

# 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?

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](#).**

## 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 Safeguarding Board for Northern Ireland (SBNI) Business Plan 2021-2022**

#### 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 operate and resource the safeguarding and child protection system in Northern Ireland.

The SBNI Independent Chair, senior representatives from the 21 member bodies and the five 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 and sub-groups that support the Board in its work.

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

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. These are:

- To provide leadership and set direction in the safeguarding and protection of children and young people
- To provide a voice to children and young people affected by domestic

violence and abuse

- To improve outcomes for children and young people affected or potentially affected by neglect through promoting early recognition and improvement of agency responses
- To provide a voice for children and young people affected by mental health issues

Furthermore, the SBNI has committed to progressing and completing the delivery of the following business objectives for 2021-2022. In addition to the on-going statutory work of case management reviews and the five local safeguarding panels these are:

- Child Sexual Exploitation
- Online Safety
- Communications and Engagement
- Interfaith

This SBNI Business Plan 2020-21 represents Year Four of the SBNI Strategic Plan 2018-2022.

This business plan will provide a basis for staff objectives and training and is a core accountability tool for the Department of Health as the sponsor department for the SBNI.

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

#### **Internal:**

- SBNI Independent Chair
- SBNI Member Bodies (21)
- SBNI Independent Persons (5)
- SBNI Partner Agencies
- SBNI Statutory and Non-Statutory Committees and Sub-Groups
- Those other safeguarding and child protection agencies who sit on the five local SBNI Safeguarding Panels
- Those organisations whose services are commissioned by SBNI
- SBNI Director of Operations
- SBNI Professional Officers (X2)
- SBNI Business Support Manager
- SBNI Office Manager/Board Secretary (currently vacant)
- SBNI Business Support Officers (X2)
- SBNI Administration Staff (X2)

**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:**

- Safeguarding Board Act (Northern Ireland) 2011
- SBNI (Membership, Procedure, Functions and Committee) Regulations (Northern Ireland) 2012
- SBNI Terms of Reference 2012
- SBNI Strategic Plan 2018 – 2022
- SBNI Annual Report 2019-2020
- SBNI Safeguarding Statistics Snapshot 2019-2020
- SBNI Corporate Annual Business Plan 2020-2021
- SBNI Communications Strategy 2021-2023
- SBNI Engagement Strategy 2021-2023
- SBNI Equality and Disability Action Plan 2018-2023

**External:**

- DHSSPS Guidance to the Safeguarding Board for Northern Ireland 2014
- Department of Health August 2017 - Co-operating to Safeguard Children and Young People in Northern Ireland Policy Document
- Northern Ireland Executive Programme for Government Framework 2016 – 2021
- NI Executive's Children and Young People's Strategy 2020-203
- OFMDFM 2009 – Safeguarding children: a cross-departmental statement on the protection of children and young people

## **(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 2019-2020
- 2011 Census published by the Northern Ireland Statistics and Research Agency
- Northern Ireland Statistical Research Agency Mid-Year Population Estimates for Northern Ireland 11 June 2020 release
- Department of Health Children's Social Care Statistics for Northern Ireland 2019-2020
- Department of Education School Enrolments 2019-2020 statistical bulletins
- NI Young Life and Times Survey 2019 – Religion

## 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>SBNI Statistics:</b></p> <p>1,893,700 – people in Northern Ireland  961,000 (50.7%) – female  932,700 (49.3%) – male</p> <p>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></p> <p>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> <p>Transgender Research suggests for the Northern Ireland population as a whole:</p> <ul style="list-style-type: none"> <li>• 140-160 individuals are affiliated with transgender groups</li> <li>• 120 individuals have presented with Gender Identity Dysphoria</li> <li>• There are more trans women than trans men living in Northern Ireland.</li> </ul> <p>(McBride, Ruari Santiago (2011): Healthcare Issues for Transgender People Living in Northern Ireland. Institute for Conflict Research.)</p> <p>The Gender Identity Research and Education Society (GIRES) estimate the number of gender nonconforming employees and service users, based on the information that 7 GIRES assembled for the Home Office (2011) and subsequently updated (2014):</p> <ul style="list-style-type: none"> <li>• gender variant to some degree 1%</li> <li>• have sought some medical care 0.025%</li> <li>• having already undergone transition 0.015%</li> </ul> <p>The numbers who have sought treatment seems likely to continue growing at 20% per annum or even faster. Few younger people present for treatment despite the fact that most gender variant adults report experiencing the condition from a very early age. Yet, presentation for treatment among youngsters is growing even more rapidly (50% p.a.). Organisations should assume that there may be nearly equal numbers of people transitioning from</p>

	<p>male to female (trans women) and from female to male (trans men).</p> <p>Applying GIRES figures to NI population (using NISRA 2019 mid-year population estimates) N=1,893,700:</p> <ul style="list-style-type: none"> <li>• 18,937 people who do not identify with gender assigned to them at birth</li> <li>• 474 likely to have sought medical care</li> <li>• 284 likely to have undergone transition</li> </ul>
Age	<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</p> <p>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</p> <p>173,856 – pupils in primary schools</p> <p>145,085 – pupils in post-primary schools</p> <p>23,759 – pupils in funded pre-school education</p>
Religion	<p>Religion or Religion brought up in</p> <ul style="list-style-type: none"> <li>• 45.14% (817, 424) of the population were either Catholic or brought up as Catholic.</li> <li>• 48.36% (875, 733) stated that they were Protestant or brought up as Protestant.</li> <li>• 0.92% (16, 660) of the population belonged to or had been brought up in other religions and Philosophies.</li> <li>• 5.59% (101, 227) neither belonged to, nor had been brought up in a religion. (Census 2011)</li> </ul> <p>The NI Young Life and Times Survey 2019, for those who responded to belonging to a religion, gave the following percentages:</p> <p>Church of Ireland (Anglican) 10%</p> <p>Catholic 54%</p> <p>Presbyterian 20%</p> <p>Methodist 3%</p> <p>Baptist 3%</p> <p>Free Presbyterian 2%</p>

	<p>Brethren 1%</p> <p>Muslim 1%</p> <p>Other 6%</p>
Political Opinion	<p>The most recently published data from the Northern Ireland Life and Times Survey (2016) on political opinion shows that:</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>64.8% of the population voted in the 2017 NI Assembly election. Of these 43.6% voted Unionist, 39.8% voted Nationalist and 16.6% Other (BBC).</p> <p>Nationality</p> <ul style="list-style-type: none"> <li>• British only – 39.89% (722, 353)</li> <li>• Irish only – 25.26% (457, 424)</li> <li>• Northern Irish only – 20.94% (379, 195)</li> <li>• British and Northern Irish only – 6.17% (111, 730)</li> <li>• Irish and Northern Irish only – 1.06% (19, 195)</li> <li>• British, Irish and Northern Irish – 1.02% (1847)</li> <li>• British and Irish only – 0.66% (11, 952)<sup>10</sup></li> <li>• Other – 5.00% (90, 543)</li> </ul>
Marital Status	<p>Northern Ireland Life and Times (2018)</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>Data from the 2011 Census 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> <li>• Divorced 5.45%</li> <li>• Same Sex Civil Partnership 0.09%</li> <li>• Widowed or Surviving partner from SSCP 6.78 %</li> </ul>
Dependent Status	<p>NI Population Statistics</p> <p>1. 11.81% (213,863) of the usually resident population provide unpaid care to family members, friends, neighbours or others</p>



	<p>because of long-term physical or mental ill – health/disabilities or problems related to old age.</p> <p>2. 3.11% (56,318) provided 50 hours care or more.</p> <p>3. 33.86% (238,129) of households contained dependent children.</p> <p>4. 40.29% (283,350) contained a least one person with a long –12 term health problem or a disability</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 <input type="checkbox"/> 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>Health Survey NI (2016/17)</p> <ul style="list-style-type: none"> <li>• 13% have caring responsibilities</li> <li>• Approximately, 70% receive no monetary reward for giving this care</li> <li>• 48% received help from other family members, but 38% received no support from others</li> </ul> <p>Parents with dependent children (Census 2011) Responsibility for dependent children: 238,094 households (33.9% of all NI households)</p> <p>NI Lone parent families = 115,959, with 123,745 dependent children in family (Census 2011). Of the 115, 959 lone parents, 16, 9 691 are males and 99,268 are female. (Census 2011)</p> <p>Census data suggests that 33.9% of all NI Households have dependent children. (Census 2011),</p>
Disability	<p>NI Population Statistics*</p> <p>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.</p> <p>68.57% (1,241,709) of residents did not have a long – term health condition.</p> <p>Deafness or partial hearing loss – 5.14% (93,078)</p> <p>Blindness or partial sight loss – 1.7% (30,785)</p> <p>Communication Difficulty – 1.65% (29,879)</p> <p>Mobility of Dexterity Difficulty – 11.44% (207,163)</p> <p>A learning, intellectual, social or behavioural difficulty - 2.22% (40,201)</p> <p>An emotional, psychological or mental health condition - 5.83% (105,573)</p> <p>Long – term pain or discomfort – 10.10% (182,897)</p> <p>Shortness of breath or difficulty breathing – 8.72% (157,907)</p>

	<p>Frequent confusion or memory loss – 1.97% (35,674)  A chronic illness (such as cancer, HIV, diabetes, heart disease or epilepsy. – 6.55% (118,612)  Other condition – 5.22% (94,527)</p> <p>It is estimated that in Northern Ireland, 42% have longstanding illness (30% limiting and 12% non-limiting illness) Health Survey NI (2017).</p> <p>Prevalence of longstanding limiting illness increases with age: approximately 8% among young adults aged 16 to 34 years, compared to 60% among those who are aged 65 years and over. (Census 2011)</p> <p><b>SBNI Statistics:</b>  4,426 – children in need with a disability  442- Children in Care recorded as having a Disability</p>
Ethnicity	<p>Traveller population in N Ireland is estimated at 3905 (All-Ireland Traveller's Health Survey, 2010)</p> <ul style="list-style-type: none"> <li>• Non-White ethnic groups (Asian, Black, Mixed, Other) estimated at: 31113.</li> <li>• The number of births to mothers outside the UK and Ireland have increased over the past decade with 2347 births in 2008 compared with 661 in 2001 (9% of all registered births) (2011 Census data)</li> </ul> <p><b>Language</b>  The five most popularly requested languages in HSC settings (as reported by the HSC Translation Service) in 2017-2018 were:  1. Polish (30,292 requests);  2. Lithuanian (15,763 requests);  3. Arabic (11,360 requests);  4. Romanian (9,908 requests) and  5. Portuguese (8,524 requests)</p>
Sexual Orientation	<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:  - 65.8% had been verbally assaulted at least once;  - 43.3% had been threatened with physical violence at least once;  - 33% had been threatened to be 'outed' at least once;</p>

	- 34.7% had experienced discrimination in accessing goods, facilities or services at least once.
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## 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

The SBNI Business Plan 2021-2022 covers a wide range of issues across safeguarding and child protection in Northern Ireland. It has the aim of safeguarding and promoting the welfare of children and young people in Northern Ireland, including all section 75 groups.

The document is high level and sets out the key strategic actions and corporate business objectives for 2021-2022, and will be supported by the statutory and non-statutory committees and sub-groups' work plans and other detailed plans and business cases as relevant.

The plan is closely aligned with the core functions of the SBNI, as defined by the legislation and with other key strategies including the Children's Services Cooperation Act (NI) 2015 and the Programme for Government and draft Outcomes Framework 2021.

The SBNI recognises that the needs, experiences and priorities of children and young people within each Section 75 category will vary and that some may require specific actions to benefit from safeguarding and child protection activities as described in this business plan.

<b>Category</b>	<b>Needs and Experiences</b>
Gender	If engagement and participation activities result from the outworkings of this annual business plan, then the differing ways of communicating with different age groupings will need to be considered.
Age	Older people may be less likely to be computer literate and have access to a computer at home. Younger people may have preferences for using social media as a means of communication; Alternative forms of providing information may need to be considered.
Religion	There is no evidence of a differential impact on the grounds of religion.
Political Opinion	There is no evidence of a differential impact on the grounds of political opinion.

Marital Status	There is no evidence of a differential impact on the grounds of marital status.
Dependent Status	If engagement and participation activities result from the outworkings of this annual business plan, then consideration will need to be given to how carers can be accommodated in terms of timings and locations.
Disability	Generally, given that disabled children and young people are particularly vulnerable to all forms of abuse, consideration will be given to making any engagement and participation activities both accessible and sensitive to their needs and experiences.
Ethnicity	Consideration will be to given requests for making the plan available in alternative formats as issues relating to children and young people, their parents and carers whose first language in not English.
Sexual Orientation	There is no evidence of a differential impact on the grounds of sexual orientation.

## 2.4 Multiple Identities

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

It is possible that some of the work to be taken forward in the Business Plan may impact on people with multiple identities. The SBNI recognises that the needs and experiences of people with multiple identities will vary across our work.

In our commitment to ensuring that potential impacts are considered and mitigated, the SBNI will screen policies and strategies individually, where applicable to ensure that the potential impacts of each policy or strategy are considered fully in that context

## 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>
Any requests for the Business Plan in alternative formats will be considered.	<p>As an integral part of the annual business planning process, each statutory and non-statutory committee and sub-group within SBNI formulates its own specific work plan to deliver on its work mandated by our strategic and annual business plans in the financial year ahead.</p> <p>A range of actions to be delivered as part of the overarching Business Plan will be Equality Screened and where appropriate, Equality Impact Assessed.</p> <p>Those currently known are to be found in Annex 1.</p>

## 2.6 Good Relations

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

<i><b>Group</b></i>	<i><b>Impact</b></i>	<i><b>Suggestions</b></i>
Religion	Not applicable	
Political Opinion	Not applicable	
Ethnicity	Not applicable	

**(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.**

The main equality issues that have been identified have been addressed in the plan. It is not thought that subjecting the plan to an EQIA will identify further opportunities to promote equality of opportunity.

The SBNI Business Plan 2021-2022 sets out the strategic context, key priorities and actions that will be progressed by the SBNI during 2021-2022. Safeguarding, child protection and promoting the welfare of children and young people is the essence of the plan and complements the Section 75 Agenda,

The Plan covers a wide range of issues across safeguarding, child protection and promoting the welfare of children and young people child protection and has the aim of improving the safety and risk from harm for all children and young people in NI (covering all relevant section 75 groups).

As an integral part of the annual business planning process, each statutory and non-statutory committee and sub-group within the SBNI formulates its own work plan to deliver on its work in the financial year ahead. A range of actions to be delivered as part of the overarching Business Plan will be Equality Screened and where appropriate, Equality Impact Assessed.

#### **(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?**

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

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

<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	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
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## (6) MONITORING

### 6.1 What data will you collect in the future in order to monitor the effect of the policy or decision on any of the categories (for equality of opportunity and good relations, disability duties and human rights)?

Equality & Good Relations	Disability Duties	Human Rights
The SBNI will continue to monitor requests for alternative formats to inform the development of information in various formats at the time of publication.		

Approved Lead Officer:



Position:

Director of Operations

Date:

10 August 2021

Policy/Decision Screened by:

Paul McNeill: 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:

Equality Unit/ BSO /James House/ 2-4 Cromac Avenue/ Belfast/ BT7 2JA Tel: 028 9536 3961

## SBNI Business Plan 2021-2022

### Equality Screening and Human Rights Template – Annex 1

#### 2.5 Making Changes: Equality Screening Plan 2021-2022

Outcome	Business Plan Item	Action
1.1	Continue to seek assurance that member agencies have disseminated and embedded the Regional Core Child Protection Policies and Procedures (P&P)	As any current policies and procedures are revised and updates, these will also be targeted for equality screening
1.1	Continue to review, disseminate and implement the following policies and procedures; <ul style="list-style-type: none"> <li>Case Conference Appeals Process</li> <li>Information Sharing Guidance</li> </ul>	Case Conference Appeals Process screening will commence once legal advice has been added.  Information Sharing Guidance ownership is being transferred to the Department of Health that will conduct its own equality screening.
1.2	Develop and disseminate the relevant Regional Safeguarding Practice Guidance to support Regional Core Child Protection P&P in collaboration with the DoH and other agencies Currently, these are: <ul style="list-style-type: none"> <li>Sexually Active Children Guidance</li> </ul>	The Sexually Active Children Guidance will be screened within year
1.3	Develop and agree a two-year SBNI Engagement Strategy 2021-2023	This will be screened and published within year
1.5	<b>Child Death Overview Panel Review</b> Scope and address the gaps in multi-agency information required for the establishment of a Child Death Overview Panel by producing a report to identify the preferred option, based on agreed selection criteria, providing a clear route forward on how child deaths in Northern Ireland are reported to and reviewed by the CDOP for the	We will ensure that the relevant S75 groups are taken into account as part of the review during this reporting year.  The report will be screened and published during 2022-2023.

	purpose of learning and identifying modifiable factors that may prevent future child death.	
<b>1.5</b>	<b>Strategic Plan 2022-2026</b> Develop and produce a Strategic Plan for 2022/26 for provision to the DoH.	This will be screened and published within year and will form part of the suite of documents that will go out for consultation in January 2022 for 12 weeks.
<b>2.2</b>	Take forward the key strategic recommendations within the Equally Safeguarded Report endorsed by SBNI and Regional Domestic and Sexual Violence Stakeholders Assurance Group (SAG) to address gaps and develop service provision for children and young people affected by domestic violence and abuse	Any actions that are owned by the SBNI through the Domestic Violence and Abuse Sub-Group will be equality screened.  None currently in development at time of drafting this screening
<b>2.2</b>	Stakeholders Assurance Group (SAG) to develop a standardised training and development framework that recognises different levels of training required at varying points of support intervention to assist agencies working with children and young people affected by domestic violence and abuse.	As part of SAG, the SBNI will highlight to the convenors that screening for the framework will need to be conducted at the same time as the framework is being developed.
<b>3.2</b>	Continue to circulate awareness raising materials to improve public awareness, understanding and action on neglect for children and young people, families / carers.	The SBNI will continue to ensure that awareness raising materials will comply with its accessible formats policy.
<b>4.1</b>	Establish an SBNI Mental Health Committee to progress this priority and outcomes	The SBNI will ensure that as part of the formation of a terms of reference for this committee in year, S75 groupings will be taken into account to recognise and address issues that are pertinent to these.  Products from this committee will be screened in 2022-2023.