

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

HSC Supplier Security Policy

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)**

This policy document and the standards from which it is derived addresses the security assurance requirements in the contract management lifecycle.

In meeting the requirements outlined in this policy, it will assist HSC in achieving and maintaining ISO 27001 certification by mandating the information security controls required to meet Section A.15 of that standard.

Third Parties ability to adhere to this policy may be influenced by the current socio-economic constraints such as global supply chain issues and inflationary environment.

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

Any third party which will process or have access to any HSC Information or information systems.

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

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

HSC Information Security Policy, which details the approach to IT security for HSC staff.

This is owned by HSC Cyber Programme.

(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.

This policy applies to all current and future 3rd party suppliers - in the absence of monitoring data for these suppliers, Census/population data is used in the screening.

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>Population: Mid-year population estimate (2018; published June 2019): The size of the resident population in Northern Ireland at 30 June 2018 is estimated to be 1.88 million people. Just over half (50.8 per cent) of the population were female, with 955,400 females compared to 926,200 males (49.2 per cent).</p> <p>With regards to the numbers of transgender individuals, The Gender Identity Research and Education Society (GIREs) assembled estimates for the Home Office (2011) and subsequently updated (2014): estimate the number of gender nonconforming employees and service users, based on the information that GIREs updated (2014): estimate the number of gender nonconforming employees and service users, based on the information that GIREs gender variant to some degree 1% have sought some medical care 0.025%</p>

	<p>having already undergone transition 0.015%</p> <p>Applying GIRES estimates to NI population (using NISRA mid-year population estimates for June 2019) N=1,881,600 (approx.) suggests that:</p> <p>18,816 people who do not identify with gender assigned to them at birth</p> <p>470 likely to have sought medical care</p> <p>282 likely to have undergone transition.</p>
Age	<p>Population</p> <p>Mid-year population estimates published by NISRA show that:</p> <p>0-19 yrs (inclusive) = 485,064 (25.7% of all NI population)</p> <p>20 – 34 yrs = 364,623 (19.3%)</p> <p>35 – 49 yrs = 366,967 (19.5%)</p> <p>50 -64 yrs = 356,790 (19.0%)</p> <p>65 – 74 yrs = 169,725 (9.0%)</p> <p>75 – 89 yrs = 125,334 (6.6%)</p> <p>90+ yrs = 13,138 (0.7%)</p>
Religion	<p>Population</p> <p>The last census shows the NI population Religion or Religion brought up in was:</p> <p>45.14% (817, 424) of the population were either Catholic or brought up as Catholic.</p> <p>48.36% (875, 733) stated that they were Protestant or brought up as Protestant.</p> <p>0.92% (16, 660) of the population belonged to or had been brought up in other religions and Philosophies.</p> <p>5.59% (101, 227) neither belonged to, nor had been brought up in a religion.</p> <p>(Census 2011)</p>
Political Opinion	<p>Population</p> <p>Recent information from the Northern Ireland Life and Times survey explored political opinion amongst the sample. People were asked “Generally speaking, do you consider yourself as a unionist, a nationalist or neither?”</p> <p>(Northern Ireland Life and Times, 2019)</p> <p>Unionist 33%</p> <p>Nationalist 23%</p> <p>Neither 39%</p> <p>Other 2%</p> <p>Don't know 3%.</p>

Marital Status	<p>Population</p> <p>Census data shows that of the Northern Ireland population 47.56% (680, 840) of those aged 16 or over were married 36.14% (517, 359) were single 0.09% (1288) were registered in same-sex civil partnerships 9.43% (134, 994) were either divorced, separated or formerly in a same – sex partnership 6.78% (97, 058) were either widowed or a surviving partner (Census 2011)</p>
Dependent Status	<p>Population</p> <p>The last census showed that 34% of households (238,094) in Northern Ireland had dependent children.</p> <p>Official statistics published in 2020 as part of the Northern Ireland Health Survey 2018/19 show that 14% of respondents were carers (i.e. looking after someone who was elderly or disabled): 17% of women and 10% of men.</p>
Disability	<p>Population</p> <p>The last census shows that 20.69% of the NI population (374, 668) regard themselves as having a disability or long – term health problem, which has an impact on their day to day activities.</p> <p>Deafness or partial hearing loss – 5.14% (93, 078) Blindness or partial sight loss – 1.7% (30, 785) Communication Difficulty – 1.65% (29, 879) Mobility or Dexterity Difficulty – 11.44% (207, 163) A learning, intellectual, social or behavioural difficulty -2.22% (40, 201) An emotional, psychological or mental health condition 5.83% (105, 573) Long – term pain or discomfort – 10.10% (182, 897) Shortness of breath or difficulty breathing – 8.72% (157, 907) Frequent confusion or memory loss – 1.97% (35, 674) A chronic illness (such as cancer, HIV, diabetes, heart disease or epilepsy. – 6.55% (118, 612) Other condition – 5.22% (94, 527) No Condition – 68.57% (1, 241, 709) (Census 2011)</p>
Ethnicity	<p>Population</p> <p>The last published census showed that 1.8% (32,596) of the usual resident population belonged to minority ethnic groups:</p>

White – 98.21% (1, 778, 449)
 Chinese – 0.35% (6, 338)
 Irish Traveller – 0.07% (1, 268)
 Indian – 0.34% (6, 157)
 Pakistani – 0.06% (1, 087)
 Bangladeshi – 0.03% (543)
 Other Asian – 0.28% (5, 070)
 Black Caribbean – 0.02% (362)
 Black African – 0.13% (2354)
 Black Other – 0.05% (905)
 Mixed – 0.33% (5976)
 Other – 0.13% (2354)
 (Census, 2011)

However, it is recognised that migration patterns have changed substantially since the last census. Statistics from the HSC Interpreting Service showed a large rise in requests for interpreters from 1,850 in 2004-2005 to 132434 requests in 2019-2020. The most popularly requested language translations in 2019-2020 are listed below:

Top 20 Language Requests

1. Polish 30231
2. Arabic 20392
3. Lithuanian 15503
4. Romanian 13059
5. Portuguese 8312
6. Bulgarian 7881
7. Tetum 6623
8. Slovak 5696
9. Mandarin 4794
10. Cantonese 3170
11. Hungarian 3003
12. Russian 2978
13. Latvian 2104
14. Somali 2101
15. Czech 996
16. Farsi 964
17. Bengali 827
18. Spanish 728
19. Hakka 531
20. Urdu 381

Sexual	Population
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Orientation	<p>There are no accurate statistics on sexual orientation in the community as a whole, it is however estimated that between 5% and 10% of the population would identify as lesbian, gay or bisexual.</p> <p>In 2016, estimates from the Annual Population Survey (APS) showed that approximately 7% of the UK population did not identify as heterosexual or “straight”</p>
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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	There is no data to suggest that the needs and experiences of service users differ on the basis of Gender.
Age	There is no data to suggest that the needs and experiences of service users differ on the basis of Age.
Religion	There is no data to suggest that the needs and experiences of service users differ on the basis of Religion.
Political Opinion	There is no data to suggest that the needs and experiences of service users differ on the basis of Political Opinion.
Marital Status	There is no data to suggest that the needs and experiences of service users differ on the basis of Martial Status.
Dependent Status	There is no data to suggest that the needs and experiences of service users differ on the basis of Dependent Status.
Disability	Issues relating to accessible information for people with disabilities are considered in our Accessible Formats Policy.
Ethnicity	Issues relating to accessible information for people whose first language is not English are considered in our Accessible Formats Policy.
Sexual Orientation	There is no data to suggest that the needs and experiences of service users differ on the basis of Sexual Orientation.

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>
N/A	

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	<input type="checkbox"/>
Minor impact	<input type="checkbox"/>
No further impact	X

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	X

This policy is technical in nature and has no impact on equality of opportunity and/or good relations for people within the equality and good relations categories.

(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>

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>

(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	
Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment	
Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour	
Article 5 – Right to liberty & security of person	
Article 6 – Right to a fair & public trial within a reasonable time	
Article 7 – Right to freedom from retrospective criminal law & no punishment without law	
Article 8 – Right to respect for private & family life, home and correspondence.	
Article 9 – Right to freedom of thought, conscience & religion	
Article 10 – Right to freedom of expression	
Article 11 – Right to freedom of assembly & association	
Article 12 – Right to marry & found a family	
Article 14 – Prohibition of discrimination in the enjoyment of the convention rights	
1 st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property	
1 st protocol Article 2 – Right of access to education	

*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

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Position: Programme Manager – HSC Cyber Security Programme

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Date: 19/08/2022

Policy/Decision Screened by: Roy McCaw

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.ne**

Any request for the document in another format or language will be considered. Please contact the Equality Unit: Equality.Unit@hscni.net