

# Equality and Human Rights Screening Report

Jul-Sep 2021



Patient and Client Council  
Your voice in health and social care



# Equality and Human Rights Screening Report

## Introduction

The Equality Unit in the Business Services Organisation is responsible for providing equality support to the eleven 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 eleven 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

Table 1 includes published screening for the period **Jul-Sep 2021**. Screenings published during Oct-Dec 2021 can be found [here](#). All policies and screening templates listed can be viewed on the Business Services Organisation's [website](#). If you would like paper copies or alternate formats please contact us – contact details above.

**Table 1**

*1	'screened in' for equality impact assessment (EQIA)
2	'screened out' with mitigation
3	'screened out' without mitigation

Org.	Policy / Procedure and Screening Documentation	Policy Aims	Date	*Screening Decision
BSO	Guidance for Line Managers: COVID-19 / Long COVID Absence Support Process	As part of the emergency response to the current COVID-19 pandemic, HSC employers in conjunction with Department of Health (DoH) introduced temporary workforce guidance as part of its strategy to support the response to COVID-19.	Jul-21	Screened out without mitigation
BSO	HSC Clinical Education Centre Education Delivery Plan 2021/ (Primary care and older peoples Programmes)	The CEC Education Delivery Plan contains the Nursing and Midwifery programme offering to Service Level Agreement clients for the financial year 2021/22. The Education Delivery Plan (EDP) consists of a number of specific programmes of care to cover all section of the population. These are broken down into a number of different areas, all of which are screened separately	Jul-21	Screened out with mitigation

<b>BSO</b>	Regional Off Cycle Policy	The policy explains Off Cycles and outlines the Off Cycle processing schedule, clarifies the criteria for automatic payment & when and level of approval that is required. It also outlines how Off Cycle Payments will be reflected in an employee's next payslip.	Jul-21	Screened out with mitigation
<b>BTS</b>	Menopause at Work Policy	This menopause policy and supporting guidance are intended to provide clarity and direction on how BTS should deal with menopause related issues, for individuals experiencing difficulties associated with the menopause.	Sept-21	Screened out with mitigation
<b>BTS</b>	Policy for vaccination of staff against Hepatitis B	The purpose of this policy is to provide information on Hepatitis B vaccination for NIBTS /healthcare staff	Sep-21	Screened out without Mitigation

<b>HSCB</b>	Anti-Fraud and Anti-Bribery Policy and Response Plan	This policy is intended to provide advice to all staff on their responsibilities to prevent and detect fraud or bribery and to report all cases of actual, suspected or potential of the same.	Jul-21	Screened out without mitigation
<b>HSCB</b>	Post-operative cataract review in community optometry	The aim of this piece of work is to enable patients to attend their post-operative cataract review appointment in their local optometry practice rather than in a hospital, to make the patient journey easier and to relieve pressure on hospital eye services.	Jul-21	Screened out with mitigation
<b>NIGALA</b>	Menopause at Work Policy	This menopause policy and supporting guidance are intended to provide clarity and direction on how NIGALA should deal with menopause related issues, for individuals experiencing difficulties associated with the menopause.	Sept-21	Screened out with mitigation

<b>PCC</b>	Co-production Paid Associate Model	The Co-Production Peer Partner (Paid Associate) model is an enhancement of the current involvement opportunities offered through Make Change Together. This project provides an enhanced level of involvement as service users will be reciprocally recognised for their experience as a Co-Production Peer Partner (Paid Associate).	Sept-21	Screened out with mitigation
<b>PHA</b>	Decision to provide pregnant women with a folder to hold their Maternity Hand Held Record and associated documentation.	Northern Ireland's regional Maternity Hand Held Record (MHHR) is based on an accumulation of evidence around best practice in maternity care. The purpose of the regional MHHR is to serve as a central repository for planning the delivery of care; and documenting communication with and interactions between members of the multi-disciplinary health care team, between the health care team and the woman to provide safe, person-	Sept-21	Screened out with mitigation



		centred care.		
<b>SBNI</b>	Business Plan 2021-22	The SBNI Business Plan 2021-2022 details how we will make best use of our resources to achieve our core goals and strategic aims, objectives and priorities as set out in our Strategic Plan 2018-2022.	Aug-21	Screened out with mitigation