.00% (887, 323) in 2011.</p>	Male	26.88%	<b>Female</b>	<b>73.12%</b>	Unknown	0.00%														
Male	26.88%																				
<b>Female</b>	<b>73.12%</b>																				
Unknown	0.00%																				
Age	<table border="1" data-bbox="316 958 874 1373"> <tr><td>16-24</td><td>0.59%</td></tr> <tr><td>25-29</td><td>3.75%</td></tr> <tr><td>30-34</td><td>6.32%</td></tr> <tr><td>35-39</td><td>10.67%</td></tr> <tr><td>40-44</td><td>16.01%</td></tr> <tr><td>45-49</td><td>15.81%</td></tr> <tr><td>50-54</td><td>22.92%</td></tr> <tr><td>55-59</td><td>15.61%</td></tr> <tr><td>60-64</td><td>6.92%</td></tr> <tr><td>&gt;=65</td><td>1.38%</td></tr> </table> <p><b>Population profile:</b>  <b>Mid-year population estimates</b> published by NISRA in 2019 show that:</p> <p>0-19 yrs (inclusive) = 485,064 (25.7% of all NI population)  20 – 34 yrs = 364,623 (19.3%)  35 – 49 yrs = 366,967 (19.5%)  50 - 64 yrs = 356,790 (19.0%)  65 – 74 yrs = 169,725 (9.0%)  75 – 89 yrs = 125,334 (6.6%)  90+ yrs = 13,138 (0.7%)</p> <p><a href="https://www.nisra.gov.uk/statistics/population/mid-year-population-estimates">https://www.nisra.gov.uk/statistics/population/mid-year-population-estimates</a></p>	16-24	0.59%	25-29	3.75%	30-34	6.32%	35-39	10.67%	40-44	16.01%	45-49	15.81%	50-54	22.92%	55-59	15.61%	60-64	6.92%	>=65	1.38%
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50-54	22.92%																				
55-59	15.61%																				
60-64	6.92%																				
>=65	1.38%																				
Religion	<b>Staff Profile</b>																				

Perceived Protestant	3.75%
Protestant	28.85%
Perceived Roman Catholic	1.78%
Roman Catholic	43.68%
Neither	5.14%
Perceived Neither	0.00%
Not assigned	16.80%

**Population profile:**

Religion or Religion brought up in

- 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)

Political  
Opinion

**Staff Profile**

Broadly Nationalist	2.37%
Other	2.37%
Broadly Unionist	1.58%
Not assigned	90.71%
Do not wish to answer	2.96%

**Population profile:  
Nationality**

- 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)
- Other – 5.00% (90, 543)

(Census 2011)

Marital Status	<b>Staff Profile</b>															
	<table border="1"> <tr><td>Divorced</td><td>3.95%</td></tr> <tr><td>Mar/CP</td><td>54.35%</td></tr> <tr><td>Other</td><td>1.38%</td></tr> <tr><td>Separt</td><td>1.38%</td></tr> <tr><td>Single</td><td>13.64%</td></tr> <tr><td>Unknwn</td><td>25.30%</td></tr> <tr><td>Widw/R</td><td>0.00%</td></tr> <tr><td>Not assigned</td><td>0.00%</td></tr> </table> <p><b>Population profile:</b></p> <ul style="list-style-type: none"> <li>• 47.56% (680, 840) of those aged 16 or over were married</li> <li>• 36.14% (517, 359) were single</li> <li>• 0.09% (1288) were registered in same-sex civil partnerships</li> <li>• 9.43% (134, 994) were either divorced, separated or formerly in a same – sex partnership</li> <li>• 6.78% (97, 058) were either widowed or a surviving partner</li> </ul> <p>(Census 2011)</p>	Divorced	3.95%	Mar/CP	54.35%	Other	1.38%	Separt	1.38%	Single	13.64%	Unknwn	25.30%	Widw/R	0.00%	Not assigned
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Widw/R	0.00%															
Not assigned	0.00%															
Dependent Status	<b>Staff Profile</b>															
	<table border="1"> <tr><td>Yes</td><td>10.87%</td></tr> <tr><td>Not assigned</td><td>85.97%</td></tr> <tr><td>No</td><td>3.16%</td></tr> </table> <p><b>Population profile:</b> CarersNI</p> <ul style="list-style-type: none"> <li>• 1 in every 8 adults is a carer</li> <li>• 2% of 0-17 year olds are carers, based on the 2011 Census</li> <li>• There are approximately 220,000 carers in Northern Ireland (</li> <li>• Any one of us has a 6.6% chance of becoming a carer in any year</li> <li>• One quarter of all carers provide over 50 hours of care per week</li> <li>• People providing high levels of care are twice as likely to be permanently sick or disabled than the average person</li> <li>• 64% of carers are women; 36% are men.</li> </ul>	Yes	10.87%	Not assigned	85.97%	No	3.16%									
Yes	10.87%															
Not assigned	85.97%															
No	3.16%															
Disability	<b>Staff Profile</b>															
	<table border="1"> <tr><td>No</td><td>59.09%</td></tr> <tr><td>Not assigned</td><td>38.74%</td></tr> <tr><td>Yes</td><td>2.17%</td></tr> </table> <p><b>Population profile:</b> 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, 241709) of residents did not have long – term health condition.</p> <ul style="list-style-type: none"> <li>• Deafness or partial hearing loss – <b>5.14% (93, 078)</b></li> </ul>	No	59.09%	Not assigned	38.74%	Yes	2.17%									
No	59.09%															
Not assigned	38.74%															
Yes	2.17%															

	<ul style="list-style-type: none"> <li>• Blindness or partial sight loss – <b>1.7% (30, 785)</b></li> <li>• Communication Difficulty – <b>1.65% (29, 879)</b></li> <li>• Mobility or Dexterity Difficulty – <b>11.44% (207, 163)</b></li> <li>• A learning, intellectual, social or behavioural difficulty - <b>2.22% (40, 201)</b></li> <li>• An emotional, psychological or mental health condition - <b>5.83% (105, 573)</b></li> <li>• Long – term pain or discomfort – <b>10.10% (182, 897)</b></li> <li>• Shortness of breath or difficulty breathing – <b>8.72% (157, 907)</b></li> <li>• Frequent confusion or memory loss – <b>1.97% (35, 674)</b></li> <li>• A chronic illness (such as cancer, HIV, diabetes, heart disease or epilepsy. – <b>6.55% (118, 612)</b></li> <li>• Other condition – <b>5.22% (94, 527)</b></li> <li>• No Condition – <b>68.57% (1, 241, 709)</b></li> </ul> <p>(Census 2011)</p>												
Ethnicity	<p><b>Staff Profile</b></p> <table border="1" data-bbox="312 797 871 1048"> <tr> <td>Not assigned</td> <td>65.42%</td> </tr> <tr> <td>White</td> <td>34.39%</td> </tr> <tr> <td>Other</td> <td>0.00%</td> </tr> <tr> <td>Black African</td> <td>0.00%</td> </tr> <tr> <td>Indian</td> <td>0.00%</td> </tr> <tr> <td>Chinese</td> <td>0.20%</td> </tr> </table> <p><b>Population profile:</b>  <b>1.8% (32,596) of the usual resident population belonged to minority ethnic groups:</b></p> <p><b>White</b> – 98.21% (1, 778, 449)  <b>Chinese</b> – 0.35% (6, 338)  <b>Irish Traveller</b> – 0.07% (1, 268)  <b>Indian</b> – 0.34% (6, 157)  <b>Pakistani</b> – 0.06% (1, 087)  <b>Bangladeshi</b> – 0.03% (543)  <b>Other Asian</b> – 0.28% (5, 070)  <b>Black Caribbean</b> – 0.02% (362)  <b>Black African</b> – 0.13% (2354)  <b>Black Other</b> – 0.05% (905)  <b>Mixed</b> – 0.33% (5976)  <b>Other</b> – 0.13% (2354)  (Census, 2011)</p>	Not assigned	65.42%	White	34.39%	Other	0.00%	Black African	0.00%	Indian	0.00%	Chinese	0.20%
Not assigned	65.42%												
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Sexual Orientation	<p><b>Staff Profile</b></p> <table border="1" data-bbox="312 1805 871 2011"> <tr> <td>Do not wish to answer</td> <td>0.40%</td> </tr> <tr> <td>Not assigned</td> <td>89.13%</td> </tr> <tr> <td>Opposite sex</td> <td>9.88%</td> </tr> <tr> <td>same sex</td> <td>0.40%</td> </tr> <tr> <td>Both sexes</td> <td>0.20%</td> </tr> </table>	Do not wish to answer	0.40%	Not assigned	89.13%	Opposite sex	9.88%	same sex	0.40%	Both sexes	0.20%		
Do not wish to answer	0.40%												
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**Population profile:**

In 2016, estimates from the Annual Population Survey (APS) showed that:

- 93.4% of the UK population identified as heterosexual or straight and 2.0% of the population identified themselves as lesbian, gay or bisexual (LGB). This comprised of:
  - 1.2% identifying as gay or lesbian
  - 0.8% identifying as bisexual
- A further 0.5% of the population identified themselves as “Other”, which means that they did not consider themselves to fit into the heterosexual or straight, bisexual, gay or lesbian categories. A further 4.1% refused, or did not know how to identify themselves.
- The population aged 16 to 24 were the age group most likely to identify as LGB in 2016 (4.1%).
- More males (2.3%) than females (1.6%) identified themselves as LGB in 2016.
- The population who identified as LGB in 2016 were most likely to be single, never married or civil partnered, at 70.7%.

There are no accurate statistics on sexual orientation in the community as a whole, it is however estimated that between 5% and 10% of the population would identify as lesbian, gay or bisexual.

## 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.**



<b>Category</b>	<b>Needs and Experiences</b>
Gender	No particular needs on the grounds of gender
Age	No particular needs on the grounds of age
Religion	No particular needs on the grounds of religion
Political Opinion	No particular needs on the grounds of political opinion
Marital Status	No particular needs on the grounds of marital status
Dependent Status	No particular needs on the grounds of dependent status
Disability	Some people with a disability will need information to be produced in accessible formats or may have communication support needs when looking to access their information and exercise their right of choice.
Ethnicity	Some people from ethnic minority backgrounds may need information to be produced in accessible formats or may have communication support needs when looking to access their information and exercise their right of choice.
Sexual Orientation	No particular needs 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.**

None
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**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?**

<b><i>In developing the policy or decision what did you do or change to address the equality issues you identified?</i></b>	<b><i>What do you intend to do in future to address the equality issues you identified?</i></b>
<p>Access issues – a commitment has been given to make every effort to provide information in an alternative format if written format is not accessible.</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)**

<b><i>Group</i></b>	<b><i>Impact</i></b>	<b><i>Suggestions</i></b>
Religion		
Political Opinion		
Ethnicity		

### **(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

This is a technical document which outlines the HSCBs information governance requirements. The document itself is mainly factual /procedural and is not expected to impact on any of the specified Section 75 Groups in a negative way. Particular provisions will be made for those in need of support to exercise their rights.

#### **(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?**

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

<b><i>How does the policy or decision currently promote positive attitudes towards disabled people?</i></b>	<b><i>What else could you do to promote positive attitudes towards disabled people?</i></b>
<ul style="list-style-type: none"><li>• Not applicable</li></ul>	<ul style="list-style-type: none"><li>•</li></ul>

## (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.	YES
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
Article 8 – Right to respect for private & family life, home and correspondence	Positive impact	Ensures HSCB has robust mechanisms to reduce the potential of an data breach. All staff complete cyber security and information governance e learning training as part of the organisations induction process which is completed every 3 years thereafter. This training takes into account potential human rights issues in the event of a data breach.	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?)**

<b>Equality &amp; Good Relations</b>	<b>Disability Duties</b>	<b>Human Rights</b>
HSCB will monitor data breaches and gather equality data in relation to these. This will help monitor whether they affect some groupings more so than others.		

Approved Lead Officer: Ken Moore  
Position: Information Governance Manager  
Policy/Decision Screened by: Claire Donnelly  
Signed:  
Date: 8/11/2021

**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](mailto:Equality.Unit@hscni.net);  
phone: 028 95363961 (for Text Relay prefix with 18001); fax: 028 9023  
2304