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?

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
Equality and Disability Action Plans 2023-2028**

1.2   Description of policy or decision

In line with our commitments under Section 75 of the Northern Ireland Act 1998 and our Equality Scheme, the Equality Action Plan 2023-28 identifies a number of key actions to promote equality.

This Disability Action Plan for the period 2023-2028 represents our organisation's responsibilities under the Disability Discrimination Act (1995) as amended by the Disability Order 2006. This law requires us to carry out our functions giving due regard to two specific duties. These duties are: to promote positive attitudes towards disabled people and promote the participation by disabled people in public life. The purpose of this action plan is to outline some key actions that we are going to deliver upon to make a difference to people with disabilities including staff and people who use our services, and where relevant, their carers.

In developing the action plan we paid particular attention to people with:
- Physical disabilities
- Sensory disabilities
- Autism Spectrum Disorder; Dyslexia; Cognitive Impairment; Learning disability
- Mental health conditions
- Long-term conditions.

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 control,

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

The SBNI Independent Chair (independent person), senior representatives from the 21 member bodies and the five other 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 statutory and non-statutory committees and sub-groups are supported in its aims and priorities by a small SBNI Central Support Team (currently seven staff). For more details on the SBNI see: www.safeguardingni.org.

The SBNI is an unincorporated statutory body and is corporately hosted and relies on the Public Health Agency (PHA) for key corporate accountability, business and governance arrangements.

The primary responsibility of the SBNI is to protect children and young people from risk and harm and ensure that effective work to protect children and young people is properly coordinated. The fundamental corporate strategic value associated with this intention is that the SBNI will listen to children and young people, their views, feelings and experiences and place them and these at the heart of what the SBNI does.

- To provide leadership and set direction in the safeguarding, protection and welfare of children and young people
- To hear and respond to the voices of children and young people affected by domestic violence and abuse
- To support children and young people in exercising their rights to enjoy the benefits of the online world free from harm, fear and abuse
- To hear and respond to the voices of children and young people affected by mental health issues.

The SBNI is also a designated and recognised public authority under Section 75 of the Northern Ireland Act 1998 and the Disability Discrimination (Northern Ireland) Order 2006. Under the statutory obligations and requirements of these two pieces of legislation, the SBNI is required to develop two separate plans to demonstrate how the SBNI will:

- Have due regard to the need to promote equality of opportunity between the nine equality categories
- Promote positive attitudes towards people with disabilities
- Encourage participation of people with disabilities in public life.

The current SBNI Equality and Disability Action Plans have been in place since 1 April 2023 and built upon the 2018-2023 Action plans.

The current context of restricted finances and upcoming health and social care reform must be noted as potential constraints to these plans. Both of these have been considered throughout the business planning development process and its associated equality screening.

NB: the SBNI Equality and Disability Action Plans 2023-2028 were subject to public consultation during April to June 2023.

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 goods and services are commissioned by the SBNI
- SBNI Director of Operations
- SBNI Professional Officers (X2)
- SBNI Trauma Informed Practice Implementation Managers (X2) (Temporary Secondments)
- SBNI Online Safety Coordinator (Fixed-Term Temporary Appointment)
- SBNI Business Support Manager (P/T) (vacant post as of Jan 2024)
- SBNI Office Manager/Board Secretary
- SBNI Business Support Officers (X2) (P/T)
- SBNI Business Support Officer

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
- The Children's Services Cooperation Act (NI) 2015
- SBNI Strategic Plan 2022 – 2026
- SBNI Annual Report 2021-2022
- SBNI Safeguarding Statistics Snapshot 2021-2022
- SBNI Corporate Annual Business Plan 2022-2023
- SBNI Communications Strategy 2021-2023
- SBNI Engagement Strategy 2021-2023
- SBNI Child Safeguarding Learning and Development Strategy and Framework revised June 2020
- SBNI Equality and Disability Action Plans 2018-2023

External drivers include:
- UN Convention on the Rights of the Child 1989
- DHSSPS Guidance to the Safeguarding Board for Northern Ireland 2014
- DHSSPS May 2017 - Co-operating to Safeguard Children and Young People in Northern Ireland Policy Document
- Department of Health August 2017 - Co-operating to Safeguard Children and Young People in Northern Ireland Policy Document
- NI Executive's Children and Young People's Strategy 2016-2026
- DE Children & Young People's Strategy 2020-2030
- DoH Mental Health Strategy 2021-2031
- TEO Ending Violence Against Women and Girls Strategic Framework 2023
- Programme for Government Framework draft Outcomes Framework Consultation 2021
- OFMDFM 2009 – Safeguarding children: a cross-departmental statement on the protection of children and young people
- CYPSP: NI Children and Young People's Plan 2021-2024
- NI Executive: Keeping children and young people safe: An Online Safety Strategy for Northern Ireland 2020-2025
- Online Safety – 3Year Action Plan
- DoH Protect Life 2: A Strategy for preventing Suicide and Self Harm in Northern Ireland 2019-2024
- DoH Anti-Poverty Practice framework for Social Work in Northern Ireland 2019
- DfC Anti-Poverty Strategy (in development)
- Northern Ireland Executive: Child Poverty Strategy 2016-2022
- Department of Health Mental Health Strategy 2021-2031
- Making Life Better: a whole system strategic framework for Public Health in NI

Additionally, the Legal requirements under the Human Rights Act 1998 and the European Convention on the Rights of People with Disabilities have a bearing.

(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 2020-2021 and 2021-2022
- 2021 Census published by the Northern Ireland Statistics and Research Agency
- Northern Ireland Statistical Research Agency Ni Census - First and Second Phase Main Statistics
- Northern Ireland Statistical Research Agency 2021 Mid-Year Population Estimates for Northern Ireland 29 November 2021
- Department of Health Children's Social Care Statistics for Northern Ireland 2021-2022
- Department of Education School Enrolments 2021-2022 statistical bulletins
- NI Young Life and Times Survey 2019 – Religion
- https://www.health-ni.gov.uk/publications/tables-health-survey-northern-ireland
- https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2019
- Registrar General Annual Report for NI 2020. Available at https://www.nisra.gov.uk/system/files/statistics/RG%20Annual%20Report%202020%20Accessible.pdf
- https://www.nspcc.org.uk/about-us/news-opinion/2022/online-grooming-crimes-rise/

Equality Commission for NI (2022) Shadow Report from the Equality Commission for Northern Ireland to the Advisory Committee for the Framework Convention for the Protection of National Minorities on the Fifth Monitoring Report of the United Kingdom.
Available at:

https://www.equalityni.org/ECNI/media/ECNI/Publications/Delivering%20Equality/AdvisoryCommittee-FCNM-5thMonitoringReportUK.pdf?ext=.pdf

Information from a range of previous activities was also considered

in relation to equality and disability were raised, including our Five Year Review of Equality Scheme in 2021 and a series of focus groups we held for it with Tapestry members as well as other staff groups.

Other sources of equality data include:

- Census 2021 and 2011 data.
- Section 75 equality profile of our staff (Dec 2022)
- Research Reports including from GIRES (Gender Identity Research and Education Society) and **Getting and staying in work - LLTI 2001 - Research Report (nisra.gov.uk)**
- Reports from various disability organisations for example RNIB, Action on Hearing Loss, Disability Action, Mencap, Carers Northern Ireland. Older Person's Organisations and Children and Young People's Organisations.
- Previous screening and equality impact assessment analysis where equality issues were highlighted.
- Previous work in relation to our Plans.
- Reports and guidance by the Equality Commission on Equality and Disability Action Plans.

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	*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?*
Gender	**General population:** 1,903,175 – people in Northern Ireland 967,043 (50.8%) – female 936,132 (49.2%) – male **SBNI Statistics:** 2,298 – Children on the Child protection Register • 1220 Males • 1087 Females 3,281 Children in Care of HSC Trusts (LAC) • 53% Male • 47% Female **Population Statistics:** 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%). • 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. Transgender Research suggests for the Northern Ireland population as a whole: • 140-160 individuals are affiliated with transgender groups • 120 individuals have presented with Gender Identity Dysphoria • There are more trans women than trans men living in Northern Ireland. . (McBride, Ruari Santiago (2011): Healthcare Issues for Transgender People Living in Northern Ireland. Institute for Conflict Research.) The Gender Identity Research and Education Society (GIRES) estimate the number of gender nonconforming employees and service users, based on the information that GIRES assembled for the Home Office (2011) and subsequently updated (2014): • gender nonconforming to some degree (1%) • likely to seek medical treatment for their condition at some stage (0.2%) • receiving such treatment already (0.03%) • having already undergone transition (0.02%)

	• having a GRC (0.005%) • likely to begin treatment during the year (0.004%). 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 male to female (trans women) and from female to male (trans men). Applying GIRES figures to NI population n=1,810,900 (Census 2011): • 18109 people who do not identify with gender assigned to them at birth • 3622 likely to seek treatment • 362 have undergone transition • 91 have a Gender Recognition Certificate
Age	**General Population** **Equality** Age profile of the NI population (Census 2021): Age band Population Percentage 0-14 365,200 19.2% (15-64 1,211,500 63.7%) 15-39 594,400 31.2% 40-64 617,100 32.4% (65+ 326,500 17.2%) 65-84 287,100 15.1% 85+ 39,400 2.1% All ages 1,903,200 100% **Disability** 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+); 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; Male 0-15 – 3% 16-44 – 5% 45 – 64 – 16% 65 and over – 33% Female 0 – 15 – 2% 16 – 44 – 5%

	45 – 64 – 17% 65 and over – 38% Overall there are greater proportions of older people with a disability. **SBNI Statistics:** 438,384 – children under 18 years old (23% of total NI population) - Children 0-4 years 124,400 - 6.87% of the total population 5 to 9 years – 111,300 - 6.15% 10 to 14 years - 119,000 – 6.57% - Young people 15 to 19 years- 126,200 – 6.97% 24,289 – Children known to Social Services as a Child in Need 3,281 Children in Care of HSC Trusts (LAC) 2,298 – Children on the Child Protection Register 342,700 – pupils in schools 173,856 – pupils in primary schools 145,085 – pupils in post-primary schools 23,759 – pupils in funded pre-school education
Religion	**Equality** Census 2021 Current Religion • '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%). Religion/religion of upbringing (Number - Percentage) Catholic 869,800 45.7% Current religion 805,200 42.3% Religion of upbringing 64,600 3.4% Protestant and other Christian (including Christian related) 827,500 43.5% Current religion 711,000 37.4% Religion of upbringing 116,600 6.1% Other religions 28,500 1.5% Current religion 25,500 1.3% Religion of upbringing 3,000 0.2% None 177,400 9.3% All usual residents 1,903,200 100.0% **Disability** Not available broken down by disability.

	The NI Young Life and Times Survey 2020-2021, for those who responded to belonging to a religion, gave the following percentages: Church of Ireland (Anglican) 7% Catholic 60% Presbyterian 19% Methodist 2% Baptist 2% Free Presbyterian 2% Brethren 1% Muslim 2% Other 6%
Political Opinion	**Equality** Census 2021 National identity (nationality based) (Number – Percentage) • 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% National identity (person based) (Number – Percentage) • 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% **Disability** Not available broken down by disability.

Marital Status	Northern Ireland Life and Times (2018) • Single (never married) 32% • Married and living with husband/wife 51% • A civil partner in a legally-registered civil partnership 0% • Married and separated from husband/wife 3% • Divorced 6% • Widowed 7% **Equality** • 45.59% (690, 509) of those aged 16 or over were married • 38.07% (576, 708) were single • 0.18% (2,742) were registered in civil partnerships (more than double since 2011) • 6.02% (91,128) were either divorced or formerly in a civil partnership which is now legally dissolved • 6.36% (96, 384) were either widowed or a surviving partner from a civil partnership • 3.78% (57, 272) were separated (but still legally married or still legally in a civil partnership). NB: the SBNI considers these as relevant for children and young people as they relate to aspects of identity, adversity, masculinity and understanding of social norms.
Dependent Status	**Equality** Census 2021 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.) Northern Ireland All usual residents aged 5 and over 1,789,348 Percentage of usual residents aged 5 and over who provide: 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% Information from Carers NI suggests that:

- 1 in every 8 adults is a carer
- 2% of 0-17 year olds are carers, based on the 2011 Census
- There are approximately 220,000 carers in Northern Ireland
- Any one of us has a 6.6% chance of becoming a carer in any year
- One quarter of all carers provide over 50 hours of care per week □ People providing high levels of care are twice as likely to be permanently sick or disabled than the average person
- 64% of carers are women; 36% are men.

Carers NI (State of Caring 2022 report)
There are over 290,000 people providing some form of unpaid care for a sick or disabled family member or friend in Northern Ireland – around 1 in 5 adults. (Carers UK (2022). Carers Week research report 2022.)
Of those participating in the survey…
• 82% identified as female and 17% identified as male.
• 4% are aged 25-34, 17% are aged 35-44, 33% are aged 45-54, 31% are aged 55-64 and 14% are aged 65+.
• 24% have a disability.
• 98% described their ethnicity as white.
• 28% have childcare responsibilities for a non-disabled child under the age of 18 alongside their caring role.
• 56% are in some form of employment and 18% are retired from work.
• 31% have been caring for 15 year or more, 16% for between 10-14 years, 25% for 5-9 years, 25% for 1-4 years, and 3% for less than a year.
• 46% provide 90 hours or more of care per week, 13% care for 50-89 hours, 23% care for 20-49 hours, and 19% care for 1-19 hours per week.
• 67% care for one person, 25% care for two people, 5% care for three people and 3% care for four or more people.

Disability
It may be concluded that a considerable share of people with a disability are carers themselves.

Disability	**Census 2021**
	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.) The breakdown of the various long-term conditions as outlined in the 2021 Census is:

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

Information on rare diseases provided by NI Rare Diseases Partnership www.nirdp.org.uk suggests 1 in 17 people is likely to be affected by a rare disease at some point in their lives; that is around 110,000 people in Northern Ireland. A disease is "rare" if it affects fewer than 1 people per 2,000.

Research using data from 2011 (Getting and staying in work - LLTI 2001 - Research Report (nisra.gov.uk)) suggests that
- The disability employment gap in 2011 was 52.3 percentage points (pps) – the difference in employment rate between those with (31.4%) and without

SBNI Statistics:
4,426 – children in need with a disability

442- Children in Care recorded as having a Disability

Ethnicity	**Equality**
	In the general population the 2021 Census indicated that 3.4% (65,600) of the usual resident population belonged to minority ethnic groups.
	Ethnic Group
	Ethnic Group Number Percentage White 1,837,600 96.6% Minority Ethnic Group 65,600 3.4% Black 11,000 0.6% Indian 9,900 0.5% Chinese 9,500 0.5% Filipino 4,500 0.2% Irish Traveller 2,600 0.1% Arab 1,800 0.1% Pakistani 1,600 0.1% Roma 1,500 0.1% Mixed Ethnicities 14,400 0.8% Other Asian 5,200 0.3% Other Ethnicities 3,600 0.2% All usual residents 1,903,200 100.0%
	Country of birth
	Country of birth Number Percentage Northern Ireland 1,646,300 86.5% Great Britain 92,300 4.8% England 72,900 3.8% Scotland 16,500 0.9% Wales 2,800 0.2% Republic of Ireland 40,400 2.1% Outside United Kingdom and Ireland 124,300 6.5% Europe (other EU countries) 67,500 3.5% Europe (other non-EU countries) 3,700 0.2% Other Countries in the World 53,100 2.8% All usual residents 1,903,200 100.0%
	Main language of usual residents aged 3 and over
	Main language Number Percentage English 1,751,500 95.4% Main language not English 85,100 4.6% Polish 20,100 1.1% Lithuanian 9,000 0.5% Irish 6,000 0.3% Romanian 5,600 0.3% Portuguese 5,000 0.3% Arabic 3,600 0.2% Bulgarian 3,600 0.2% Other languages 32,200 1.8%

All usual residents aged 3 and over 1,836,600 100.0%

Figures from the 2011 Census provide the prevalence of disability among the following ethnic groups

Percentage of those whose disability limits their day to day activities a lot
All – 12%
Irish Traveller – 20%
White other – 12%
Chinese – 3%
Indian – 3%
Pakistani – 6%
Bangladeshi – 4%
Other Asian – 2%

Considering the 2011 Census figures for the ethnic composition of the General Population alongside those of People whose disability limits their day to day activities a lot, it shows that, with the exception of Irish Travellers, black and minority ethnic people are underrepresented amongst those with a disability when compared with their share amongst the general population.

White – 98.21% (1, 778, 449) – 99.40%
Chinese – 0.35% (6, 338) – 0.10%
Irish Traveller – 0.07% (1, 268) – 0.12%
Indian – 0.34% (6, 157) – 0.08%
Pakistani – 0.06% (1, 087) – 0.03%
Bangladeshi – 0.03% (543) – 0.01%
Other Asian – 0.28% (5, 070) – 0.03%
Black Caribbean – 0.02% (362) – 0.01%
Black African – 0.13% (2354) – 0.03%
Black Other – 0.05% (905) – 0.02%
Mixed – 0.33% (5976) – 0.10%
Other – 0.13% (2354) – 0.08%

The five most popularly requested languages in HSC settings (as reported by the HSC Translation Service) 1st July – 30th September 2021 were:
1. Polish (4515 requests);
2. Arabic (3518 requests);
3. Lithuanian (2382 requests);
4. Romanian (2316 requests) and
5. Bulgarian (1516 requests)

Department of Education School Enrolments 2019-2020 statistical bulletins: Schools are increasingly becoming more ethnically diverse. There are more than 17,500 pupils in schools in Northern Ireland recorded as "non-white", and this represents 5.0% of the school population. A newcomer pupil is one who has enrolled in a school but who does not have the satisfactory

	language skills to participate fully in the school curriculum. In 2019/20, there were nearly 17,400 newcomer pupils accounting for 5.0% of the school population. This has risen by nearly 5,500 pupils from five years prior. The growth in diversity in the school system may be explained by increased levels of migration among school age children over the last number of years. The top languages spoken by newcomers are: Polish, Lithuanian and Portuguese
Sexual Orientation	**Equality** Census 2021: • Straight or heterosexual: 90.04% (1,363,859) • Gay or lesbian: 1.17% (17,713) • Bisexual: 0.75% (11,306) • Other sexual orientation: 0.17 (2,597) • Prefer not to say: 4.58% (69,307) • Not stated: 3.3% (49,961) 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; - 34.7% had experienced discrimination in accessing goods, facilities or services at least once. **ONS Sexual Orientation 2019 (released May 2021)** • An estimated 2.7% of the UK population aged 16 years and over identified as lesbian, gay or bisexual (LGB) in 2019, an increase from 2.2% in 2018. • Younger people (aged 16 to 24 years) were most likely to identify as LGB in 2019 (6.6% of all 16 to 24 year olds, an increase from 4.4% in 2018); older people (aged 65 years and over) also showed an increase in those identifying as LGB, from 0.7% to 1.0% of this age category.

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 Equality and Disability Action Plans 2023-2028

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 these action plans.

In the following table we have listed those actions from our plans where we consider multiple needs to be relevant

Equality Action Plan 2023-2028: What we will do to promote equality and good relations

Action Measure	An identification of different needs, experiences and priorities of any of the equality categories in relation to this action and what equality issues emerge from this. Specify the Section 75 equality categories where there are different needs
Action 1 The SBNI will communicate and or engage with children and young people by consistently applying the principles and best practice methods detailed in the SBNI Communications Strategy and the SBNI Engagement with Children and Young People Strategy	**Multiple Needs, especially focussing on age, gender, disability, dependent status, ethnicity and sexual orientation** All safeguarding and child protection strategies, policies, plans and messaging from the SBNI will be informed by children and young people and where specifically applicable by those from an ethnic minority community and/or living with a disability in a format they have requested and which they can access. When engagement and participation activities occur, then the differing ways of communicating with different genders will be considered in terms of gender appropriate engagement and communication channels for males and females. All engagement and communications activities will need to cater for differences in age. Generally, the SBNI targets under 11 year olds and 12-18 year olds separately. Younger people may have preferences for using social media as a means of communication; Alternative forms of providing information will need to be considered. 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.

| | If engagement and participation activities occur then consideration will need to be given to how carers can be accommodated in terms of access, timings and locations.

We know all of this from the children and young people's participation and involvement in the development of the SBNI Communications and Engagement Strategy 2021. |
|---|---|
| **Action 2**
When procuring services that require any communications and or engagements with children and young people by external suppliers, all contracts and tenders will include a clause that will require the suppliers to ensure that these include representatives from all relevant Section 75 categories | **Multiple Needs, especially focussing on age, gender, disability, dependent status, ethnicity and sexual orientation**

As above. All SBNI specifications, tenders, and contracts for any engagement and participation events with children and young people contain a specific clause for suppliers directing them to ensure that such events has representation from the S75 categories where appropriate. |
| **Action 3**
Development of a process for gathering feedback from children young people where English is not their first language | As above

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. |
| **Action 4**
We will ensure our decision makers at Senior Leadership and Board level are trained on equality, diversity and good relations | Our senior leadership team (SLT) and Board members will be trained on equality, diversity and good relations as arranged throughout the year.

This will enable the SLT and Board to provide an oversight, leadership and challenge role in relation to equality. |

Disability Action Plan 2023-2028: What we will do to promote positive attitudes towards people with disabilities and encourage the participation of people with disabilities in public life	
Action Measure	**An identification of different needs, experiences and priorities of any of the equality categories in relation to this action and what equality issues emerge from this.**
Action 1 The SBNI will utilise the expertise and advice of reference groups drawn from SBNI committees and from the voluntary sector to promote positive attitudes of people with disabilities and encourage participation of people with disabilities in public life	Reference groups will report on the activities undertake to promote positive attitudes and consequently highlight the positive contributions made by the inclusion of people with disabilities
Action 2 The SBNI will support and proactively access and utilise inclusive images and language to promote core messages	By using inclusive images and language in all our publications, undertaken on a corporately consistent basis, we will ensure the promotion of positive attitudes with disabilities.

Action 3 The SBNI will undertake a review of its website to: •Identify key information that could be made available in signed video format •Ensure relevant contact details are available and up-to-date	We want to ensure that people with a disability have equal access to all of the SBNI's information, training and events.
Action 4 The SBNI will enhance the accessibility arrangements in respect of our equality and disability action plans to make sure they are accessible and provide alternatives to table format.	We want to ensure that people with a disability have equal access to all of the SBNI's information, training and events in a format that is accessible for them.
Awareness Days Raise awareness of the lived experience of people with specific disabilities and conditions	**Multiple needs** Prevalence of some disabilities differs between and within some of the equality groupings, such as by age, gender and disability. In a similar way, the experience of barriers may differ, including that of black and minority ethnic people who have a disability, carers, those identifying as gay, lesbian and bisexual, and those identifying as transgender or non-binary. As to needs of staff, those who have a disability themselves may have particular communication support needs to allow them to fully access the information and any events. Staff who are carers and work part-time may have needs as to the timing of events and the mode of delivery.

Placement Scheme Create and promote meaningful placement opportunities for people with disabilities	**Multiple needs** We want to support people with a disability to gain meaningful work experience and we will ensure that when a person is appointed s/he will have a positive and fulfilling placement that includes appropriate training to enable her/him to undertake the work. It is likely that unemployment rates will differ depending on the type of disability. Likewise, some people with a disability may face double marginalisation from the labour market, such as depending on their age, sexual orientation, ethnicity or gender identity. The placement scheme will need to take account of the range of disabilities, to ensure fair access to the scheme. People with sensory loss and people with a learning disability may have particular communication support needs, both in relation to accessing the scheme (such as accessibility of information materials) and to the day-to-day operation of the placement.
Tapestry Promote and encourage staff to participate in the disability staff network and support the network in the delivery of its priorities	**Multiple needs** The staff network needs to be accessible to people with a range of disabilities, including sensory disabilities and learning disabilities who may have particular needs as to the way the network operates. Staff with hidden disabilities, in particular younger staff, may be more reluctant to become involved if they have concerns about negative attitudes and negative implications for their chances of career progression. Others may want to contribute by email rather than attend meetings for that reason.
Neuro diversity Promote an increased understanding of neuro diversity in the workplace	We want to raise awareness and understand better how people with autism, ADHD, dyslexia and dyspraxia can be included in our work and create a place where neurodivergent individuals can thrive.

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 these action plans 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. These have been identified in 2.3 above. In our commitment to ensuring that potential impacts are considered and mitigated, the SBNI will screen plans, policies and procedures individually, where applicable to ensure that the potential impacts of each plan, policy and procedure 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?

In developing the policy or decision what did you do or change to address the equality issues you identified?	*What do you intend to do in future to address the equality issues you identified?*
Communications and engagement across the differing S75 categories.	We will apply the policy and best practice methods in our communications and engagement strategy, to ensure that the voices of children and young people are gathered, listened to and acted upon, by making sure the differing S75 categories are consistently represented.
Gender	When engagement and participation activities occur, then the differing ways of communicating with different genders will be considered in terms of appropriate engagement and communication channels for those who identify as female, male, non-binary or trans to ensure inclusion.
Age	All engagement and communications activities will need to cater for differences in

	age. Generally, the SBNI targets under 11 year olds and 12-18 year olds separately. Younger people may have preferences for using social media as a means of communication; alternative forms of providing information will need to be considered.
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.
Procuring services that require any communications and or engagements with children and young people by external suppliers, all contracts and tenders will include a clause that will require the suppliers to ensure that these include representatives from all relevant Section 75 categories	All SBNI specifications, tenders, and contracts for any engagement and participation events with children and young people contain a specific clause for suppliers directing them to ensure that such events has representation from the S75 categories where appropriate.
Development of a process for gathering feedback from children young people where English is not their first language, including sign languages.	The SBNI will develop a new process relating to children and young people, their parents and carers whose first language is not English for obtaining their feedback.
Awareness Days • Deaf: We arrange a Sign Language Interpreter for all our events. • Carers: We organise our Awareness Days on Tuesdays, Wednesdays and Thursdays, when most staff who work part-time are at work. We upload the presentation from the speakers and, whenever possible, record and upload the speaker's input onto the Tapestry	Leadership Centre – 'Progress Programme' • We will explore and report on cross-cutting issues as part of the evaluation. Human Resources – experiences and support needs of ethnic minority staff • As above, we will explore cross-cutting issues as part of the engagement.

website. That way, all staff can access the information at a time convenient to them.

Work Placements

- We work with a range of disability organisations to ensure opportunities are offered to people from a wide spectrum of disabilities, as well as different gender and age groups.
- We ensure that reasonable adjustments are discussed and put in place before placements commence.
- Some of the placements are offered on the basis of Hybrid Working. This means, working in an office some of the time and working from home some of the time, if preferred by the individual.
- We have completed a separate equality screening for our Placement Scheme. We review this screening every year when we make changes to the Scheme.

Tapestry Disability Staff Network

- We ensure that the way the forum operates allows people with a range of disabilities and from a range of age and ethnic backgrounds to be involved (for example, by providing information in accessible formats; arranging for a Sign Language Interpreter to attend all meetings; and by arranging meetings online).
- Accessible formats and inclusiveness are integrated into the Terms of Reference.
- Strict confidentiality provisions apply.
- When we engage with Tapestry members we offer members to take part in a discussion at a meeting or to

Human Resources – experiences and support needs of staff who are carers
- As above, we will explore cross-cutting issues as part of the engagement.

Human Resources – seeking views of Tapestry members on HR policies
- As above, we will provide information in alternative formats and communication support for any Tapestry members. We will also make sure that Tapestry members can share their views with us in any way they prefer.

Human Resources – short learning sessions for staff on reasonable adjustments
- We will apply the same measures as for the Disability Awareness Days, to meet the needs of staff who are Deaf and those who are carers.

send their views to a dedicated email address for Tapestry. Only a small number of staff from the BSO Equality Unit, who facilitate the network, have access to this email address.	

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	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	
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 development of our Equality and Disability Action Plans is a statutory requirement in its own right. Actions identified all relate to good practice and positive action. We consider that the Plans and the mitigation identified take account of the diverse needs of people identified to date, based on their multiple identities. Review of its implementation through agreed processes and through reports to the Director of Operations, the SBNI Independent Chair, the SBNI Board and the Equality Commission will keep this issue live and profiled.

Our plans will be reviewed and updated every year.

Therefore, a full Equality Impact Assessment is not required at this stage.

(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?

How does the policy or decision currently encourage disabled people to participate in public life?	What else could you do to encourage disabled people to participate in public life?
People with a disability have been involved in the development of the Disability Action Plan – through Tapestry, our Disability Staff Network. We will also engage with them directly in relation to the Equality Action Plan during the consultation period.	A number of actions have been developed under the Disability Action Plan aimed at providing direct opportunities for staff with a disability and voluntary sector groups to be involved.

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?

How does the policy or decision currently promote positive attitudes towards disabled people?	What else could you do to promote positive attitudes towards disabled people?
The plans include key actions relating to staff awareness raising.	

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

Giving cognisance of human rights based approach in the implementation and monitoring arrangements associated with both action plans.

(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
See action plans under performance indicators for details on quantitative and qualitative equality monitoring for individual actions. The SBNI will continue to monitor requests for alternative formats to inform the development of information in various formats at the time of publication.	See action plans under performance indicators for details on quantitative and qualitative equality monitoring for individual actions	Monitoring data from review of the plans to consider human rights issues.

Approved Lead Officer:

Position: Director of Operations

Date: 04/09/2023

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

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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:email: Equality.Unit@hscni.net