

Equality and Human Rights Screening Template

The Patient and Client Council 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.

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:

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

SCREENING TEMPLATE

(1) INFORMATION ABOUT THE POLICY OR DECISION

1.1 Title of policy or decision

Risk Management Strategy and Policy

1.2 Description of policy or decision

Managing risk is an essential part of good governance, and is fundamental to how an organisation operates and is managed at all levels.

The Patient and Client Council (PCC) is committed to ensuring that it has, and maintains, a robust and effective system of risk management.

This Risk Management Strategy and Policy sets out the PCC's approach to risk management. It sets out how risk is managed across the organisation, and ensures a consistent approach to identify and deal with risks that may impact on the PCC's ability to achieve its strategic aims and objectives.

1.3 Main stakeholders affected (internal and external)

- Current PCC staff
- The Public
- All Public bodies

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

Following a regional review of risk management processes across Health and Social Care (HSC), a new Regional Model for Risk Management (including a Regional Risk Matrix) was endorsed by the HSC Chief Executives Forum in September 2018.

The model, which was developed by a Working Group, comprising senior managers working in risk management across the HSC, is based on the principles of the ISO 31000:2018 standard¹. All HSC organisations,

¹ BSI ISO 31000: 2018: Risk Management Guidelines

including the PCC, agreed to adopt the 'spirit' of ISO 31000:2018, but not to seek accreditation.

At the same time the Regional Working Group reviewed and updated the HSC Regional Impact Table and the HSC Regional Risk Matrix.

The Regional Working Group agreed that it was beneficial to maintain a common risk management standard across HSC organisations, The PCC Risk Management Strategy and Policy shows how the organisation's risk management system meets this standard.

(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.

ISO 31000:2018 (see 1.4)

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>		
Gender	Male	21.43%	
	Female	78.57%	
Age	16-24	0.00%	
	25-29	7.14%	
	30-34	21.43%	
	35-39	14.29%	
	40-44	14.29%	
	45-49	17.86%	
	50-54	7.14%	
	55-59	17.86%	
	60-64	0.00%	
	>=65	0.00%	
Community Background	Perceived Protestant	3.57%	
	Protestant	17.86%	
	Perceived Roman Catholic	7.14%	
	Roman Catholic	28.57%	
	Neither	10.71%	
	Perceived Neither	0.00%	
	Not assigned	32.14%	

Political Opinion	Broadly Nationalist	10.71%
	Other	7.14%
	Broadly Unionist	3.57%
	Not assigned	67.86%
	Do not wish to answer	10.71%
Marital Status	Divorced	3.57%
	Mar/CP	32.14%
	Other	3.57%
	Seprart	3.57%
	Single	25.00%
	Unknwn	32.14%
	Widw/R	0.00%
	Not assigned	0.00%
Dependent Status	Yes	17.86%
	Not assigned	67.86%
	No	14.29%
Disability	No	39.29%
	Not assigned	57.14%
	Yes	3.57%
Ethnicity	Not assigned	64.29%
	White	35.71%
	Other	0.00%
	Black African	0.00%
	Indian	0.00%
	Chinese	0.00%
Sexual Orientation	Both Sexes	7.14%
	Do not wish to answer	64.29%
	Not assigned	25.00%
	Opposite sex	0.00%
	same sex	3.57%

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 are no identified different needs or experiences.
Age	There are no identified different needs or experiences.
Religion	There are no identified different needs or experiences.

Political Opinion	There are no identified different needs or experiences.
Marital Status	There are no identified different needs or experiences.
Dependent Status	There are no identified different needs or experiences.
Disability	There are no identified different needs or experiences.
Ethnicity	There are no identified different needs or experiences.
Sexual Orientation	There are no identified different needs or experiences.

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 are no issues identified for multiple identities.

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>
There are no identified changes required in regards to equality.	N/A

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2.6 Good Relations

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

<i>Group</i>	<i>Impact</i>	<i>Suggestions</i>
Religion	None identified.	
Political Opinion	None identified.	
Ethnicity	None identified.	

(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.
No issues have been identified in implementing this policy.

(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>
There are no opportunities identified.	

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>
There are no opportunities identified.	

(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
This policy does not affect Section 75 data.		

Approved Lead Officer: Carol Collins

Position: Interim Head of Business Support

Date: 5th January 2023

Policy/Decision Screened by: Carol Collins

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.
Please contact: Equality.Unit@hscni.net