

Equality and Human Rights Screening Template

The BSO 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

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

BSO Health and Safety Policy

1.2 Description of policy or decision

Keep all employees safe so far as is reasonably practicable by being in compliance with all health and safety legislation.

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

All BSO staff, agency staff, contractors and visitors to BSO locations.

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

- **What are they?** Fire safety, manual handling, agile working.
- **Who owns them?** BSO Corporate Services and HR dept.

(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.

Census 2021

Equality Commission NI, 2006

<http://www.carersuk.org/northernireland/news-ni/facts-and-figures>

McBride, R.S. (2011): Healthcare Issues for Transgender People Living in Northern Ireland. Belfast

http://www.dhsspsni.gov.uk/index/stats_research/stats-public-health.htm - Health Survey NI 2012-13

Electoral Office NI, 2011

Northern Ireland Statistics and Research Agency (NISRA) 2007

Workforce Data (HRPTS)

Views of staff side.

Lessons learnt.

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	<p>Staff Profile</p> <table border="1" data-bbox="322 801 860 913"> <tr> <td>Male</td> <td>37.64%</td> </tr> <tr> <td>Female</td> <td>62.36%</td> </tr> </table> <p>Population Profile The population of Northern Ireland on Census Day 2021 was 1,903,100</p> <p>Males 936,200 (49%) Females 967,000 (51%)</p> <ul style="list-style-type: none"> • 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%). • 8/100000 (n=115) transgender people in NI. (Reed et al, 2009): • 140-160 individuals are affiliated with transgender groups • 120 individuals have presented with Gender Identity Disphoria, there are more trans women than trans men living in Northern Ireland. • McBride, R.S. (2011): Healthcare Issues for Transgender People Living in Northern Ireland. Belfast 	Male	37.64%	Female	62.36%
Male	37.64%				
Female	62.36%				

Age	Staff Profile	
	Age Group	BSO
	16-24	1.59%
	25-29	10.53%
	30-34	14.19%
	35-39	15.31%
	40-44	12.12%
	45-49	11.96%
	50-54	13.40%
	55-59	13.88%
	60-64	4.63%
	>=65	2.39%
	Grand Total	100.00%
Population Profile		
The population demographic by age within Northern Ireland (Census Data, 2021)		
Census 2021 population by age band	2021 Census population	Percentage of population
0-14	365,200	19%
15-64	1,211,400	64%
15-39	594,300	31%
40-64	617,100	32%
65+	326,500	17%
65-84	287,200	15%
85+	39,400	2%
All Ages	1,903,100	100%
42.3% of population from a Catholic background		
38.7% of population from Protestant and other Christian background		
19% of population from other religions, no religion or religion not stated (2021 Census data)		

Community Background	Staff Profile	
	Community	BSO
	Neither	5.74%
	Not assigned	30.62%
	Perceived	2.07%
	Perceived Roman	2.71%
	Protestant	23.76%
	Roman Catholic	35.09%
	Grand Total	100.00%
Political Opinion	Political Opinion	BSO
	Broadly Nationalist	3.51%
	Broadly Unionist	2.07%
	I do not wish to	7.02%
	Not assigned	83.57%
	Other	3.83%
	Grand Total	100.00%
Caring Responsibility	Staff Profile	
	Caring	BSO
	No	6.22%
	Not Assigned	82.78%
	Grand Total	100.00%
Disability	Staff Profile	
	Disability Status	BSO
	No	39.39%
	Not assigned	58.69%
	Grand Total	100.00%

Ethnicity	<p>Staff Profile</p> <table border="1"> <thead> <tr> <th data-bbox="363 277 719 353">Ethnicity</th> <th data-bbox="719 277 951 353">BSO</th> </tr> </thead> <tbody> <tr> <td data-bbox="363 353 719 430">Chinese</td> <td data-bbox="719 353 951 430">0.00%</td> </tr> <tr> <td data-bbox="363 430 719 551">Mixed Ethnic Group</td> <td data-bbox="719 430 951 551">0.16%</td> </tr> <tr> <td data-bbox="363 551 719 627">Not assigned</td> <td data-bbox="719 551 951 627">75.92%</td> </tr> <tr> <td data-bbox="363 627 719 703">Other</td> <td data-bbox="719 627 951 703">0.16%</td> </tr> <tr> <td data-bbox="363 703 719 779">White</td> <td data-bbox="719 703 951 779">23.76%</td> </tr> <tr> <td data-bbox="363 779 719 855">Grand Total</td> <td data-bbox="719 779 951 855">100.00%</td> </tr> </tbody> </table>	Ethnicity	BSO	Chinese	0.00%	Mixed Ethnic Group	0.16%	Not assigned	75.92%	Other	0.16%	White	23.76%	Grand Total	100.00%
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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	Females who are pregnant or nursing mothers may have particular needs in relation to Health and Safety.
Age	There is no data to suggest that there are specific needs or experiences arising within this category.
Religion	There is no data to suggest that there are specific needs or experiences arising within this category.
Political Opinion	There is no data to suggest that there are specific needs or experiences arising within this category.
Marital Status	There is no data to suggest that there are specific needs or experiences arising within this category.
Dependent Status	There is no data to suggest that there are specific needs or experiences arising within this category.
Disability	Specific needs for individuals with a disability is covered through the use of a risk assessment which is described in the BSO Health and Safety policy.
Ethnicity	There is no data to suggest that there are specific needs or experiences arising within this category.
Sexual Orientation	There is no data to suggest that there are specific needs or experiences arising within this category.

2.4 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>
<p>A risk assessment will be carried out by line managers as soon as they are notified of the pregnancy.</p>	<p>N/A</p>

2.5 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	N/A	
Political Opinion	N/A	
Ethnicity	N/A	

(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

It is not felt that a full EQIA will highlight any further issues with regards to equality of opportunity for the section 75 groups.

(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>
N/A	N/A

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>
N/A	N/A

(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
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.

N/A

(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
Do not have any scope to capture equality monitoring data.		

Approved Lead Officer: Kieran Toale

Position: Health and Safety Manager

Date: 16th March 2022

Policy/Decision Screened by: Sandra Rafferty (BSO Equality Unit)

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 the Equality Unit: Equality.Unit@hscni.net