

Equality, Good Relations and Human Rights Screening

This organisation is required to consider the likely equality implications of any policies or decisions. In particular it is asked to consider:

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 or 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 or 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](#).

For advice and support on screening contact:

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Equality, Good Relations and Human Rights SCREENING TEMPLATE

(1) Information about the Policy or Decision

1.1 Title of policy or decision

BSO Equality and Disability Action Plans 2023-28

1.2 Description of policy or decision

- what is it trying to achieve? (aims and objectives)
- how will this be achieved? (key elements)
- what are the key constraints? (for example financial, legislative or other)

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 2018-23 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:

- Physical disabilities;
- Sensory disabilities;
- Autism Spectrum Disorder; Dyslexia; Cognitive Impairment; Learning disability
- Mental health conditions; and,
- Long-term conditions.

1.3 Main stakeholders affected (internal and external)

For example staff, actual or potential service users, other public sector organisations, voluntary and community groups, trade unions or professional organisations or private sector organisations or others

Those most immediately impacted by these action plans are people who use our services as well as staff and those considering to apply for jobs with us.

Those impacted also ultimately include members of the public.

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

- **what are they?**
- **who owns them?**

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.

We held a focus group with Tapestry – our Disability Staff Network – asking members to tell us what key issues they think the BSO and partner organisations should address in the new Disability Action Plans in relation to employment and training.

We also considered information from a range of previous activities where issues 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.

Consultation

We publicly consulted on our Plans from April to July 2023. We issued information on the consultation to our full list of Section 75 consultees. We received a range of comments, which are referenced in this screening where appropriate. Further details on who we engaged with during the consultation and the issues raised by consultees are provided in our consultation report.

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.

In the table below, we firstly consider data relevant for our Equality Action Plan, followed by data relevant to the Disability Action Plan.

Category	<i>What is the makeup of the affected group? (%) Are there any issue or problems? For example, a lower uptake that needs to be addressed or greater involvement of a particular group?</i>
Gender	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) GIRES 2014 estimate the number of gender nonconforming employees and service users, based on the information that GIRES assembled for the Home Office and subsequently updated: • 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 number 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

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;

- 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.

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.

BSO staff data:

Male	46.46%
Female	53.54%

Age**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. BSO staff data: <table border="1"> <tr><td>16-24</td><td>3.91%</td></tr> <tr><td>25-29</td><td>9.59%</td></tr> <tr><td>30-34</td><td>12.38%</td></tr> <tr><td>35-39</td><td>14.52%</td></tr> <tr><td>40-44</td><td>13.61%</td></tr> <tr><td>45-49</td><td>13.34%</td></tr> <tr><td>50-54</td><td>13.83%</td></tr> <tr><td>55-59</td><td>11.68%</td></tr> <tr><td>60-64</td><td>5.04%</td></tr> <tr><td>>=65</td><td>1.98%</td></tr> </table>	16-24	3.91%	25-29	9.59%	30-34	12.38%	35-39	14.52%	40-44	13.61%	45-49	13.34%	50-54	13.83%	55-59	11.68%	60-64	5.04%	>=65	1.98%
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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.

BSO staff data:

Perceived Protestant	1.55%
Protestant	22.29%
Perceived Roman Catholic	1.66%
Roman Catholic	30.39%
Neither	4.07%
Not assigned	40.03%

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.

	BSO staff data: <table border="1"> <tr> <td>Broadly Nationalist</td><td>3.64%</td></tr> <tr> <td>Other</td><td>4.92%</td></tr> <tr> <td>Broadly Unionist</td><td>3.86%</td></tr> <tr> <td>Not assigned</td><td>81.67%</td></tr> <tr> <td>Do not wish to answer</td><td>6.54%</td></tr> </table>	Broadly Nationalist	3.64%	Other	4.92%	Broadly Unionist	3.86%	Not assigned	81.67%	Do not wish to answer	6.54%				
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Marital Status	Equality Census 2021: • 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). Disability Not available broken down by disability. BSO staff data: <table border="1"> <tr> <td>Divorced</td><td>1.82%</td></tr> <tr> <td>Married/Civil Partnership</td><td>35.26%</td></tr> <tr> <td>Other</td><td>0.80%</td></tr> <tr> <td>Separated</td><td>0.64%</td></tr> <tr> <td>Single</td><td>12.86%</td></tr> <tr> <td>Unknown</td><td>47.75%</td></tr> <tr> <td>Widow/er</td><td>0.94%</td></tr> </table>	Divorced	1.82%	Married/Civil Partnership	35.26%	Other	0.80%	Separated	0.64%	Single	12.86%	Unknown	47.75%	Widow/er	0.94%
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Dependant 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%

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. BSO staff data: <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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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: <table border="1"> <tr> <th>Type of long-term condition</th><th>Percentage of population with condition %</th></tr> <tr> <td>Deafness or partial hearing loss</td><td>5.75</td></tr> <tr> <td>Blindness or partial sight loss</td><td>1.78</td></tr> <tr> <td>Mobility of Dexterity Difficulty that requires wheelchair use</td><td>1.48</td></tr> <tr> <td>Mobility of Dexterity Difficulty that limits basic physical activities</td><td>10.91</td></tr> <tr> <td>Intellectual or learning disability</td><td>0.89</td></tr> <tr> <td>Learning difficulty</td><td>3.5</td></tr> <tr> <td>Autism or Asperger syndrome</td><td>1.86</td></tr> <tr> <td>An emotional, psychological or mental health condition</td><td>8.68</td></tr> </table>	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
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	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. During the consultation, the Royal College of Speech and Language Therapists advised us that around 10% of all children in Northern Ireland have a speech, language and communication need. Likewise, they highlighted approximately 30,000 people living in NI with a long-term speech, language or communication need (2011 Census NI). Research using data from 2011 (<u>Getting and staying in work - LLTI 2001 - Research Report (nisra.gov.uk)</u>) 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 a long-term health problem or disability (83.7%) of the household population aged 30 to 59 years. • A statistical modelling exercise found that general health explains around a quarter (25.7%) of the disability employment gap (13.4 out of 52.3pps). Other large contributors are educational qualifications (6.4pps) and providing unpaid care (5.6pps). The unexplained part (15.4pps) accounts for 29.5% of the disability employment gap. • This analysis was repeated for several disabilities or health conditions. The employment gap ranges from 14.5pps for deafness or partial hearing loss, to 61.8pps for those with frequent periods of confusion or memory loss. • The combination of general health, other health conditions and highest educational qualifications explained more than half of the employment gap for each condition except for those with an emotional, psychological or mental health	

condition (42.4%), which also has the largest proportion of the employment gap (31.7%) that could not be explained.

The employment gap differences by health condition were calculated as:

Employment gap in 2011 by health condition

Disability or health condition - Raw employment gap (pps)

Confusion or memory loss – 61.8

Communication difficulty – 55.9

Learning/ behavioural difficulty – 54.5

Mobility or dexterity difficulty – 53.4

Mental health – 51.3

Long-term pain or discomfort – 42.0

Blindness or partial sight loss – 31.9

Chronic illness – 27.7

Difficulty breathing – 25.1

Deafness / partial hearing loss – 14.5

Other health condition – 24.7

BSO staff data:

No	38.48%
Not assigned	59.70%
Yes	1.82%

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%

Disability

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%

BSO staff data:

Not assigned	75.08%
White	24.54%
Chinese	0.50%
Indian	0.50%
Other	0.05%

We recognise that within the category of 'White' a range of nationalities are represented. This is important in the context of specific needs (see section 2.4 below).

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) Disability Not available by disability though assumptions have to be made in relation to dual issues of sexual orientation and disability (see also qualitative issues in section 2.4) This assumption is also supported by research in Northern Ireland on people with a disability who identify as lesbian, gay or bisexual - McClenahan, Simon (2013): Multiple identity; Multiple Exclusions and Human Rights: The Experiences of people with disabilities who identify as Lesbian, Gay, Bisexual and Transgender people living in Northern Ireland. Belfast: Disability Action. BSO staff data: <table border="1"> <tr> <td>Do not wish to answer</td><td>1.61%</td></tr> <tr> <td>Not assigned</td><td>81.94%</td></tr> <tr> <td>Opposite sex</td><td>15.38%</td></tr> <tr> <td>Same sex</td><td>0.91%</td></tr> <tr> <td>Both sexes</td><td>0.16%</td></tr> </table>	Do not wish to answer	1.61%	Not assigned	81.94%	Opposite sex	15.38%	Same sex	0.91%	Both sexes	0.16%
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2.3 Qualitative Data in relation to actions in action plan

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.

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

(1) Equality Action Plan

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
Leadership Centre Evaluate and promote the outcomes of Progress – the first regional development programme for minority ethnic staff which was run from Nov 22 – Mar 23.	Multiple needs The evaluation will need to explore any cross-cutting issues to better understand to what extent the experience and outcomes of the programme differed between groups of minority ethnic staff, including by age, gender, caring responsibilities, and disability.
HSC Digital We will strengthen our governance processes relating to the development and procurement of new IT systems.	Multiple needs Feedback from consultees identified the need for ensuring that systems are fully accessible by people with a range of disabilities and who use a range of different assistive technologies. Likewise, language issues need to be considered to ensure accessibility for a broad range of users by ethnic background as well as disability.

Human Resources We will engage with staff from a range of racial groups to understand their experience of working in BSO and to identify their support needs.	Multiple needs As above, in our engagement we will need to explore any cross-cutting issues to better understand to what extent the experience and support needs differ between groups of minority ethnic staff, including by age, gender and caring responsibilities.
Human Resources We will engage with our staff to understand the caring responsibilities of the BSO workforce. We will examine how BSO can improve employee experience for colleagues who have caring responsibilities.	Multiple needs Again, in our engagement we will need to explore any cross-cutting issues to better understand to what extent the experience and support needs differ between groups of staff who have caring responsibilities, including by age, gender, ethnicity, and disability.

(2) Disability Action Plan

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
Human Resources We will engage with Tapestry to explore and/or co-produce: • input to all HR policies; • other line manager training and guidance; • the need for coaching or mentoring; • the need for dedicated leadership development programmes for staff with a disability.	Multiple needs We are mindful that Tapestry members will have varying needs and preferences as to how they want to give us their views. Some may need communication support, such as information in alternative formats or sign language interpreters.

Human Resources Together with people living with a range of disabilities, we will develop, deliver and review a programme of short learning sessions for staff (line managers and beyond) to share learning on reasonable adjustments.	Multiple needs Staff who have a disability themselves may have particular communication support needs to allow them to fully access the information and the sessions. Staff who are carers and work part-time may have needs as to the timing of the sessions and the mode of delivery.
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 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.

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.

These have been identified in 2.3 above

2.5 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>
HSC Digital • In response to what we heard from consultees, we developed a new action to strengthen our governance arrangements relating to the development and procurement of new IT systems to ensure they are fully accessible by people with a disability. Communications and Engagement • In response to what we heard from consultees, we developed new actions to ensure BSO communication is accessible for people with a disability.	HSC Digital • We will ensure that user testing will be undertaken with people who have a range of disabilities and use a range of assistive technologies. 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.

Human Resources • In response to what we heard from consultees, we developed new actions to work with Tapestry: to coproduce disability equality training for staff; to review existing line manager training; to explore the need for targeted leadership development programmes. 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 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.	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.
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- 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 a range of age and ethnic backgrounds to be involved (for example, by providing information in accessible formats; having a Sign Language Interpreters attend all meetings; and by holding 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 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	X
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	X

Please give reasons for your decisions.

The development of the 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 Senior Management Team, Boards and the Equality Commission will keep this issue live and profiled.

Our plans will be reviewed and updated every year.

(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>
People with a disability have been involved in the development of the Disability Action Plan – through Tapestry, our Disability Staff Network. We also engaged with them directly in relation to the Equality Action Plan during the consultation period. We shared the consultation documents and invitation to respond with disability organisations. The British Deaf Association got in touch with us during the consultation. Together with them, we worked out how best we could facilitate their input into the consultation. We then held two separate meetings with them to find out about their comments.	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?

<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>
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
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 onto to 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 any 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.

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. Staff equality data to improve the information data set in relation to employment is key. We will collect specific equality monitoring data on disability work placements.	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: Anne Basten

Position: Equality Manager

Policy/Decision Screened by: Sandra Rafferty, Equality Business Partner, Business Services Organisation

Date: September 2023