

Equality and Human Rights Screening Template

The RQIA is required to address the 4 questions below in relation to all its policies.

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.

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

External Experts: Remuneration, Travel and Subsistence Policy

1.2 Description of policy or decision

- what is it trying to achieve? (aims and objectives)**

The Regulation and Quality Improvement Authority (RQIA) will ensure this policy supports the delivery of the highest possible standards of probity, regularity and value for money in the execution of its duties. Furthermore, RQIA will adhere to the basic principle of public sector organisations to execute the proper use of public funds and to be open and accountable in the management and reporting of the same.

It is RQIA policy to ensure External Experts are reimbursed promptly and appropriately for any services provided and are paid for any prior agreed expenses incurred whilst undertaking work related to RQIA Activity.

- how will this be achieved? (key elements)**

RQIA will remunerate External Experts for the time spent undertaking RQIA activity along with permitted travel and subsistence costs which will allow Expert External Experts to attend RQIA or other venues as required. These payments will be balanced with the duty of RQIA to ensure best use of public monies.

- what are the key constraints? (for example financial, legislative or other)**

RQIA recognise that any travel, other than by cycling or walking, can have an impact on the environment. To attempt to minimise the environmental effects of any travel RQIA will, minimise unnecessary travel and where possible, conduct RQIA activity using a virtual platform.

1.3 Main stakeholders affected (internal and external)

This internal operating policy applies to RQIA employees who are required to recruit and appoint External Experts and to those External Experts engaged by RQIA. They will be termed 'Experts' where applicable within this policy.

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

DoH

HSC(F) 29-2023, July 2023, External Consultancy Monitoring Returns 2023-24

HSC (F) 37-2022, December 2022, Direct Award Contracts

HSC(F) 13/2022, April 2022, Guidance on Direct Award Contracts - amended

HSC(F) 36-2021, November 2021, Use of Professional Services Including External Consultants – Revised Guidance

RQIA

RQIA Fraud Response Plan, October 2017

RQIA Travel and Accommodation Request Guidance, March 2019

RQIA Driving for Work Code of Practice, March 2013

(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?

Sources of equality data include:

- Census 2021
- Section 75 equality profile of our staff (Dec 2022)

This policy has been developed internally by members of the Hospital Services, Independent Health Care, Reviews and Audit Team who have extensive previous experience in the operation and delivery of the ethos and procedures within this policy.

This policy has been shared with finance colleagues for review and input as appropriate.

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. Also give consideration to multiple identities.

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>
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Gender	<p>Equality The proportion of females in 2021 was 50.8% (967,043) and of males was 49.2% (936,132) (total population of 1,903,175)</p> <p>Disability The Northern Ireland Statistics and Research Agency (NISRA) in its 2007 report on disability – whilst it is recognised that the report is dated – indicated that: There is a higher prevalence of disability among adult females with 23% of females indicating that they had some degree of disability compared with 19% of adult males;</p> <ul style="list-style-type: none"> • Male prevalence rates are only higher than female rates amongst the youngest adults (16 to 25): 6% of males compared with 4% of females; • 8% of boys aged 15 and under were found to have a disability, compared with 4% of girls of the same age. <p>Figures from the Census 2011 show that there is a higher prevalence of females whose activities are ‘limited a lot’ – 13% of females compared to 11% of males due to their disability. However, this is to be expected given their longer life expectancy.</p> <p>RQIA staff data:</p> <table border="1"> <tr> <td>Male</td><td>25.15%</td></tr> <tr> <td>Female</td><td>74.85%</td></tr> </table>	Male	25.15%	Female	74.85%
Male	25.15%				
Female	74.85%				

Age	<p>Equality</p> <p>Age profile of the NI population (Census 2021):</p> <p>Age band Population Percentage</p> <p>0-14 365,200 19.2%</p> <p>(15-64 1,211,500 63.7%)</p> <p>15-39 594,400 31.2%</p> <p>40-64 617,100 32.4%</p> <p>(65+ 326,500 17.2%)</p> <p>65-84 287,100 15.1%</p> <p>85+ 39,400 2.1%</p> <p>All ages 1,903,200 100%</p> <p>Disability</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+);</p> <p>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%</p> <p>16-44 – 5%</p> <p>45 – 64 – 16%</p> <p>65 and over – 33%</p> <p>Female</p> <p>0 – 15 – 2%</p> <p>16 – 44 – 5%</p> <p>45 – 64 – 17%</p> <p>65 and over – 38%</p> <p>Overall there are greater proportions of older people with a</p>
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disability.

RQIA staff data:

16-24	4.09%
25-29	2.92%
30-34	4.68%
35-39	9.94%
40-44	8.77%
45-49	19.30%
50-54	19.30%
55-59	15.79%
60-64	9.36%
>=65	5.85%

Religion	<p>Equality</p> <p>Census 2021</p> <p>Current Religion</p> <ul style="list-style-type: none"> • ‘no religion’ (17.4%) • ‘religion not stated’ (1.6%) • Catholic (42.3%) • Presbyterian Church in Ireland (16.6%) • Church of Ireland (11.5%) • Methodist (2.4%) • Other Christian denominations (6.9%) • Other non-Christian Religions (1.3%). • <p>Religion/religion of upbringing (Number - Percentage)</p> <p>Catholic 869,800 45.7%</p> <p>Current religion 805,200 42.3%</p> <p>Religion of upbringing 64,600 3.4%</p> <p>Protestant and other Christian (including Christian related) 827,500 43.5%</p> <p>Current religion 711,000 37.4%</p> <p>Religion of upbringing 116,600 6.1%</p> <p>Other religions 28,500 1.5%</p> <p>Current religion 25,500 1.3%</p> <p>Religion of upbringing 3,000 0.2%</p> <p>None 177,400 9.3%</p> <p>All usual residents 1,903,200 100.0%</p> <p>Disability</p> <p>Not available broken down by disability.</p> <p>RQIA staff data:</p> <table border="1"> <tr> <td>Perceived Protestant</td><td>0.58%</td></tr> <tr> <td>Protestant</td><td>28.07%</td></tr> <tr> <td>Perceived Roman Catholic</td><td>58.00%</td></tr> <tr> <td>Roman Catholic</td><td>28.65%</td></tr> <tr> <td>Neither</td><td>6.43%</td></tr> <tr> <td>Not assigned</td><td>0.00%</td></tr> </table>	Perceived Protestant	0.58%	Protestant	28.07%	Perceived Roman Catholic	58.00%	Roman Catholic	28.65%	Neither	6.43%	Not assigned	0.00%
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Political Opinion	<p>Equality</p> <p>Census 2021</p> <p>National identity (nationality based) (Number – Percentage)</p> <ul style="list-style-type: none"> • British 814,600 42.8% • Irish 634,000 33.3% • Northern Irish 598,800 31.5% • English 16,800 0.9% • Scottish 10,200 0.5% • Welsh 2,000 0.1% • Other national identities 113,400 6.0% <p>National identity (person based) (Number – Percentage)</p> <ul style="list-style-type: none"> • British only 606,300 31.9% • Irish only 554,400 29.1% • Northern Irish only 376,400 19.8% • British & Northern Irish only 151,300 8.0% • Irish & Northern Irish only 33,600 1.8% • British, Irish & Northern Irish only 28,100 1.5% • British & Irish only 11,800 0.6% • English only/Scottish only/Welsh only 16,200 0.9% • Other combination of British/Irish/Northern Irish/English/Scottish/Welsh only 11,700 0.6% • Other national identities 113,400 6.0% • Polish only 23,900 1.3% • Lithuanian only 11,900 0.6% • Romanian only 7,100 0.4% • Portuguese only 6,900 0.4% • Bulgarian only 4,300 0.2% • Indian only 4,100 0.2% • Other national identity with one or more of British/Irish/Northern Irish/English/Scottish/Welsh only 12,700 0.7% • Other national identities 42,600 2.2% • All usual residents 1,903,200 100.0%
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Disability

Not available broken down by disability.

RQIA staff data:

Broadly Nationalist	0.00%
Other	0.58%
Broadly Unionist	0.00%
Not assigned	95.32%
Do not wish to answer	4.09%

Marital Status

Equality

[Please note: Census 2021 data relating to marital status has not yet been released (as of the date of this screening)]

Census 2011:

- 47.56% (680, 840) of those aged 16 or over were married
- 36.14% (517, 359) were single
- 0.09% (1288) were registered in same-sex civil partnerships
- 9.43% (134, 994) were either divorced, separated or formerly in a same – sex partnership
- 6.78% (97, 058) were either widowed or a surviving partner

Disability

Not available broken down by disability.

RQIA staff data:

Divorced	2.92%
Married/Civil Partnership	36.26%
Other	0.00%
Separated	0.58%
Single	7.60%
Unknown	51.46%
Widow/er	0.00%
Not assigned	1.17%

Dependent Status	<p>Census 2021</p> <p>Table 17: Provision of unpaid care (‘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 Percentage of usual residents aged 5 and over who provide:</p> <p>No unpaid care 87.58% 1-19 hours’ unpaid care per week 5.63% 20-34 hours’ unpaid care per week 1.38% 35-49 hours’ unpaid care per week 1.57% 50+ hours unpaid care per week 3.84%</p> <p>Disability</p> <p>It may be concluded that a considerable share of people with a disability are carers themselves.</p> <p>RQIA staff data:</p> <table border="1"> <tr> <td>Yes</td><td>11.79%</td></tr> <tr> <td>Not assigned</td><td>81.03%</td></tr> <tr> <td>No</td><td>7.18%</td></tr> </table>	Yes	11.79%	Not assigned	81.03%	No	7.18%
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No	7.18%						
Disability	<p>Census 2021</p> <p>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.)</p> <p>The breakdown of the various long-term conditions as outlined in the 2021 Census is:</p>						

	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
	RQIA staff data:		
No		31.58%	
Not assigned		68.42%	
Yes		0.00%	
Ethnicity	Census 2021		
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	Other condition	8.81
	RQIA staff data:	
Sexual Orientation	Not assigned	94.74%
	White	5.26%
	Other	0.00%
	[Please note: Census 2021 data relating to sexual orientation has not yet been released (as of the date of this screening)]	
	BSO staff data:	
	Both sexes	0.00%
	Do not wish to answer	0.00%
	Not assigned	95.32%
	Opposite sex	4.68%
	Same sex	0.00%

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. Also give consideration to multiple identities (such as single parents for example).

Category	Needs and Experiences
Gender	There is no known impact
Age	There is no known impact
Religion	There is no known impact
Political Opinion	There is no known impact
Marital Status	There is no known impact
Dependent Status	There is no known impact
Disability	There is no known impact
Ethnicity	There is no known impact
Sexual Orientation	There is no known impact

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.

There is no known impact for those with multiple identities.

RQIA 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, RQIA will screen policies and strategies individually 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>In developing the policy or decision what did you do or change to address the equality issues you identified?</i>	<i>What do you intend to do in future to address the equality issues you identified?</i>
N/A	N/A

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)

Group	Impact	Suggestions
Religion	None	
Political Opinion	None	
Ethnicity	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 type="checkbox"/>
No further impact	<input checked="" type="checkbox"/>

Do you consider that this policy or decision needs to be subjected to a full equality impact assessment?

Please tick:

Yes	<input type="checkbox"/>
No	<input checked="" type="checkbox"/>

Please give reasons for your decisions.

This internal policy and associated guidance was equality screened using section 75 groups and was considered to have no specific equality impacts for any identified groups; it therefore does not require to be subjected to a full equality impact assessment as outlined in Schedule 9 of the Northern Ireland Act 1998.

(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>

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>

(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 st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property	No
1 st 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*

** 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.

(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
Collection of high- level equality metrics at time of engagement of contractor. Maintain anonymous data and produce an annual summary within the Reviews Team annual reporting.	Collection of high- level equality metrics at time of engagement of contractor. Maintain anonymous data and produce an annual summary within the Reviews Team annual reporting.	Collection of high- level equality metrics at time of engagement of contractor. Maintain anonymous data and produce an annual summary within the Reviews Team annual reporting.

Approved Lead Officer:

Dr Julie-Ann Walkden

Position:

Assistant Director

Date:

27.02.2024

Policy/Decision Screened by:

18.12.2023

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**

Any request for the document in another format or language will be considered.