

Equality and Human Rights Screening Report

April-June 2023



Patient and Client Council
Your voice in health and social care



**Social
Care
Council**



**Children's Court
Guardian Agency**



**Northern Ireland
Blood Transfusion Service**

for Northern Ireland

Equality and Human Rights Screening Report

Introduction

The Equality Unit in the Business Services Organisation is responsible for providing equality support to the ten partner organisations shown on page 1.

Each organisation is committed to embedding equality, human rights and diversity into their policies and practices. In accordance with guidance from the Equality Commission issued in April 2010 (Section 75 of the Northern Ireland Act: A Guide for Public Authorities) this is undertaken by conducting a screening exercise. Screening is an important tool that allows a more systematic examination of how any of our policies and practices might impact on staff, service users or the public differently. Screening helps organisations to think about what might need to be undertaken to mitigate any identified inequalities. It allows greater consideration of ways that we could better promote equality of opportunity.

Why are we reporting our screening outcomes?

The purpose of publishing the screening outcomes report is to ensure that our ten partner health and social care organisations make their policies and screening outcomes accessible. It provides opportunities for feedback. It also contributes to our belief in the importance of ensuring that we make the work that we do and the decisions that we take more open and transparent. We have all offered this commitment within our Equality Schemes.

Quarterly publication of our screening activity is one way of providing evidence, externally, on the mainstreaming of the equality duties.

What is included?

Listed in each quarterly report are the screening exercises undertaken during that period by each organisation. This includes a short description of the policy or process, the screening outcomes, including mitigation, and any additional recommendations.

Your views

If you have comments that you wish to share in relation to the contents of this screening report you can forward these to the Equality Unit in the Business Services Organisation where staff will raise with organisations for consideration.

Contact details:

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Should you require this document in an accessible format such as Braille, audio format, other language etc. please contact us.

We hope that you find this report helpful.

Thank you

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Table 1 includes published screening for the period **April-June 2023**. All policies and screening templates listed can be viewed on the Business Services Organisation's [website](#). If you would like paper copies or alternate formats please contact us – contact details above.

Table 1

*1	'screened in' for equality impact assessment (EQIA)
2	'screened out' with mitigation
3	'screened out' without mitigation

Org.	Policy / Procedure and Screening Documentation	Policy Aims	Date	*Screening Decision
BSO	Clinical Education Centre - Reflective Supervision Policy	This policy will outline the processes in place to enable each Nursing and Midwifery Council registrant (supervisee) the opportunity to reflect on and discuss their practice at least twice per year with another experienced practitioner (supervisor).	Feb-23	Screened out with mitigation
BSO	Draft Equality and Disability Action Plans 2023-28	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. The purpose of the Disability 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 - to promote positive attitudes towards disabled people and	May-23	Screened out with mitigation

		encourage the participation by disabled people in public life.		
BTS	<p>PP014 – NIBTS Disciplinary Policy and Procedure</p> <p>PP026 – NIBTS Grievance Policy and Procedure</p>	<p>The Disciplinary and Grievance Policies and Procedures deal with employee conduct and concerns ensuring that just, fair and effective arrangements exist for dealing with issues which arise.</p> <p>The Policies should be regarded as a valuable tool to promote positive employee relations, effective partnership working, long lasting resolutions and to improve standards of behaviour through accountability and learning.</p>	Apr-23	Screened out with mitigation
NIPEC	Annual Business Plan 2022-23	NIPEC's Annual Business Plan for 2022-23 details how it will make best use of its resources to achieve its	May-23	Screened out with mitigation

		strategic objectives. It also details how NIPEC plan to improve how they work		
PHA	Draft Equality and Disability Action Plans 2023-28	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. The purpose of the Disability 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 - to promote positive attitudes towards disabled people and encourage the participation by disabled people in public life.	May-23	Screened out with mitigation