



EQUALITY SCREENING TEMPLATE

See [Guidance Notes](#) (POL:PP:032) 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 (incl. doc. reference number) or decision :

Violence and Aggression in the Workplace Policy

1.2 Description of policy or decision

- **what is it trying to achieve? (aims and objectives)**
- **how will this be achieved? (key elements)**
- **what are the key constraints? (for example financial, legislative or other)**

The purpose of this policy is to outline NIBTS commitment in partnership with staff representatives, to ensure the prevention, reduction and management of violence and aggression towards staff in the workplace, and to ensure associated structures, policies and support is in place to enable staff to work safely.

NIBTS will achieve this by having appropriate steps to mitigate the risk of incidents of violence and aggression by:

- promoting an organisational culture that helps prevent incidents of violence and aggression, providing an environment where staff feel protected.
- take all reasonable practical steps to reduce the likelihood of the occurrence of abuse toward staff.
- ensure all staff are aware that they have a vital role to play in these processes, and support staff to take all reasonable steps to ensure their own and others safety.
- learn from incidents of violence and aggression, by gathering and reviewing relevant information, sharing this with staff appropriately and making improvements where possible.



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

Current NIBTS staff – primarily those working in front facing posts.

- Witnesses to incidents of Violence and Aggression
- Board
- Chief Executive
- Senior Management Team
- Line Managers
- MOVA (Management of Violence and Aggression) Liaison Function

NB: The above list is not exhaustive

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

- **what are they?**
- **who owns them?**

NIBTS Policies:

Conflict Bullying and Harassment in the Workplace
NIBTS Disciplinary Policy and Procedure
NIBTS Policy for Incident Management
Procedure for Reporting and Managing Health and Safety Incidents
Procedure for Reporting and Management of Serious Adverse Incidents
Absence Management Policy and Procedure
Equal Opportunity Policy
NIBTS Policy on Zero Tolerance of Abuse
Code of Conduct for HSC Employees
Social Media Policy



(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.

NIBTS Staff Data May 2024

Census Data 2021

NISRA Mid-year Population Estimates for Northern Ireland
<http://www.gires.org.uk/prevalence.php>

www.ons.gov.uk

NIBTS Violence & Aggression Data (No incidents had occurred in last 5 years so no statistical data was able to be used)

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>NIBTS Staff Data: 67% female, 33% male</p> <p>Census Data: Northern Ireland population (2021 Census): Female 50.8% (967,043), Male 49.2% (936,132) (total population of 1,903,175)</p> <p>Transgender: The Gender Identity Research and Education Society (GIRES) estimate the number of gender nonconforming employees and service users, based on the information that GIRES assembled for</p>



	<p>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 number 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 young people 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). Applying GIRES figures to NI population (using NISRA mid-year population estimates for June 2019) N=1,881,600 (approx.):</p> <ul style="list-style-type: none"> • 18,816 people who do not identify with gender assigned to them at birth • 470 likely to have sought medical care • 282 likely to have undergone transition. 														
<p>Age</p>	<p>NIBTS Staff Data:</p> <table border="1" data-bbox="320 1108 727 1375"> <thead> <tr> <th>Age Group</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>16-24</td> <td>5%</td> </tr> <tr> <td>25-34</td> <td>18%</td> </tr> <tr> <td>35-44</td> <td>22%</td> </tr> <tr> <td>45-54</td> <td>21%</td> </tr> <tr> <td>55-64</td> <td>29%</td> </tr> <tr> <td>>=65</td> <td>5%</td> </tr> </tbody> </table> <p>Census Data: Age profile of the NI population (Census 2021):</p> <p>Age band Population Percentage</p> <p>0-14 365,200: 19.2% (15-64 1,211,500: 63.7%)</p> <p>15-39 594,400: 31.2% 40-64 617,100: 32.4% (65+ 326,500: 17.2%)</p> <p>65-84 287,100: 15.1% 85+ 39,400: 2.1% All ages 1,903,200: 100%</p> <p>NISRA Mid-year Population Estimates for Northern Ireland:</p>	Age Group	%	16-24	5%	25-34	18%	35-44	22%	45-54	21%	55-64	29%	>=65	5%
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	<p>In the year ending mid-2020 the working age population decreased by 0.3 per cent (from 1,183,000 to 1,179,700), representing 62.2 per cent of the population.</p> <p>Age projections: NISRA Estimated and projected population by age, mid-2016 to mid-2041 show that in 2016, 20.8% of the NI Population were aged 0-15 years, and this is projected to decrease 18.2% in 2041. The proportion of adults aged 16-64 in 2016 was 63.2% of the whole population, set to decrease to 57.2 by 2041. However, the proportion of people aged 65 years and over is projected to rise from 16.0% in 2016 to 24.5% in 2041, overtaking the numbers of children.</p>
Religion	<p>NIBTS Staff Data: 39% Catholic 42% Protestant 10% Neither 9% Not determined</p> <p>Census Data (2021):</p> <p>Current Religion</p> <ul style="list-style-type: none"> • 'no religion' (17.4%) • 'religion not stated' (1.6%) • Catholic (42.3%) • Presbyterian Church in Ireland (16.6%) • Church of Ireland (11.5%) • Methodist (2.4%) • Other Christian denominations (6.9%) • Other non-Christian Religions (1.3%). <p>Religion/religion of upbringing (Number - Percentage)</p> <p>Catholic: 869,800 - 45.7% Current religion: 805,200 - 42.3% Religion of upbringing: 64,600 - 3.4%</p> <p>Protestant and other Christian (including Christian related): 827,500 - 43.5% Current religion: 711,000 - 37.4% Religion of upbringing: 116,600 - 6.1%</p>



	<p>Other religions: 28,500 - 1.5% Current religion: 25,500 - 1.3% Religion of upbringing: 3,000 - 0.2%</p> <p>None: 177,400 - 9.3%</p> <p>All usual residents: 1,903,200 - 100.0%</p>
Political Opinion	<p>Staff Data: 9% Broadly Nationalist 9% Broadly Unionist 16% Other 66% No answer</p> <p>Census Data 2021: National identity (nationality based) (Number – Percentage)</p> <ul style="list-style-type: none"> • British 814,600 42.8% • Irish 634,000 33.3% • Northern Irish 598,800 31.5% • English 16,800 0.9% • Scottish 10,200 0.5% • Welsh 2,000 0.1% • Other national identities 113,400 6.0% <p>National identity (person based) (Number – Percentage)</p> <ul style="list-style-type: none"> • British only 606,300 31.9% • Irish only 554,400 29.1% • Northern Irish only 376,400 19.8% • British & Northern Irish only 151,300 8.0% • Irish & Northern Irish only 33,600 1.8% • British, Irish & Northern Irish only 28,100 1.5% • British & Irish only 11,800 0.6% • English only/Scottish only/Welsh only 16,200 0.9% • Other combination of British/Irish/Northern Irish/English/Scottish/Welsh only 11,700 0.6% • Other national identities 113,400 6.0% • Polish only 23,900 1.3% • Lithuanian only 11,900 0.6% • Romanian only 7,100 0.4% • Portuguese only 6,900 0.4% • Bulgarian only 4,300 0.2% • Indian only 4,100 0.2%



	<ul style="list-style-type: none"> • Other national identity with one or more of British/Irish/Northern Irish/English/Scottish/Welsh only 12,700 0.7% • Other national identities 42,600 2.2% • All usual residents 1,903,200 100.0%
Marital Status	<p>Staff Data:</p> <p>19% Unknown 24% Single 53.5% Married / Civil Partnership 2% Divorced 0.5% Widowed 0.5% Separated 0.5% Other</p> <p>Census Data 2021:</p> <p>45.6% (690,500) of those aged 16 or over were married 38.1% (576,700) were single 0.2% (2700) were registered in a civil partnership 9.8% (148,400) were either divorced, separated or formerly in a same – sex partnership 6.4% (96,400) were either widowed or a surviving partner</p>
Dependent Status	<p>Staff Data:</p> <p>28% Staff with dependents 30% Staff without dependants 42% Not assigned</p> <p>Census Data 2021:</p> <p>Provision of unpaid care (this covers looking after, giving help or support to anyone because they have long-term physical or mental health conditions or illnesses, or problems related to old age. It excludes any activities carried out in paid employment.) In Northern Ireland all usual residents aged 5 and over = 1,789,348 Percentage of usual residents aged 5 and over who provide:</p> <ul style="list-style-type: none"> • No unpaid care - 87.58% • 1-19 hours unpaid care per week - 5.63% • 20-34 hours unpaid care per week - 1.38% • 35-49 hours unpaid care per week - 1.57% • 50+ hours unpaid care per week - 3.84% <p>Carers NI (State of Caring 2022 report)</p>



	<p>There are over 290,000 people providing some form of unpaid care for a sick or disabled family member or friend in Northern Ireland – around 1 in 5 adults. (Carers UK (2022). Carers Week research report 2022.)</p> <p>Of those participating in the survey...</p> <ul style="list-style-type: none"> • 82% identified as female and 17% identified as male. • 4% are aged 25-34, 17% are aged 35-44, 33% are aged 45-54, 31% are aged 55-64 and 14% are aged 65+. • 24% have a disability. • 98% described their ethnicity as white. • 28% have childcare responsibilities for a non-disabled child under the age of 18 alongside their caring role. • 56% are in some form of employment and 18% are retired from work. • 31% have been caring for 15 year or more, 16% for between 10-14 years, 25% for 5-9 years, 25% for 1-4 years, and 3% for less than a year. • 46% provide 90 hours or more of care per week, 13% care for 50-89 hours, 23% care for 20-49 hours, and 19% care for 1-19 hours per week. • 67% care for one person, 25% care for two people, 5% care for three people and 3% care for four or more people.
<p>Disability</p>	<p>Staff Data: 55% No Disability 2% With Disability 43% Not Assigned</p> <p>Census Data 2021: Out of all usual residents (n=1,903,179), the Percentage of usual residents whose day-to-day activities are: Limited a lot – 11.45% Limited a little – 12.88% Not limited – 75.67% (‘Day-to-day activities limited’ covers any health problem or disability (including problems related to old age) which has lasted or is expected to last for at least 12 months.)</p> <p>The breakdown of the various long-term conditions as outlined in the 2021 Census is:</p>



	Type of long-term condition	Percentage of population with condition %
	Deafness or partial hearing loss	5.75
	Blindness or partial sight loss	1.78
	Mobility of Dexterity Difficulty that requires wheelchair use	1.48
	Mobility of Dexterity Difficulty that limits basic physical activities	10.91
	Intellectual or learning disability	0.89
	Learning difficulty	3.5
	Autism or Asperger syndrome	1.86
	An emotional, psychological or mental health condition	8.68
	Frequent periods of confusion or memory loss	1.99
	Long – term pain or discomfort.	11.58
	Shortness of breath or difficulty breathing	10.29
	Other condition	8.81
	<p>Information on rare diseases provided by NI Rare Diseases Partnership www.nirdp.org.uk suggests 1 in 17 people is likely to be affected by a rare disease at some point in their lives; that is around 110,000 people in Northern Ireland. A disease is “rare” if it affects fewer than 1 people per 2,000.</p>	
Ethnicity	<p>Staff Data: 64.5% White 0.5% Pakistani 1% Other 34% Not Assigned</p> <p>Census Data: In the general population the 2021 Census indicated that 3.4% (65,600) of the usual resident population belonged to minority ethnic groups.</p> <p>Ethnic Group Number Percentage: White: 1,837,600 - 96.6% Minority Ethnic Group: 65,600 - 3.4% Black: 11,000 - 0.6% Indian: 9,900 - 0.5% Chinese: 9,500 - 0.5% Filipino: 4,500 - 0.2% Irish Traveller: 2,600 - 0.1%</p>	



	<p>Arab: 1,800 - 0.1% Pakistani: 1,600 - 0.1% Roma: 1,500 - 0.1% Mixed Ethnicities: 14,400 - 0.8% Other Asian: 5,200 - 0.3% Other Ethnicities: 3,600 - 0.2% All usual residents: 1,903,200 - 100.0%</p> <p>Main language of usual residents aged 3 and over Main language Number Percentage English: 1,751,500 - 95.4% Main language not English: 85,100 - 4.6% Polish: 20,100 - 1.1% Lithuanian: 9,000 - 0.5% Irish: 6,000 - 0.3% Romanian: 5,600 - 0.3% Portuguese: 5,000 - 0.3% Arabic: 3,600 - 0.2% Bulgarian: 3,600 - 0.2% Other languages: 32,200 - 1.8% All usual residents aged 3 and over: 1,836,600 - 100.0%</p>
Sexual Orientation	<p>Staff Data: 50% Someone of the opposite sex 3% Someone of the same sex 0.5% Both sexes 3% Do not wish to answer 43.5% Not assigned</p> <p>Census Data 2021: Of the Northern Ireland population aged 16 years and over 2.1% identified as lesbian, gay or bisexual (LGB), 90% as straight or heterosexual with 7.9% not wishing to state a sexual orientation.</p> <p>Younger people, aged 16 to 24 years were most likely to identify as LGB in 2021, 4.6% of all 16 to 24-year olds, compared to older age groups – 3.8% aged 29-39, 1.2% aged 40-64 and 0.3% aged 65 years and over.</p>



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	<p>No frontline workers IN NIBTS work alone they are all supported by a team. As NIBTS has a higher percentage of females than males it is more like that females will have a higher chance of experiencing Violence & Aggression (V&A).</p> <p>Also, staff who are transgender or non-binary may also be subject to a higher potential of violence and/or aggression. Current NIBTS statistics do not show anyone identifying as transgender or non-binary.</p> <p>As data shows no incidents of V&A have occurred in the last 5 years so the likelihood of occurrence due to gender is very low.</p>
Age	There is no data to suggest that the needs and experiences of service users differ on the basis of age.
Religion	While V&A can occur due to religious differences, in a work setting where the purpose of interaction is not based on discussion of religious differences it is unlikely V&A incidents will occur, moreover, there is no data to suggest that the needs and experiences of service users differ on the basis of religion.
Political Opinion	While V&A can occur due to political differences, in a work setting where the purpose of interaction is not based on discussion of political differences it is unlikely V&A incidents will occur, moreover, there is no data to suggest that the needs and experiences of service users differ on the basis of religion.
Marital Status	There is no data to suggest that the needs and experiences of service users differ on the basis of marital status.
Dependent Status	There is no data to suggest that the needs and experiences of service users differ on the basis of dependent status.
Disability	Those with learning difficulties may require additional support in order to get an understanding of how the policy works and the processes involved. Staff who live and work with a disability may be subject to a higher potential of V&A. Therefore, it may be beneficial for a more cohesive and coherent approach to dealing with V&A through the implementation of this policy. Staff living with a disability are less likely to be able to deal with incidents of V&A. Issues relating to accessibility information for people with disabilities are considered in our Accessible Formats Policy.
Ethnicity	While V&A can occur due to ethnicity differences, this policy supports the reduction and prevention of V&A. With a growth in ethnic minority groups there may be a higher % of people who require additional support in order to get an understanding of how the policy works and the processes involved.
Sexual Orientation	LGB staff may be more likely to be subject to a higher potential of V&A than heterosexual staff. This policy supports the reduction and prevention of V&A, moreover, there is no data to suggest that the needs and experiences of service users 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.

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><u><i>Gender, Religion, Political Opinion, Disability, Ethnicity & Sexual Orientation:</i></u></p> <p>This policy was discussed and reviewed with the Regional Conflict Bullying and Harassment forums, with representatives from each HSC & trade union. In its creation its aim was to reduce and prevent V&A incidents, as well as the management of those in a cohesive and reflective way. The benefits of this policy is that a process is in place for a more cohesive and coherent approach in dealing with V&A.</p>	<p>Review and reflect on all incidents – looking at how to make improvements and safeguards to ensure that the risk is minimised from the incident occurring again.</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)

<i>Group</i>	<i>Impact</i>	<i>Suggestions</i>
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:

Yes	<input type="checkbox"/>
No	<input checked="" type="checkbox"/>

Please tick:

Major impact	<input type="checkbox"/>
Minor impact	<input checked="" type="checkbox"/>
No further impact	<input type="checkbox"/>

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



Please give reasons for your decisions.

Having screened the policy / decision and put in place mitigation for any impacts identified it is not thought that subjecting the policy / decision to an EQIA will further identify opportunities to promote equality of opportunity.

This policy is being developed as a governance framework to facilitate development and review of HSC reduction and prevention strategies in relation to managing incidents of violence and aggression towards staff and ensuring steps are put in place to mitigate the risk of such incidents.



(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>
<p>The Violence and Aggression in the Workplace Policy will potentially benefit disabled people by ensuring steps are put in place across NIBTS to protect staff, including those staff with disabilities, from any violence and/or aggression they may experience while carrying out their duties within the workplace.</p>	



(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
This will be monitored via V&A statistical reports information with consideration given to any section 75 groups impacted.	This will be monitored via V&A statistical reports information with consideration given to any section 75 groups impacted.	This will be monitored via V&A statistical reports information with consideration given to any section 75 groups impacted.

Approved Lead Officer: Rumy Collins
 Position: HR & Training Manager
 Date: 05.07.2024
 Policy/Decision Screened by: Rumy Collins

Please note that having completed the screening you are required by statute to publish the completed screening template, as per NIBTS 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 a copy of the completed screening template and policy/strategy to the HR Office for publishing.

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 a member of the HR department.