

# Equality and Human Rights Screening Report

## Oct-Dec 2022



**Patient and Client Council**  
Your voice in health and social care



**NIGALA**  
NI Guardian Ad Litem Agency  
*A voice for Children and Young People  
in Family Courts*



Northern Ireland  
Blood Transfusion Service

# 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:

Equality Unit  
Business Services Organisation  
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Belfast  
BT2 8DQ

Telephone: (028) 9536 3961 prefix with 18001 if using Text Relay or Next Generation Text Service  
Email: [Equality.Unit@hscni.net](mailto:Equality.Unit@hscni.net)

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**

# Equality and Human Rights Screening Report

Table 1 includes published screening for the period **Oct-Dec 2022**. 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	Assistance to Study Policy	The BSO wishes to encourage staff to undertake any training, development and education which is linked to the Strategic Objectives, Mission and Values of the organisation. BSO may offer support by way of finance and/or time off work.	Nov-22	Screened out with mitigation
BSO	Disciplinary Procedure	This document sets out the regional Disciplinary Policy and Procedure in relation to employee conduct and ensures that just, fair and effective arrangements exist for dealing with disciplinary issues. The Policy should be regarded as a valuable tool to promote positive employee relations, effective partnership working and to improve standards of behaviour through accountability and learning.	Nov-22	Screened out with mitigation

<b>NISCC</b>	Accommodation Business Case	<p>The Northern Ireland Social Care Council (Social Care Council) is moving to James House in Belfast (from its current premises at Millennium House) as part of the Belfast Optimisation Project. The project timetable has slipped due to contractor issues and the move of premises scheduled for July 2022 was moved to October, and then latterly 2 February 2023. As the current lease ended in August 2022 (and at that time the organisation was due to move premises in July) the organisation terminated its lease at the current premises.</p>	Nov-22	Screened out with mitigation
<b>NISCC</b>	Agile Working Policy	<p>The Policy provides for an approach based on our values and a range of behaviours including trust and individual and organisational maturity.</p>	Dec-22	Screened out with mitigation

<b>PCC</b>	Records Management Systems	This policy outlines the requirements for the PCC records management system and processes	Dec-22	Screened out without mitigation
<b>PHA</b>	Maintaining the integrity and functionality of the National Breast Screening system in Northern Ireland	To manage call, recall, cohort identification and recording of outcomes for screening subjects who are covered by the NI Breast Screening Programme and ensure National Breast Screening System (the IT system underpinning the programme) can continue to receive necessary updates.	Oct-22	Screened out with mitigation
<b>PHA &amp; NIPEC</b>	Critical Care Nursing Career Pathway	The Project Steering Group will work with key stakeholders to develop a critical care nursing career pathway to support the development of registered and non-registered nursing staff.	Dec-22	Screened out with mitigation