

Equality and Human Rights Screening Report

Apr-Jun 2025



Patient and Client Council
Your voice in health and social care



**Children's Court
Guardian Agency**



Northern Ireland
Blood Transfusion Service

for Northern Ireland

Equality and Human Rights Screening Report

Introduction

The Equality Unit in the Business Services Organisation is responsible for providing equality support to the ten partner organisations shown on page 1.

Each organisation is committed to embedding equality, human rights and diversity into their policies and practices. In accordance with guidance from the Equality Commission issued in April 2010 (Section 75 of the Northern Ireland Act: A Guide for Public Authorities) this is undertaken by conducting a screening exercise. Screening is an important tool that allows a more systematic examination of how any of our policies and practices might impact on staff, service users or the public differently. Screening helps organisations to think about what might need to be undertaken to mitigate any identified inequalities. It allows greater consideration of ways that we could better promote equality of opportunity.

Why are we reporting our screening outcomes?

The purpose of publishing the screening outcomes report is to ensure that our ten partner health and social care organisations make their policies and screening outcomes accessible. It provides opportunities for feedback. It also contributes to our belief in the importance of ensuring that we make the work that we do and the decisions that we take more open and transparent. We have all offered this commitment within our Equality Schemes.

Quarterly publication of our screening activity is one way of providing evidence, externally, on the mainstreaming of the equality duties.

What is included?

Listed in each quarterly report are the screening exercises undertaken during that period by each organisation. This includes a short description of the policy or process, the screening outcomes, including mitigation, and any additional recommendations.

Your views

If you have comments that you wish to share in relation to the contents of this screening report you can forward these to the Equality Unit in the Business Services Organisation where staff will raise with organisations for consideration.

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Should you require this document in an accessible format such as Braille, audio format, other language etc. please contact us.

We hope that you find this report helpful.

Thank you

Equality and Human Rights Screening Report

This report includes published screening for the period **Apr-Jun 2025**. All policies and screening templates listed can be found on our website by clicking [here](#). If you would like paper copies or alternate formats please contact us at the same email address.

Org.	Policy / Procedure and Screening Documentation	Policy Aims	Date	*Screening Decision
BSO	Annual Report and Accounts 2024-25	Annual Report and Accounts outlining and highlighting work carried out by the BSO Organisation during 2024-25.	Apr-25	Screened out without mitigation
BSO	Business Case Development and Approval Process	Business cases are a tool for achieving value for money and support the expenditure approval decision making process. The approval of the case represents agreement that there is a business need, the evaluation is reasonable and represents value for money. All expenditure proposals and decisions, must be appraised and evaluated	May-25	Screened out with mitigation

		with effort that is appropriate and proportionate to the resources involved. It is supported by the law and guidance from DoF and DoH.		
BSO	Estates Strategy – Proposed Relocation of PaLS Employees	This decision aims to achieve the relocation of the BSO PaLS employees currently located in Boucher Crescent, Great Victoria Street (GVS), and Ards Hospital, primarily due to accommodation issues created by management of the lease of several floors in GVS. Other factors leading to this change include the HSC financial situation, the net zero climate change targets (sustainability strategy), and the Department of Health Estate Strategy. As part of the DOH Estate Strategy, BSO is required to optimise the use of its estate. The proposal to relocate BSO PaLS employees arises out of realignment of work	Mar-25	Screened out without mitigation

		locations and functions, due to management of works and leases associated with those properties. As a result, the BSO must work to place its teams in appropriate locations in line with the BSO Estate Strategy, and/or potential changes in Trust accommodation. The proposal is to use space on the newly refurbished 4th Floor in Franklin Street, and to maximise space at Boucher Crescent.		
BSO	Redesign of the Procurement Function within PaLS	The aim is to amalgamate 6 separate operations teams into a single regional Operations Team in order to: provide a standardised service to Health & Social Care (HSC); upskill staff; better align resource to activity.	Nov-23	Screened out without mitigation
BTS	Radiation Safety Policy	Within the Northern Ireland Blood Transfusion Service (NIBTS), sources of ionising radiation are used for irradiation of blood	Jun-25	Screened out without mitigation

		<p>components. Since ionising radiation can be hazardous, the NIBTS has a duty to restrict so far as is reasonably practicable the extent to which staff and members of the public are exposed to ionising radiation. The NIBTS will achieve this through a systematic radiological protection programme that explicitly recognises the importance of commitment to the principle of optimisation at all levels in the organisation. This radiation safety policy clearly defines the responsibility, authority and accountability for each component of the radiation protection programme within the NIBTS.</p>		
BTS	Transfusion of Newborn Infants and Exchange Transfuion	The transfusion of neonates, infants and children differs in many aspects from transfusion in adults. This policy discusses best practice guidelines for transfusion of neonates and	Feb-25	Screened out without mitigation

		infants, and in particular the management of special transfusion needs such as exchange transfusion (ET) and Fetal Neonatal alloimmune thrombocytopenia (FNAIT).		
NIPEC	Review and Update of the Career Framework for Specialist Nursing Roles	To develop a revised Career Framework to reflect the new NMC Standards and Proficiencies for Post-Registration Programmes for Specialist Nurses. The revised Career Framework will apply to those NMC registrants employed in specialist nursing roles with the following qualifications: SCPHN, or community nursing SPQ or non-community nursing SPQ or equivalent post graduate qualification relevant to the area of specialist nursing practice.	Jun-25	Screened out with mitigation

PCC	Social Media Policy	<p>The policy's purpose is to protect the PCC, its staff and service users by minimising the associated business, legal and personal risks. The PCC uses Social Media platforms and fora as part of its communication with internal staff, and external customers and stakeholders. This policy lays out the good practice in the use of social media, and measures to eradicate unacceptable use. The policy also ensures that freedom of expression can be maintained and balanced against reputational and information governance risks. PCC staff are the organisation's best ambassadors so the policy aims to support the responsible use of social media, not restrict it. It should enable staff to get the best out of the available tools whilst maintaining a safe professional environment and</p>	May-25	Screened out without mitigation
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		protecting both themselves and the organisation.		
PHA	Corporate Plan 2025-2030	The PHA Corporate Plan 2025-2030 sets out the strategic direction for the next five years. It details our vision, ambitions and evidence-based strategic priorities for the period 2025-2030.	Mar-25	Screened out without mitigation
PHA	Internal Talent Mobility Process	Facilitating the internal movement of staff to fill short term gaps whilst bringing the benefit of promoting opportunities for staff development and cross Directorate collaboration, this model has brought significant benefit to the Public Health Agency (PHA) since introduction particularly whilst the organisations remains in a period of significant organisational change.	Feb-25	Screened out without mitigation

PHA	Secondment Guidance for Line Managers and Employees	This Secondment Guidance is aimed at supporting Managers and staff to understand the arrangements for considering a secondment opportunity. The PHA recognises that secondments can provide staff with valuable development opportunities and can bring mutual benefit to the organisation through learning new skills or enhancing existing skills, enabling PHA to develop and retain experienced, skilled and valued employees.	Dec-24	Screened out without mitigation
PHA	Skills Development Frame	The Framework has been designed to provide a practical framework and reference point to empower PHA staff in their continuous professional development. It is about ensuring teams have the right skills and capabilities to effectively discharge their duties as well as ensuring a culture of life long learning.	Feb-25	Screened out without mitigation

PHA	Standards for Cervical Screening Sample Programmes	<p>These education standards have been developed for nursing and midwifery education providers in Northern Ireland who provide cervical screening sample taking education programmes. They replace the Public Health Agency 2016 version of the education standards. These standards provide details of the theoretical content and practical assessment, required within the education programme to prepare students to deliver a competent person-centred cervical screening service in clinical practice. These standards will provide consistency, standardisation and quality assurance in the delivery of the education programme and the update programme.</p>	Jun-24	Screened out without mitigation
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