

# 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

email: [equality.unit@hscni.net](mailto:equality.unit@hscni.net)

## 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 SBNI Recognising the Impact of Domestic Abuse on Children and Young People:  
Learning and Development Framework**

#### 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 for the purposes of safeguarding and promoting the welfare of children and young people. 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 all of the key statutory bodies, the major voluntary agencies and appointed independent persons that control, manage, operate and resource the safeguarding and child protection systems in Northern Ireland.

The SBNI Independent Chair (independent person), senior representatives from the 21 member bodies and the five other 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 that support the Board in its work.

The Board and its statutory and non-statutory committees are supported in its aims and priorities by a small SBNI Central Support Team (currently eight full-time and two part-time staff). For more details on the SBNI see: [www.safeguardingni.org](http://www.safeguardingni.org).

The SBNI is an unincorporated statutory body and is corporately hosted and relies on the Public Health Agency (PHA) for key corporate accountability, business and governance arrangements.

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. 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.

The SBNI has adopted a strength-based, trauma-informed approach to safeguarding children and young people, underpinned by research relating to Adverse Childhood Experiences (ACEs). As part of this, the SBNI in its Strategic Plan 2022-2026 has placed specific focus on ACEs for children and young people living in Northern Ireland including domestic violence and abuse. The SBNI has committed as a strategic priority to:

- to hear and respond to the voices of children and young people affected by domestic violence and abuse (DVA)
- to work with government departments and their agencies to prevent domestic violence and abuse from occurring
- to work with member and partner agencies engaged in the DVA arena to raise awareness among parents/carers and professionals of the impact of DVA on children and young people
- to work with member and partner agencies to provide training resources and expertise in how to improve the recognition, assessment, and responses to children, young people and families experiencing domestic violence and abuse.

It achieves the above through the SBNI Domestic Violence and Abuse Committee which is a non-statutory committee of the SBNI.

This committee has worked with the Stakeholders Assurance Group (SAG) to support the development of the new Domestic Abuse and Civic Proceedings Act 2021. Significantly, the Domestic Abuse and Civic Proceedings Act Commencement Order 2022 provides for a new domestic abuse offence for Northern Ireland which criminalises coercive controlling behaviours, as well as recognising children and young people and the impact that coercive and controlling behaviour has on them as individuals through the Child Aggravator Clause. The clause acknowledges that children do not have to be present or witness the domestic violence for it to have a detrimental impact on their wellbeing. The legislation also supports a statutory rule enabling information-sharing from the police to an education provider about an incident of domestic abuse concerning a child who is a pupil or a student of that provider. The SBNI published a report 'Equally Safeguarded' in March 2020 which scoped the extent and availability of service provision in relation to children and domestic violence. It assessed training provision highlighting extent, availability and gaps in current training provision, recommending the development of a standardised framework for training and development that recognises different levels of training required at varying points of support intervention.

This recommendation has been implemented by the SBNI's Domestic Violence and Abuse Committee and a task and finish group has been established to assist in the development of a framework which will:

- reflect the voices and needs of children and young people who are affected by domestic abuse
- seek to increase knowledge/understanding and improve skills and competence of staff and volunteers
- build upon best practice training available which is quality assured
- set out minimum learning outcomes which should be achieved by staff and volunteers who access training
- provide a sound and robust baseline for training providers and commissioners, ensuring quality assurance and standardisation of training provision
- be informed and influenced by relevant strategic drivers such as the legal and policy context, recommendations from case management reviews, new and emerging trends and needs and ongoing training needs analysis
- build upon training currently available and will also address gaps identified in SBNI's Equally Safeguarded Report 2020 and be based upon the premise that everyone can do something to prevent and address domestic violence and abuse
- be based upon a continuum of levels which differentiates between skills and knowledge required in different remits and contexts.

This SBNI Domestic Abuse Learning and Development Framework will contribute to the improvement in recognition and support for children, young people and their families affected by domestic abuse.

The target audience for this framework is all SBNI member agencies and any agencies providing services to a member agency under a contractual/service level agreement. It is also applicable and relevant to all organisations and individuals who come into contact with children and young people and their families. It also includes those who work with adults who are parents or have contact with children and young people through the course of their work and/or service users who have contact with children. Safeguarding and protecting children and young people is the responsibility of every individual in Northern Ireland across all disciplines and sectors.

This framework has been developed in conjunction with the SBNI's Learning and Development Framework (previously screened) designed in four levels which are not incremental but offer a continuum of learning and development where an individual may move between levels. **Each organisation should determine the level, developmental requirements and appropriate timescale for staff/volunteers to undertake the training.** The appropriateness of the medium of training for a varied workforce should also be considered. The framework does specify some broad timescales but each organisation is responsible for determining if staff/volunteers require a certain level within a specific timeframe from date of appointment, for example. Where possible, organisations/individuals

should take a multi-disciplinary/multi-agency approach to accessing learning and development.

Level 1 All staff/volunteers within the organisation

Level 2 All staff/volunteers who have direct contact with:

- children and young people
- adult carers/parents and those who have regular contact with children
- adults known or suspected of posing a risk to children and young people.

Level 3 All staff/volunteers who:

- could contribute to assessing, planning, intervening and evaluating the needs and risks for children and parental capacity where there are safeguarding issues
- includes those who have a managerial or supervisory role.

Level 4 All staff/volunteers who:

- are involved in the complex safeguarding decision making/case management processes addressing domestic abuse.

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

#### **Internal:**

- SBNI Independent Chair
- SBNI Member Bodies (21)
- SBNI Independent Persons (5)
- SBNI Partner Agencies
- SBNI Domestic Violence and Abuse Committee
- The other SBNI Statutory and Non-Statutory Committees
- Those other safeguarding and child protection agencies who sit on the five local SBNI Safeguarding Panels
- Those organisations whose goods and services are commissioned by the SBNI
- SBNI Director of Operations
- SBNI Professional Officers (X2)
- SBNI TIP Implementation Managers (X2) (Temporary Secondments)
- SBNI Online Safety Coordinator (Fixed-Term Temporary Appointment)
- SBNI Business Support Manager (vacant post at time of writing)
- SBNI Office Manager/Board Secretary
- SBNI Business Support Officer
- SBNI Business Support Officers (X2) (P/T)

#### **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:**

- SBNI's Equally Safeguarded Report 2020
- SBNI Procedures Manual 2017
- Safeguarding Board Act (Northern Ireland) 2011
- SBNI (Membership, Procedure, Functions and Committee) Regulations (Northern Ireland) 2012
- SBNI Terms of Reference 2012
- SBNI Strategic Plan 2022-2026
- SBNI Annual Report 2022-2023
- SBNI Safeguarding Statistics Snapshot 2022-2023
- SBNI Corporate Annual Business Plan 2023-2024
- SBNI Communications Strategy 2021-2024
- SBNI Engagement Strategy 2021-2023

- SBNI Child Safeguarding Learning and Development Strategy and Framework revised June 2020
- SBNI Equality and Disability Action Plan 2023-2028.

**External:**

- Domestic Abuse and Civic Proceedings Act Commencement Order 2022
- UN Convention on the Rights of the Child 1989
- 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
- Department of Health - Co-operating to Safeguard Children and Young People in Northern Ireland Policy Document August 2017
- NI Executive's Children and Young People's Strategy 2020-2023
- Programme for Government Framework draft Outcomes Framework Consultation 2021
- OFMDFM (2009) – Safeguarding children: a cross-departmental statement on the protection of children and young people
- Northern Ireland Executive: Keeping Children and Young People safe: An Online Safety Strategy for Northern Ireland 2020-2025
- Online Safety – 3Year Action Plan
- Department of Health Protect Life 2: A Strategy for preventing Suicide and Self Harm in Northern Ireland 2019-2024
- Department of Health Anti-Poverty Practice framework for Social Work in Northern Ireland 2019
- Northern Ireland Executive: Child Poverty Strategy 2016
- Department of Health Mental Health Strategy 2021-2031.

## (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.**

- SBNI Statistics Snapshot 2020-2021, 2021-2022, 2022-2023
- SBNI Annual Report 2022-2023
- 2021 Census published by the Northern Ireland Statistics and Research Agency
- Northern Ireland Statistical Research Agency Mid-Year Population Estimates for Northern Ireland 11 June 2021 release
- Department of Health Children's Social Care Statistics for Northern Ireland 2020-2021
- Department of Education School Enrolments 2020-2021 statistical bulletins
- NI Young Life and Times Survey 2019 – Religion
- Youth and Wellbeing Prevalence Study (2019)
- PSNI Statistics
- NI Crime Survey Domestic Violence tables
- <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/s/exuality/bulletins/sexualidentityuk/2019>
- Registrar General Annual Report for NI 2020. Available at <https://www.nisra.gov.uk/system/files/statistics/RG%20Annual%20Report%202020%20Accessible.pdf>
- <https://www.nspcc.org.uk/about-us/news-opinion/2022/online-grooming-crimes-rise/>
- NISRA Suicide Statistics 2022 report [Suicide statistics 2022 | Northern Ireland Statistics and Research Agency \(nisra.gov.uk\)](https://www.nisra.gov.uk/statistics/suicide-statistics-2022)
- Equality Commission for NI (2022) Shadow Report from the Equality Commission for Northern Ireland to the Advisory Committee for the Framework Convention for the Protection of National Minorities on the Fifth Monitoring Report of the United Kingdom.
- National Suicide Research Foundation: PHA Northern Ireland Registry of Self-harm (NIRSH)
- <https://www.equalityni.org/ECNI/media/ECNI/Publications/Delivering%20Equality/AdvisoryCommittee-FCNM-5thMonitoringReportUK.pdf?ext=.pdf>
- Stopping domestic and sexual violence and abuse in NI: A 7 year strategy. Available at: [Stopping Domestic and Sexual Violence and Abuse in Northern Ireland Strategy - 15 March 2016 \(justice-ni.gov.uk\)](https://www.justice-ni.gov.uk/stopping-domestic-and-sexual-violence-and-abuse-in-northern-ireland-strategy-15-march-2016)



## 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><b>General population:</b><br/>           1,903,175 – people in Northern Ireland<br/>           967,043 (50.8%) – female<br/>           936,132 (49.2%) – male</p> <p><b>SBNI Statistics:</b><br/>           2,298 – Children on the Child Protection Register</p> <ul style="list-style-type: none"> <li>• 1220 Males</li> <li>• 1087 Females</li> </ul> <p>3,281 Children in Care of HSC Trusts (LAC)</p> <ul style="list-style-type: none"> <li>• 53% Male</li> <li>• 47% Female</li> </ul> <p><b>Population Statistics:</b><br/>           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> <ul style="list-style-type: none"> <li>• Male prevalence rates are only higher than female rates amongst the youngest adults (16 to 25): 6% of males compared with 4% of females</li> <li>• 8% of boys aged 15 and under were found to have a disability, compared with 4% of girls of the same age</li> </ul> <p>Specific to domestic violence and abuse:</p> <ul style="list-style-type: none"> <li>• 25% of women are affected by domestic violence during their adult lifetime.</li> <li>• 16% of men are affected by domestic violence during their 7 adult lifetime.</li> <li>• 75% of people who endure domestic violence are targeted at work from harassing phone calls and abusive partners arriving at the office unannounced to physical assaults.</li> <li>• 58% of abused women miss at least three days of work a month.</li> <li>• 56% of abused women arrive late for work at least five times.</li> </ul> <p><a href="#">Domestic violence and abuse   NHS Employers</a></p> <p>In May 2021 the PSNI reported that in the 12 months from 1 April 2020 to 31 March 2021:</p> |

|     |  |
|-----|--|
|     | <ul style="list-style-type: none"> <li>• There were 31,196 domestic abuse incidents in Northern Ireland, a decrease of 621 (2%) on the previous 12 months. This is the third highest financial year figure recorded since the start of the data series in 2004/05.</li> <li>• The number of domestic abuse crimes rose to 19,036, an increase of 408 (2.2%) on the previous 12 months and the highest financial year figure recorded since 2004/05.</li> <li>• There were 16 domestic abuse incidents and 10 domestic abuse crimes per 1,000 population.</li> <li>• Six of the eleven policing districts showed an increase in domestic abuse incidents and five districts had higher levels of domestic abuse crimes</li> </ul> <p><a href="https://psni.police.uk">Domestic Abuse Incidents and Crimes Recorded by the Police Update to 31st March 2021 (psni.police.uk)</a></p> <p>Evidence based research shows that 90% of domestic abuse is committed by men toward women. 1 in 4 women are likely to suffer domestic abuse and 1 in 7 men.</p>  |
| Age | <p><b>General Population</b> (data from the <b>Census 2021</b> unless stated):</p> <p>Age profile of the NI population):</p> <p>Age band Population Percentage</p> <p>0-14 365,200 19.2%<br/> (15-64 1,211,500 63.7%)<br/> 15-39 594,400 31.2%<br/> 40-64 617,100 32.4%<br/> (65+ 326,500 17.2%)<br/> 65-84 287,100 15.1%<br/> 85+ 39,400 2.1%<br/> All ages 1,903,200 100%</p> <p>Northern Ireland Statistics and Research Agency (NISRA) in its 2007 report indicated that prevalence of disability increases with age: ranging from 5% among young adults to 67% among those who are very old (85+); As the population ages, so does the likelihood of having a disability that limits the day to day activities 'a lot'. Figures from 2011 Census of people who are limited a lot by their disability are as follows within the following categories;</p> <p>Male</p> <p>0-15 – 3%<br/> 16-44 – 5%<br/> 45 – 64 – 16%<br/> 65 and over – 33%</p> <p>Female</p> <p>0 – 15 – 2%<br/> 16 – 44 – 5%<br/> 45 – 64 – 17%<br/> 65 and over – 38%</p> <p>Overall there are greater proportions of older people with a disability.</p> <p><b>SBNI Statistics:</b></p> |

|                              |  |                              |    |          |     |              |     |           |    |         |    |                   |    |          |    |        |    |       |    |
|------------------------------|--|------------------------------|----|----------|-----|--------------|-----|-----------|----|---------|----|-------------------|----|----------|----|--------|----|-------|----|
|                              | <p>438,384 – children under 18 years old (23% of total NI population)</p> <ul style="list-style-type: none"> <li>• Children 0-4 years 124,400 - 6.87% of the total population</li> <li>• 5 to 9 years – 111,300 - 6.15%</li> <li>• 10 to 14 years - 119,000 – 6.57%</li> <li>• Young people 15 to 19 years- 126,200 – 6.97%</li> </ul> <p>24,289 – Children known to Social Services as a Child in Need<br/>3,281 Children in Care of HSC Trusts (LAC)</p> <p>2,298 – Children on the Child Protection Register</p> <p>342,700 – pupils in schools<br/>173,856 – pupils in primary schools<br/>145,085 – pupils in post-primary schools<br/>23,759 – pupils in funded pre-school education</p>   |                              |    |          |     |              |     |           |    |         |    |                   |    |          |    |        |    |       |    |
| Religion                     | <p>Current Religion</p> <ul style="list-style-type: none"> <li>• 'no religion' (17.4%)</li> <li>• 'religion not stated' (1.6%)</li> <li>• Catholic (42.3%)</li> <li>• Presbyterian Church in Ireland (16.6%)</li> <li>• Church of Ireland (11.5%)</li> <li>• Methodist (2.4%)</li> <li>• Other Christian denominations (6.9%)</li> <li>• Other non-Christian Religions (1.3%).</li> </ul> <p>Religion/religion of upbringing (Number - Percentage)</p> <p>Catholic 869,800 45.7%<br/>Current religion 805,200 42.3%<br/>Religion of upbringing 64,600 3.4%<br/>Protestant and other Christian (including Christian related) 827,500 43.5%<br/>Current religion 711,000 37.4%<br/>Religion of upbringing 116,600 6.1%<br/>Other religions 28,500 1.5%<br/>Current religion 25,500 1.3%<br/>Religion of upbringing 3,000 0.2%<br/>None 177,400 9.3%<br/>All usual residents 1,903,200 100.0%</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> <table border="0"> <tr> <td>Church of Ireland (Anglican)</td> <td>7%</td> </tr> <tr> <td>Catholic</td> <td>60%</td> </tr> <tr> <td>Presbyterian</td> <td>19%</td> </tr> <tr> <td>Methodist</td> <td>2%</td> </tr> <tr> <td>Baptist</td> <td>2%</td> </tr> <tr> <td>Free Presbyterian</td> <td>2%</td> </tr> <tr> <td>Brethren</td> <td>1%</td> </tr> <tr> <td>Muslim</td> <td>2%</td> </tr> <tr> <td>Other</td> <td>6%</td> </tr> </table> | Church of Ireland (Anglican) | 7% | Catholic | 60% | Presbyterian | 19% | Methodist | 2% | Baptist | 2% | Free Presbyterian | 2% | Brethren | 1% | Muslim | 2% | Other | 6% |
| Church of Ireland (Anglican) | 7%   |                              |    |          |     |              |     |           |    |         |    |                   |    |          |    |        |    |       |    |
| Catholic                     | 60%  |                              |    |          |     |              |     |           |    |         |    |                   |    |          |    |        |    |       |    |
| Presbyterian                 | 19%  |                              |    |          |     |              |     |           |    |         |    |                   |    |          |    |        |    |       |    |
| Methodist                    | 2%   |                              |    |          |     |              |     |           |    |         |    |                   |    |          |    |        |    |       |    |
| Baptist                      | 2%   |                              |    |          |     |              |     |           |    |         |    |                   |    |          |    |        |    |       |    |
| Free Presbyterian            | 2%   |                              |    |          |     |              |     |           |    |         |    |                   |    |          |    |        |    |       |    |
| Brethren                     | 1%   |                              |    |          |     |              |     |           |    |         |    |                   |    |          |    |        |    |       |    |
| Muslim                       | 2%   |                              |    |          |     |              |     |           |    |         |    |                   |    |          |    |        |    |       |    |
| Other                        | 6%   |                              |    |          |     |              |     |           |    |         |    |                   |    |          |    |        |    |       |    |

|                          |   |
|--------------------------|---|
| <p>Political Opinion</p> | <p>National identity (nationality based) (Number – Percentage)</p> <ul style="list-style-type: none"> <li>• British 814,600 42.8%</li> <li>• Irish 634,000 33.3%</li> <li>• Northern Irish 598,800 31.5%</li> <li>• English 16,800 0.9%</li> <li>• Scottish 10,200 0.5%</li> <li>• Welsh 2,000 0.1%</li> <li>• Other national identities 113,400 6.0%</li> </ul> <p>National identity (person based) (Number – Percentage)</p> <ul style="list-style-type: none"> <li>• British only 606,300 31.9%</li> <li>• Irish only 554,400 29.1%</li> <li>• Northern Irish only 376,400 19.8%</li> <li>• British &amp; Northern Irish only 151,300 8.0%</li> <li>• Irish &amp; Northern Irish only 33,600 1.8%</li> <li>• British, Irish &amp; Northern Irish only 28,100 1.5%</li> <li>• British &amp; Irish only 11,800 0.6%</li> <li>• English only/Scottish only/Welsh only 16,200 0.9%</li> <li>• Other combination of British/Irish/Northern Irish/English/Scottish/Welsh only 11,700 0.6%</li> <li>• Other national identities 113,400 6.0%</li> <li>• Polish only 23,900 1.3%</li> <li>• Lithuanian only 11,900 0.6%</li> <li>• Romanian only 7,100 0.4%</li> <li>• Portuguese only 6,900 0.4%</li> <li>• Bulgarian only 4,300 0.2%</li> <li>• Indian only 4,100 0.2%</li> <li>• Other national identity with one or more of British/Irish/Northern Irish/English/Scottish/Welsh only 12,700 0.7%</li> <li>• Other national identities 42,600 2.2%</li> <li>• All usual residents 1,903,200 100.0%</li> </ul> |
| <p>Marital Status</p>    | <p><b>Northern Ireland Life and Times (2018)</b></p> <ul style="list-style-type: none"> <li>• Single (never married) 32%</li> <li>• Married and living with husband/wife 51%</li> <li>• A civil partner in a legally-registered civil partnership 0%</li> <li>• Married and separated from husband/wife 3%</li> <li>• Divorced 6%</li> <li>• Widowed 7%</li> </ul> <p>Please note: Census 2021 data relating to marital status has not yet been released (as of the date of this screening)<br/>Data from the <b>2011 Census</b> informs us that:</p> <ul style="list-style-type: none"> <li>• Married 47.56%</li> <li>• Single never married 36.14%</li> <li>• Separated 3.98%</li> </ul>  |

|                  |   |
|------------------|---|
|                  | <ul style="list-style-type: none"> <li>• Divorced 5.45%</li> <li>• Same Sex Civil Partnership 0.09%</li> <li>• Widowed or Surviving partner from SSCP 6.78 %</li> </ul> <p>Annual Reports of the Registrar General for NI show that from 2005 to 2018 (inclusive), there have been 1298 civil partnerships registered in NI.</p> <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><b>Census 2021</b></p> <p>Table 17: Provision of unpaid care<br/>(‘Provision of unpaid care’ 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.)</p> <p>Northern Ireland All usual residents aged 5 and over 1,789,348<br/>Percentage of usual residents aged 5 and over who provide:</p> <p>No unpaid care 87.58%<br/>1-19 hours unpaid care per week 5.63%<br/>20-34 hours unpaid care per week 1.38%<br/>35-49 hours unpaid care per week 1.57%<br/>50+ hours unpaid care per week 3.84%</p> <p>Information from Carers NI suggests that:</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> <p>Just over 1 in 5 women living in lone parent households were victims of domestic abuse in the last year.</p> <p><b>Carers NI (State of Caring 2022 report)</b></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"> <li>• 82% identified as female and 17% identified as male.</li> <li>• 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+.</li> <li>• 24% have a disability.</li> <li>• 98% described their ethnicity as white.</li> </ul> |

|            |  |
|------------|--|
|            | <ul style="list-style-type: none"> <li>• 28% have childcare responsibilities for a non-disabled child under the age of 18 alongside their caring role.</li> <li>• 56% are in some form of employment and 18% are retired from work.</li> <li>• 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.</li> <li>• 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.</li> <li>• 67% care for one person, 25% care for two people, 5% care for three people and 3% care for four or more people.</li> </ul> <p>It may be concluded that a considerable share of people with a disability are carers themselves.</p> <p><b>Young Carers</b></p> <p>As many as 1 in 5 C&amp;YP are carers in the UK (Barnardos report). This role can be positive but can also impact on their mental health, increasing isolation, they may experience stigma and the link between disability and poverty will also impact. School attendance may be impacted and this may result in fewer choices regarding further education, careers etc. 1 in 3 young carers say that caring makes them feel stressed. All these factors if not mitigated against can impact their wellbeing negatively.</p> |
| Disability | Evidence based research shows that disabled persons are also vulnerable to domestic abuse  |

**Census 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.)

The breakdown of the various long-term conditions as outlined in the 2021 Census is:

| 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                                      |

Information on rare diseases provided by NI Rare Diseases Partnership [www.nirdp.org.uk](http://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.

Research using data from 2011 ([Getting and staying in work - LLTI 2001 - Research Report \(nisra.gov.uk\)](#)) suggests that

- The disability employment gap in 2011 was 52.3 percentage points (pps) – the difference in employment rate between those with (31.4%) and without

**Ethnicity****Equality**

In the general population the 2021 Census indicated that 3.4% (65,600) of the usual population belonged to minority ethnic groups.

**Ethnic Group**

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%  
 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%

**Country of birth**

| Country of birth                   | Number    | Percentage |
|------------------------------------|-----------|------------|
| Northern Ireland                   | 1,646,300 | 86.5%      |
| Great Britain                      | 92,300    | 4.8%       |
| England                            | 72,900    | 3.8%       |
| Scotland                           | 16,500    | 0.9%       |
| Wales                              | 2,800     | 0.2%       |
| Republic of Ireland                | 40,400    | 2.1%       |
| Outside United Kingdom and Ireland | 124,300   | 6.5%       |
| Europe (other EU countries)        | 67,500    | 3.5%       |
| Europe (other non-EU countries)    | 3,700     | 0.2%       |
| Other Countries in the World       | 53,100    | 2.8%       |
| All usual residents                | 1,903,200 | 100.0%     |

**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%     |

Figures from the 2011 Census provide the prevalence of disability among following ethnic groups

**Percentage of those whose disability limits their day to day activities a lot**

All – 12%  
 Irish Traveller – 20%  
 White other – 12%  
 Chinese – 3%  
 Indian – 3%  
 Pakistani – 6%  
 Bangladeshi – 4%



Other Asian – 2%

Considering the 2011 Census figures for the ethnic composition of the General Population alongside those of People whose disability limits their day to day activities a lot, it is clear that with the exception of Irish Travellers, black and minority ethnic people are underrepresented amongst those with a disability when compared with their share amongst the general population.

**White** – 98.21% (1, 778, 449) – 99.40%

**Chinese** – 0.35% (6, 338) – 0.10%

**Irish Traveller** – 0.07% (1, 268) – 0.12%

**Indian** – 0.34% (6, 157) – 0.08%

**Pakistani** – 0.06% (1, 087) – 0.03%

**Bangladeshi** – 0.03% (543) – 0.01%

**Other Asian** – 0.28% (5, 070) – 0.03%

**Black Caribbean** – 0.02% (362) – 0.01%

**Black African** – 0.13% (2354) – 0.03%

**Black Other** – 0.05% (905) – 0.02%

**Mixed** – 0.33% (5976) – 0.10%

**Other** – 0.13% (2354) – 0.08%

The five most popularly requested languages in HSC settings (as reported by the HSC Translation Service) 1st July – 30<sup>th</sup> September 2021 were:

1. Polish (4515 requests);
2. Arabic (3518 requests);
3. Lithuanian (2382 requests);
4. Romanian (2316 requests) and
5. Bulgarian (1516 requests)

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.

Cultural differences – e.g. arranged marriages/honour based violence, FGM including no recourse to public funds can have a bearing on a victim’s ability/willingness, and act as a barrier, in seeking support/refuge from Domestic Abuse.

|                           |   |
|---------------------------|---|
|                           | <p>One hundred and ninety-five (195) women from black and minority ethnic (BME) communities, including the Travelling community, were accommodated in our local refuges – an increase of 11% from 2013/14.</p>  |
| <p>Sexual Orientation</p> | <p>[Please note: Census 2021 data relating to sexual orientation has not yet been released (as of the date of this screening)]</p> <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 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"> <li>- 65.8% had been verbally assaulted at least once;</li> <li>- 43.3% had been threatened with physical violence at least once;</li> <li>- 33% had been threatened to be 'outed' at least once;</li> <li>- 34.7% had experienced discrimination in accessing goods, facilities or services at least once.</li> </ul> <p><b>ONS Sexual Orientation 2019 (released May 2021)</b></p> <ul style="list-style-type: none"> <li>• An estimated 2.7% of the UK population aged 16 years and over identified as lesbian, gay or bisexual (LGB) in 2019, an increase from 2.2% in 2018.</li> <li>• Younger people (aged 16 to 24 years) were most likely to identify as LGB in 2019 (6.6% of all 16 to 24 year olds, an increase from 4.4% in 2018); older people (aged 65 years and over) also showed an increase in those identifying as LGB, from 0.7% to 1.0% of this age category.</li> <li>• 1 in 4 LBGT may experience domestic abuse</li> </ul> |

### **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.**

#### **Target Audience**

This framework is aimed at all SBNI member agencies and any agencies providing services to a member agency under a contractual/service level agreement. It is also applicable and relevant to all organisations and individuals who come into contact with children and young people and their families. It also includes those who work with adults who are parents or have contact with children and young people through the course of their work and/or service users who have contact with children. Safeguarding and protecting children and young people is the responsibility of every individual in Northern Ireland across all disciplines and sectors.

Consequently, it will be the responsibility of individual SBNI member agencies and other relevant agencies to operationalise this framework in respect of their own members of staff and volunteers, where relevant. The SBNI does not have operational/oversight control of any of the particular possible equality impacts the application and management of this framework, in respect of those members of staff, may have on those members of staff.

As a result, it is not possible to identify and specific needs and experiences (and subsequent mitigations) particular to the SBNI in respect of the screening of this framework.

However, it is apposite for this screening to highlight and focus on those general equality impact issues that are evidence-based and that SBNI member agencies and other relevant agencies will need to take cognisance of when they apply the framework in their operational contexts. It is expected that all relevant agencies, dependent on the context of their work, engagement with service users and the nature of service delivery will consider the generalities of the particular needs and experiences below in respect of the impacts on the different categories and adjust, change and mitigate where appropriate.

| <b>Category</b> | <b>Needs and Experiences</b>   |
|-----------------|--|
| Gender          | <p>The majority of those who experience abuse are female. Research has revealed that 1 in 4 women and 1 in 7 men experience domestic abuse in their lifetime. Research reveals that isolation is a factor which has a bearing on inequalities for marginalised women e.g. women with disabilities or from ethnic communities or women who are lesbian have additional barriers to accessing support for domestic violence. Also, there is an ignorance and lack of understanding of men’s needs and a reluctance to acknowledge male victims. Due to gender norms, men may feel less able to admit the abuse and subsequently seek help.</p> <p>Transgender men or women may find it more difficult to disclose domestic abuse at the hands of their partner as a result of their gender status.</p>   |
| Age             | <p>Older people will have a higher need of protection as they are often more vulnerable. Research shows that elderly people in relationships characterised by domestic abuse may have experienced this for most of their lives, making help seeking more difficult. Also, the older an individual is, the more likely it is that they will suffer severe injuries as a result of physical domestic abuse. However, children and young people can also be classed as vulnerable. 6.6% of men aged 16-19 are victims of domestic abuse</p> <p>Over 500,000 elderly people are abused in the UK each year. Domestic abuse often starts or escalates during pregnancy and around 1 in 5 children have been exposed to domestic abuse.</p> <p>Staff of all ages can be affected. A study in 2006 incorporating NI, Scotland, England and Wales reported that overall, 2.6% of people aged 66 and over living in private households reported that they had experienced mistreatment involving a family member, close friend or care worker (i.e. those in a traditional expectation of trust relationship) during the past year. This equates to about 227,000 people aged 66 and over in the UK who were neglected or abused in the past year. Older males were more at risk of financial abuse whilst older females were more at risk of neglect. There is also evidence that younger people (particularly young females) are more likely to experience, but less likely to report incidences of intimate partner violence, particularly if they see themselves as “to blame” in some way for the abuse.</p> |
| Religion        | <p>Abuse against someone within an intimate relationship occurs across every faith and religious group. It is not unique to any one group and can occur within relationships of no expressed faith or beliefs.</p> <p>Some religions stigmatise those who leave their partners or seek divorce. Also, some victims from a certain religious background may not wish to leave/ divorce their husband/wife.</p>  |

|                   |   |
|-------------------|---|
| Political Opinion | <p>Domestic abuse can occur within relationships irrespective of political opinion. In certain political communities, victims of domestic abuse may not feel able to contact/ receive support from the PSNI.</p> <p>It may also be harder for people living in communities characterised by paramilitary violence to seek support from statutory services (i.e. justice sector/ housing sector), particularly if the abuser has paramilitary links.</p>   |
| Marital Status    | <p>Domestic abuse can occur within intimate relationships irrespective of marital status.</p> <p>There is no evidence to suggest that the needs and experiences differ on the basis of marital status. Research from the crime survey reveals couples who have separated are more likely to suffer partner abuse than those who are married. 8.7% of separated men and 16.8% of separated women suffered partner abuse in 2014/15 while only 1.5% of married men and 2.4% of married women did so.</p>  |
| Dependent Status  | <p>There is no evidence to suggest that the needs and experiences differ on the basis of dependent status. Just over 1 in 5 women living in lone parent households were victims of domestic abuse in the last year (22.6%) compared with around 1 in 15 of those living in a household with other adults and children (6.7%) or a household with no children (7.7%).</p> <p>The pattern was similar for men, with an estimated 11.4% of men from lone parent households experiencing domestic abuse compared with 3.9% of men living in a household with other adults and children and 4.8% living in a household with no children.</p> <p>It can also be more difficult for someone seeking to escape a situation of domestic abuse. Some refugees will not admit boys over a certain age (sometimes 14 years), which poses problems for women with male children, who are then faced with the choice of escaping the abuser themselves, or leaving behind a child or children.</p> <p>Sometimes perpetrators will threaten partners with custody of children.</p> |
| Disability        | <p>Research commissioned by Women's Aid in October 2007 reveals that people with disabilities are more vulnerable to domestic violence and will often face additional difficulties in attempting to access support.</p> <p>50% of disabled women have experienced domestic abuse compared with 25% of non-disabled women,</p> <p>Both men and women with a limiting illness or disabilities are more likely to experience intimate partner violence. Disabled women are likely to have to endure it for longer because appropriate support is not available and it can also be more severe and frequent than for non-disabled people. They may also experience domestic abuse by greater numbers of people which can include intimate partners, family members, personal care assistants.</p>   |

|                    |  |
|--------------------|--|
|                    | <p>Main priority is to ensure that everyone is able to access support and means of access must meet the needs of those with a disability.</p> <p>Individuals with sight problems will have specific requirements with regards to communication of the policy.</p> <p>Also, those with learning difficulties may require additional support in order to get an understanding of how the policy works and the processes involved.</p> <p>The L&amp;D framework will be fully accessible when hosted on the SBNI website e.g. in a format that supports browse aloud.</p>   |
| Ethnicity          | <p>Domestic abuse occurs in all ethnic groups but it is recognised that those experiencing abuse within ethnic minorities in NI are at a greater disadvantage because they may face additional obstacles such as language barriers and not being informed of their rights. One hundred and ninety-five (195) women from black and minority ethnic (BME) communities, including the Travelling community, were accommodated in our local refuges – an increase of 11% from 2013/14.</p> <p>Two hundred and sixty-two (262) calls came from foreign nationals and black and minority ethnic women. Some cultural beliefs can act as barriers to seeking help – for some Asian families these include izzat (honour) and haram (reputation) which play a role in controlling women and children’s behaviour, just as stigma and shame prevent many seeking help. Such beliefs can limit their choices as they become concerned about others in close-knit communities finding out. Also, research shows that certain ethnic minority groups are less likely to know about and to access services, including healthcare, police, justice and housing services – all of which are important in order to support someone in a situation of domestic abuse.</p> <p>Asylum seekers may not have access to certain medical services (e.g. GP Services) which may make it more difficult to seek treatment and help for domestic abuse. They may also be less likely to involve the PSNI in reporting incidents of domestic abuse, as they may have had previous bad experiences with the police in their previous country of origin.</p> <p>Consideration will be to given requests for making the guidance available in alternative formats as issues relating to children and young people, their parents and carers whose first language in not English.</p> |
| Sexual Orientation | <p>Domestic abuse can occur within intimate relationships irrespective of sexual orientation. Lesbian, Gay, Bisexual and Transgender (LGBT) people are affected in very similar ways to heterosexual people.</p>   |

|  |  |
|--|--|
|  | <p>However, they face that added fear of being ‘outed’ if they report the abuse. Research shows that 1 in 4 lesbian and bisexual women have experienced domestic abuse in a relationship. Two thirds of those say the perpetrator was a woman, a third a man. Almost half (49%) of all gay and bisexual men have experienced at least one incident of domestic abuse from a family member or partner since the age of 16.</p> <p>People who are of different sexual orientations may find it more difficult to “admit” to their employer or line manager that they are in a relationship with someone of the same sex as themselves, particularly if they are not “out”.</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.**

## 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><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> |
|---|---|
| Not applicable  | Not applicable  |

|  |  |
|--|--|
|  |  |
|--|--|

## 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>Group</b>      | <b>Impact</b> | <b>Suggestions</b> |
|-------------------|---------------|--------------------|
| Religion          | N/A           | N/A                |
| Political Opinion | N/A           | N/A                |
| Ethnicity         | N/A           | 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)

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.

It is not felt that an EQIA will illustrate any further equality issues with the policy.

It is a learning and development framework and is designed for SBNI member agencies to use as a guide. It stipulates that organisations are accountable for the decisions they make regarding how it is applied. It does not directly apply to service delivery although seeks to influence it.

**(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 <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 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                         |
| 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 |
|-----|

**(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>  |
|--|--|--|
| Evaluation of the framework by member agencies                               | Evaluation of the framework by member agencies                               | Evaluation of the framework by member agencies                               |
| Number of member agencies completing evaluations of the framework            | Number of member agencies completing evaluations of the framework            | Number of member agencies completing evaluations of the framework            |
| Number of member agencies evaluating the framework as 'good' or 'very good'. | Number of member agencies evaluating the framework as 'good' or 'very good'. | Number of member agencies evaluating the framework as 'good' or 'very good'. |

Teresa McAllister

Approved Lead Officer:

Position:

SBNI Professional Officer

Date:

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](mailto:Equality.Unit@hscni.net); phone: 028 90535531 (for Text Relay prefix with 18001); fax: 028 9023 2304