

# Equality and Human Rights Screening Template



## Social Media Policy

*NIPEC/21/22*

*November 2021*

NIPEC 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.

1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories (minor / major / none)?
2. Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?
3. To what extent is the policy likely to impact on good relations between people of a different religious belief, political opinion or racial group (minor / major / none)?
4. Are there opportunities to better promote good relations between people of a different religious belief, political opinion or racial group?

As part of the audit trail documentation needs to be made available for all policies and decisions examined for equality and human rights implications. The screening template is a pro forma to document consideration of each screening question.

**For information (evidence, data, research etc.) on the Section 75 equality groups see the Equality Portal - [Screening Resources & Evidence](#).**

# **(1) INFORMATION ABOUT THE POLICY OR DECISION**

## **1.1 Title of policy or decision**

### **Social Media 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)**

Social media is now part of everyday life for millions of people and has an impact on organisational, professional and individual reputations. Social media is the term commonly given to Internet and mobile-based channels and tools that allow users to interact with each other and share opinions and content.

Social media is an effective way to target and communicate with the different stakeholders NIPEC interacts with. However there are also associated risks and issues to consider for both individual employees and the organisation. These risks need to be identified and managed to ensure the benefits can be realised in as safe a manner as possible.

In the vast majority of cases, staff use of social media platforms is trouble-free. However guidance is provided to ensure staff act in a positive way and avoid actions that may negatively affect the reputation of NIPEC or leave themselves open to allegation.

The guidance within this policy applies to all social media channels, not just those specified here.

### **Purpose / Aims of Policy**

The policy's purpose is to protect NIPEC, its staff and service users by minimising the associated business, legal and personal risks.

NIPEC 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. NIPEC 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 protecting both themselves and the organisation.

This Policy aims:

- To promote good practice in the use of Social Media and adherence to acceptable standards of use.
- To cascade Social Media as a mechanism to engage with staff and stakeholders, receive feedback and expose to new products and innovative ideas.

### 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

NIPEC staff and Council members (including Agency and Bank staff)

Nursing and Midwifery registrants

Trade Union / Professional bodies

General Public

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

- what are they?
- who owns them?

NIPEC Policies as follows:

- Conflict, Bullying and Harassment in the Workplace
- Disciplinary Policy
- Code of Conduct for Staff
- Attendance at Work Policy / Procedure
- Policy on your right to raise a concern (Whistleblowing)
- Zero Tolerance Policy

Relevant legislative changes/updates

## (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.

NIPEC staff data as at June 2021

NIPEC Council data as at March 2015

NMC Equality and Diversity NI data 2020/21

NMC Equality and Diversity UK data 2019/20

NI HSC Workforce Census as at March 2020

Census 2011

NISRA

NI Life and Times Survey (NILT) 2016 / 2018

<https://sproutsocial.com/insights/social-media-statistics/>

<https://www.peoplemanagement.co.uk/experts/legal/dos-donts-social-media-at-work#gref>

<https://www.cipd.co.uk/knowledge/fundamentals/people/hr/policies-factsheet#gref>

<https://www.smartinsights.com/social-media-marketing/social-media-strategy/new-global-social-media-research/>

## 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.**

**Please note:**

- NMC Equality and Diversity NI data relates to 26,151 nurses and midwives who were on the NMC permanent register with an address in NI as at 31<sup>st</sup> March 2021.
- NMC Equality and Diversity UK data relates to the 716,607 nurses and midwives who were on the NMC register on 31<sup>st</sup> March 2020.

<b>Category</b>	<b><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></b>
Gender	<p>As at June 2021, current figure indicate 91.67% of NIPEC workforce is female and 8.33% is male whilst a survey of NIPEC Council members in March 2015, show 76.9% are female and 23.1% are male</p> <p>NMC Equality and Diversity data for NI in 2020/21 reports 92% on the permanent register identify as female, whilst 8% identify as male (slight difference from the UK where 89% identify as female and 11% as male).</p> <p>NI HSC Workforce Census as at March 2020 reports females represented 92% of nursing and midwifery staff, with 57% working full time. Males represented 8% of the nursing and midwifery workforce, with 90% working full time. NI HSC Workforce Census also reports that 79% of HSC employees are female with 56% working full time.</p> <p>Most recent mid-year population estimates for NI was 1,851,600; male 49%; female 51% (NISRA, 2017)</p> <p>Evidence shows that the younger population and therefore younger employees use social media more frequently. However evidence shows that the increased use of social media affects all ages.</p>
Age	<p>As at June 2021, figures indicate NIPEC's workforce falls within the following age groups:</p> <p>35-39 – 8.33%</p> <p>40-44 – 8.33%</p> <p>45-49 – 0%</p> <p>50-54 – 25%</p> <p>55-59 – 25%</p> <p>60-64 – 25%</p>

	<p>&gt;65 – 8.33%</p> <p>As at March 2015, figures indicate NIPEC’s Council falls within the following age groups:</p> <p>16-24 – 0  25-34 – 7.7%  35-49 – 38.5%  50-64 – 38.5%  65-74 – 15.3%</p> <p>NMC Equality and Diversity data for NI in 2020/21 reports 8.75% on the permanent register are aged 61 and over; 25.92% are aged 51-60; 23.01% are aged 41-50; 24.33% are aged 31-40; and 17.96% are aged between 21 and 30. <b>(NB:</b> there was a 5% rise in the combined number of people aged 21-40 and the combined number of people aged 56 and above also increased by 6.2%)</p> <p>NI HSC Workforce Census as at March 2020 reports that 43% of nursing and midwifery staff were aged under 40; 25% were aged 40-59; and 32% were over 50 years of age.</p> <p>Mid-year population estimates published by NISRA in 2019 show that:</p> <p>0-19 (inclusive) = 485,064 (25.7% of all NI population)  20 – 34 = 364,623 (19.3%)  35 – 49 = 366,967 (19.5%)  50 - 64 = 356,790 (19.0%)  65 – 74 = 169,725 (9.0%)  75 – 89 = 125,334 (6.6%)  90+ = 13,138 (0.7%)</p> <p><a href="https://www.nisra.gov.uk/statistics/population/mid-year-population-estimates">https://www.nisra.gov.uk/statistics/population/mid-year-population-estimates</a></p> <p>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> <p><a href="https://www.nisra.gov.uk/publications/2016-based-population-projections-northern-ireland-statistical-bulletin-charts">https://www.nisra.gov.uk/publications/2016-based-population-projections-northern-ireland-statistical-bulletin-charts</a></p>
Religion	<p>As at June 2021, figures for NIPEC workforce indicate 41.67% are Protestant, 33.33% are Catholic, 8.33% are neither and 16.67% are unknown.</p> <p>A survey of NIPEC Council members in March 2015 found 76.9% are Christian, 7.7% had no religious beliefs and 15.4% stated ‘other’ in their response.</p> <p>NMC Equality and Diversity data for NI in 2020/21 reports 78.8% on the permanent register are Christian; 7.36% are either unknown or prefer not to answer; 11.09% state no religion; 0.17% are Muslim; 0.45% are Hindu/</p>

	<p>Buddhist/Jewish/Sikh; and 2.15% other.</p> <p>NI HSC Workforce Census for this group is unavailable.</p> <p>Census 2011 figures for NI indicate:</p> <ul style="list-style-type: none"> <li>• 45.14% (817,424) are either Catholic or brought up as Catholic</li> <li>• 48.36% (875,733) are Protestant or brought up as Protestant</li> <li>• 0.92% (16,660) belong to or had been brought up in other religions and philosophies</li> <li>• 5.59% (101,220) neither belonged to, nor had been brought up in a religion.</li> <li>• Catholic - 40.76% (738,108)</li> <li>• Presbyterian Church in Ireland – 19.06% (345,150)</li> <li>• Church of Ireland – 13.74% (248,813)</li> <li>• Methodist Church in Ireland – 3% (54,326)</li> <li>• Other Christina (including Christian related) – 5.76% (104,308)</li> <li>• Other religions – 0.82% (14,849)</li> <li>• No religion – 10.11% (183,078)</li> <li>• Did not state religion – 6.75% (122,233)</li> </ul>
<p>Political Opinion</p>	<p>As at June 2021, the political opinion of 66.67% of NIPEC’s workforce was unknown, 16.67% stated they were broadly Unionist, whilst 16.66% of the workforce stated ‘other’ or did not wish to answer.</p> <p>Data available for NIPEC Council has been taken into consideration but has been withheld from publication as numbers are relatively small and individuals could be identified.</p> <p>There is no NMC Equality and Diversity NI or UK data for this group.</p> <p>NI HSC Workforce Census for this group is unavailable.</p> <p>NI Population (NILT) 2016:</p> <ul style="list-style-type: none"> <li>• Unionist - 29%</li> <li>• Nationalist - 24%</li> <li>• Neither -46%</li> <li>• Other/don’t know - 2%</li> </ul>
<p>Marital Status</p>	<p>As at June 2021, figures indicate 66.67% of NIPEC’s workforce is married or in a civil partnership, whilst 33.33% are unknown.</p> <p>A survey of NIPEC Council members in March 2015 found 84.6% are married or in a civil partnership, whilst 15.4% stated ‘other’ in their response.</p> <p>There is no NMC Equality and Diversity NI or UK data for this group.</p> <p>NI HSC Workforce Census for this group is unavailable.</p> <p>Northern Ireland Life and Times (2018):</p> <p>Single (never married) - 32%</p> <p>Married and living with husband/wife - 51%</p> <p>A civil partner in a legally-registered civil partnership - 0%</p> <p>Married and separated from husband/wife - 3%</p> <p>Divorced - 6%</p> <p>Widowed - 7%</p>

	<p>Civil partnerships:</p> <p>Annual Reports of the Registrar General for NI show that between 2005 to 2018 inclusive, there have been 1298 civil partnerships registered in NI <a href="https://www.nisra.gov.uk/statistics/births-deaths-and-marriages/registrar-general-annual-report">https://www.nisra.gov.uk/statistics/births-deaths-and-marriages/registrar-general-annual-report</a></p>
<p>Dependent Status</p>	<p>Full data not available, however, the majority of NIPEC staff are female plus anecdotal evidence indicates about half of NIPEC's workforce have some form of caring responsibilities for family member(s), eg. spouse, elderly parent(s), and/or children in full time education.</p> <p>A survey of NIPEC Council members in March 2015 found 75% had caring responsibilities for either a child, a dependent older person or a person(s) with a disability.</p> <p>There is no NMC Equality and Diversity NI or UK data for this group.</p> <p>NI HSC Workforce Census for this group is unavailable.</p> <p>Census 2011 figures for NI report:</p> <ul style="list-style-type: none"> <li>• 11.81% of the resident population provide unpaid care to family members, friends, neighbours</li> <li>• 3.11% provided 50 hours of care or more</li> <li>• 33.86% of households contain dependent children</li> <li>• 40.29% contained at least one person with a long-term health problem or a disability.</li> </ul> <p>NI Health Survey (2018) reports 17% of respondents were carers (21% of women and 13% of men).</p> <p>Carers NI:</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>Carers NI: State of Caring 2019 Annual survey (UK wide, including NI):</p> <ul style="list-style-type: none"> <li>• 2 in 5 carers (39%) responding reported being in paid work.</li> <li>• 38% of all carers reported that they had given up work to care.</li> <li>• 18% had reduced their working hours.</li> <li>• 1 in 6 carers (17%) said that they work the same hours but their job is negatively affected by caring, for example because of tiredness, lateness, and stress.</li> <li>• 12% of carers said they have had to take a less qualified job or have turned down a promotion to fit around their caring responsibilities.</li> <li>• Just over 1 in 10 carers (11%) said they had retired early to care.</li> <li>• Only 4% of respondents of all ages said that caring has had no impact on their capacity to work.</li> <li>• Only one quarter (25%) of carers who aren't yet retired and had an assessment in the last year felt that their need to combine paid work</li> </ul>

	<p>and caring was sufficiently considered in their carer's assessment.</p> <ul style="list-style-type: none"> <li>• Carers who are not yet retired were also asked about their future plans and 53% said they are not able to save for their retirement.</li> <li>• Some carers are saving or have saved less for their retirement with 17% saying they did this because their working hours were reduced.</li> </ul>
Disability	<p>As at June 2021, 75% of NIPEC's workforce stated they do not have a disability, no-one stated they have a disability, whilst 25% of the workforce was unknown.</p> <p>A survey of NIPEC Council members found 76.8% did not consider they had a disability, whilst 23.1% stated they did, citing either a mental health condition or a long standing illness such as cancer, HIV, diabetes, chronic heart disease or epilepsy.</p> <p>NMC Equality and Diversity data for NI in 2020/21 reports 93.57% on the permanent register state they do not have a disability, 2.8% state they do, and 3.59% are unknown or prefer not to answer.</p> <p>NI HSC Workforce Census for this group is unavailable.</p> <p>Census 2011 figures for NI report:</p> <ul style="list-style-type: none"> <li>• 20.69% (374, 668) regard themselves as having a disability or long – term health problem, which has an impact on their day to day activities.</li> <li>• 68.57% (1, 241709) of residents did not have long – term health condition.</li> <li>• Deafness or partial hearing loss – 5.14% (93, 078)</li> <li>• Blindness or partial sight loss – 1.7% (30, 785)</li> <li>• Communication Difficulty – 1.65% (29, 879)</li> <li>• Mobility of Dexterity Difficulty – 11.44% (207, 163)</li> <li>• A learning, intellectual, social or behavioural difficulty - 2.22% (40, 201)</li> <li>• An emotional, psychological - 5.83% (105, 573) or mental health condition</li> <li>• Long – term pain or discomfort – 10.10% (182, 897)</li> <li>• Shortness of breath or difficulty breathing – 8.72% (157, 907)</li> <li>• Frequent confusion or memory loss – 1.97% (35, 674)</li> <li>• A chronic illness (such as cancer, HIV, diabetes, heart disease or epilepsy. – 6.55% (118, 612)</li> <li>• Other condition – 5.22% (94, 527)</li> <li>• No Condition – 68.57% (1, 241, 709)</li> </ul> <p>Health Survey NI (2017/18 – published 2019):</p> <ul style="list-style-type: none"> <li>• 43% longstanding illness (32% limiting and 11% non-limiting illness)</li> <li>• Females (44%) were more likely than males (40%) to have a long-term condition.</li> <li>• Prevalence also increased with age with 22% of those aged 16-24 reporting a long-term condition compared with 70% of those aged 75 and over.</li> <li>• Four-fifths of respondents (81%) had contact with the Health and Social Care System in Northern Ireland</li> <li>• Of these, 84% were either very satisfied or satisfied with their experience</li> <li>• A fifth (21%) reported high levels of anxiety, while 45% reported</li> </ul>

	<p>very low levels</p> <p>Health Inequalities Annual Report 2019:  <a href="https://www.health-ni.gov.uk/news/health-inequalities-annual-report-2019">https://www.health-ni.gov.uk/news/health-inequalities-annual-report-2019</a></p>
Ethnicity	<p>Full data on NIPEC’s workforce is not available, however, anecdotal evidence suggests staff are white and/or of European origin.</p> <p>A survey of NIPEC Council members found 7.7% were from an ethnic background, whilst 92.3% are white.</p> <p>NMC Equality and Diversity data for NI in 2020/21 reports 88.85% on the permanent register are white, 2.2% are unknown or prefer not to say, 1.04% are Black/African/Caribbean, 6.85% are Asian Bangladeshi/Chinese/Indian/Pakistani/Filipino or Arab, and 1.06% are mixed/multiple Ethnic/other Ethnic group.</p> <p>NMC note that just under 20% of UK registrants are from ethnic minority groups.</p> <p>NI HSC Workforce Census for this group is unavailable.</p> <p>Census 2011 figures for NI report:</p> <ul style="list-style-type: none"> <li>• White – 98.21% (1, 778, 449)</li> <li>• Chinese – 0.35% (6, 338)</li> <li>• Irish Traveller – 0.07% (1, 268)</li> <li>• Indian – 0.34% (6, 157)</li> <li>• Pakistani – 0.06% (1, 087)</li> <li>• Bangladeshi – 0.03% (543)</li> <li>• Other Asian – 0.28% (5, 070)</li> <li>• Black Caribbean – 0.02% (362)</li> <li>• Black African – 0.13% (2354)</li> <li>• Black Other – 0.05% (905)</li> <li>• Mixed – 0.33% (5976)</li> <li>• Other – 0.13% (2354)</li> <li>• (1.8% 32,596 of the usual resident population belonged to minority ethnic groups)</li> </ul> <p>In addition, Census 2011 figures for NI report the following for language spoken by those aged 3 and over:</p> <ul style="list-style-type: none"> <li>• English – 96.86% (1, 681, 210)</li> <li>• Polish – 1.02% (17, 704)</li> <li>• Lithuanian – 0.36% (6, 249)</li> <li>• Irish (Gaelic) – 0.24% (4, 166)</li> <li>• Portuguese – 0.13% (2, 256)</li> <li>• Slovak – 0.13% (2, 256)</li> <li>• Chinese – 0.13% (2, 256)</li> <li>• Tagalog/Filipino – 0.11% (1, 909)</li> <li>• Latvian – 0.07% (1, 215)</li> <li>• Russian – 0.07% (1, 215)</li> <li>• Hungarian – 0.06% (1, 041)</li> <li>• Other – 0.75% (13, 018)</li> </ul> <p>The most recently published population-based data (NI Pooled Household Survey (NIPHS) tables, published 2017) suggests that in 2014/15 the ethnic breakdown in NI was: Ethnicity White – 98.2% (1,409,000); all other</p>

	Ethnicities – 1.7% (26,000).
Sexual orientation	<p>Full data not available for NIPEC’s workforce, but NI population estimate is 1.2% of the household population identifying as lesbian, gay or bisexual.</p> <p>A survey of NIPEC Council members found 100% are heterosexual.</p> <p>NMC Equality and Diversity data for NI in 2020/21 reports that 1.09% on the permanent register identify as Gay or Lesbian, 91.41% are Heterosexual or straight, 0.81% are Bisexual, and 6.69% are unknown or prefer not to say.</p> <p>NI HSC Workforce Census for this group is unavailable.</p> <p>In 2016, estimates from the Annual Population Survey (APS) showed that:</p> <ul style="list-style-type: none"> <li>• 93.4% of the UK population identified as heterosexual or straight and 2.0% of the population identified themselves as lesbian, gay or bisexual (LGB). This comprised of: <ul style="list-style-type: none"> <li>○ 1.2% identifying as gay or lesbian</li> <li>○ 0.8% identifying as bisexual</li> </ul> </li> <li>• A further 0.5% of the population identified themselves as “Other”, which means that they did not consider themselves to fit into the heterosexual or straight, bisexual, gay or lesbian categories. A further 4.1% refused, or did not know how to identify themselves.</li> <li>• The population aged 16 to 24 were the age group most likely to identify as LGB in 2016 (4.1%).</li> <li>• More males (2.3%) than females (1.6%) identified themselves as LGB in 2016.</li> <li>• The population who identified as LGB in 2016 were most likely to be single, never married or civil partnered, at 70.7%.</li> </ul> <p>There are no accurate statistics on sexual orientation in the community as a whole, it is however estimated that between 5% and 10% of the population would identify as lesbian, gay or bisexual.</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.**

<b>Category</b>	<b>Needs and Experiences</b>
Gender	<p>Evidence shows that females use social media more in personal use however males more for business use. Evidence also shows that females are more expressive about personal views on social media and may be more affected by this policy.</p> <p>However, this policy is not to inhibit the use of social media but rather to promote the safe and secure use.</p>
Age	<p>Evidence shows that the younger population traditionally, and therefore younger employees, use social media more frequently than older people.</p>

	However evidence shows that the increase use of social media affects all ages. There is no data to suggest that there are specific needs or experiences arising within this category as this policy is not to inhibit the use of social media but to promote the safe and secure use.
Religion	There is no data to suggest that there are specific needs or experiences arising within this category as this policy is not to inhibit the use of social media but to promote the safe and secure use.
Political Opinion	There is no data to suggest that there are specific needs or experiences arising within this category as this policy is not to inhibit the use of social media but to promote the safe and secure use.
Marital Status	There is no data to suggest that there are specific needs or experiences arising within this category as this policy is not to inhibit the use of social media but to promote the safe and secure use.
Dependent Status	There is no data to suggest that there are specific needs or experiences arising within this category as this policy is not to inhibit the use of social media but to promote the safe and secure use.
Disability	<p>Individuals with learning disabilities may be more likely to share personal information on social media, and are more vulnerable to the online exploitation.</p> <p>Individuals with sensory problems will have specific requirements with regards to communication of the policy. 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>However, again, the aim of this policy is not to inhibit the use of social media but to promote the safe and secure use.</p>
Ethnicity	There is no data to suggest that there are specific needs or experiences arising within this category as this policy is not to inhibit the use of social media but to promote the safe and secure use.
Sexual Orientation	There is no data to suggest that there are specific needs or experiences arising within this category as this policy is not to inhibit the use of social media but to promote the safe and secure use.

## 2.4 Multiple Identities

**Are there any potential impacts of the policy or decision on people with multiple identities? For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people.**

None

## 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?**

<b><i>In developing the policy or decision what did you do or change to address the equality issues you identified?</i></b>	<b><i>What do you intend to do in future to address the equality issues you identified?</i></b>
<p><b>Disability:</b> given the additional needs of those with a Learning Disability in relation to internet safety and social media, the policy states that managers should make all staff aware of the policy, its contents and guidance on the use of social media.</p> <p>Consideration will be given to summarising the main points and safety issues from the policy for issue to all staff and help raise awareness.</p> <p>There are strict guidelines as to when this policy applies and on what bases disciplinary action would be taken.</p> <p>The policy is intended to balance the rights of all.</p>	

## 2.6 Good Relations

**What changes to the policy or decision – if any – or what additional measures would you suggest to ensure that it promotes good relations? (refer to guidance notes for guidance on impact)**

<b><i>Group</i></b>	<b><i>Impact</i></b>	<b><i>Suggestions</i></b>
Religion	None	None
Political Opinion	None	None
Ethnicity	None	None

### **(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	<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 tick:**

Yes	
No	✓

Please give reasons for your decisions:

Mitigation has been put in place to address any equality issues identified in the screening of this policy. It is not thought that subjecting this policy to EQIA will present further opportunities to promote equality of opportunity.

#### **(4) CONSIDERATION OF DISABILITY DUTIES**

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

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

**4.2 In what ways does the policy or decision promote positive attitudes towards disabled people and what else could you do to do so?**

<i><b>How does the policy or decision currently promote positive attitudes towards disabled people?</b></i>	<i><b>What else could you do to promote positive attitudes towards disabled people?</b></i>
N/A	N/A

#### **(5) CONSIDERATION OF HUMAN RIGHTS**

**5.1 Does the policy or decision affect anyone's Human Rights?  
Complete for each of the articles**

<b>ARTICLE</b>	<b>Yes/No</b>
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	Yes
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
10	Yes	Inhibited in line with promoting harmonious working environment and other organisational obligations.	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.**

Issue policy to all staff, agency and bank staff  
Reference in induction programmes for new staff

**(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>
Monitored through reported breaches of policy and action taken.	Monitored through reported breaches of policy and action taken.	Monitored through reported breaches of policy and action taken.

Approved lead officer: Jill Jackson

Position: Head of Corporate Services

Date: November 2021

Policy/decision screened by: Janet Hall, Corporate Services 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](mailto:equality.unit@hscni.net)**

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:

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