

Equality, Good Relations and Human Rights SCREENING

The Health and Social Care Board is required to consider the likely equality implications of any policies or decisions. In particular it is asked to consider:

- 1) 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 or none)
- 2) Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?
- 3) 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 or none)
- 4) 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](#).

Equality, Good Relations and Human Rights SCREENING TEMPLATE

(1) INFORMATION ABOUT THE POLICY OR DECISION

1.1 Title of policy or decision

Refurbishment of bathrooms (installation of sensor sink taps, toilet flush handles and sensor lighting), as COVID-19 measure at HSCB Western Office, Gransha Park House, 15 Gransha Park, Clooney Road, Derry, BT47 6FN

1.2 Description of policy or decision

Maintenance of existing infrastructure in HSCB Western Office, Gransha Park House, 15 Gransha Park , Clooney Road, Derry, BT476FN

The condition of the property is closely monitored and where appropriate, risk assessments are undertaken. The following have been identified as requiring work to maintain or enhance areas and install or replace fixtures and fittings:-

To complete all building, mechanical and electrical works for the refurbishment of 18 cubicles and sinks in all bathroom areas in Gransha Park House. To install hands-free sensor sink taps, toilet flushes and lighting in all bathroom areas in Gransha Park House.

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

HSCB staff
PHA staff
BSO staff

WHSCT catering and domestic services staff

Visitors

Contractors staff providing services to Gransha Park House, 15 Gransha Park, Clooney Road, Derry, BT47 6FN

Trade Union and professional organisations

Representatives from Community and Voluntary Organisations

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

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

HSCB Health and Safety Policy

HSCB Fire Safety Policy

HSCB Security Policy

HSCB Fire and Evacuation Procedures for 12/22 Linenhall Street, Belfast

Disability Discrimination Act (DDA) (2010)

Health and Safety at Work (NI) Order 1978

Management of Health and Safety at Work Regulations (NI)2000

Fire and Rescue Services (NI) Order 2006

The Fire Safety Regulations (NI) Order 2010

The Water Environment (Water Framework Directive) Regulations (Northern Ireland) 2017

The Drainage (Environmental Impact Assessment) Regulations (Northern Ireland) 2017

(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.

HSCB staff monitoring Data – December 2020

Census 2011

Northern Ireland Pooled Household Survey (NIPHS) tables, published 2017

Northern Ireland Life and Times Survey, 2016

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.

| What is the makeup of the affected group? (%) Are there any issue or problems? For example, a lower uptake that needs to be addressed or greater involvement of a particular group? | | | | |
|--|--------------------------|--------|--|--|
| Gender | Male | 27.69% | | |
| | Female | 72.31% | | |
| | | | | |
| Age | 16-24 | 1.00% | | |
| | 25-29 | 3.39% | | |
| | 30-34 | 6.97% | | |
| | 35-39 | 10.76% | | |
| | 40-44 | 15.34% | | |
| | 45-49 | 16.53% | | |
| | 50-54 | 21.31% | | |
| | 55-59 | 16.33% | | |
| | 60-64 | 7.37% | | |
| | >=65 | 1.00% | | |
| Religion | Perceived Protestant | 3.98% | | |
| | Protestant | 29.68% | | |
| | Perceived Roman Catholic | 1.79% | | |
| | Roman Catholic | 44.82% | | |
| | Neither | 5.38% | | |
| | Perceived Neither | 0.00% | | |
| | Not assigned | 14.34% | | |
| Political Opinion | Broadly Nationalist | 2.19% | | |
| | Other | 2.19% | | |
| | Broadly Unionist | 1.59% | | |
| | Not assigned | 91.04% | | |
| | Do not wish to answer | 2.99% | | |
| Marital Status | Divorced | 3.98% | | |
| | Mar/CP | 54.98% | | |
| | Other | 1.39% | | |
| | Separt | 1.59% | | |
| | Single | 13.75% | | |
| | Unknwn | 24.30% | | |
| | Widw/R | 0.00% | | |
| | Not assigned | 0.00% | | |
| Dependent | Yes | 10.76% | | |

| | | | | |
|--------------------|-----------------------|--------|--|--|
| Status | Not assigned | 86.25% | | |
| | No | 2.99% | | |
| Disability | No | 60.16% | | |
| | Not assigned | 37.65% | | |
| | Yes | 2.19% | | |
| Ethnicity | Not assigned | 65.74% | | |
| | White | 34.06% | | |
| | Other | 0.20% | | |
| | Black African | 0.00% | | |
| | Indian | 0.00% | | |
| | Chinese | 0.00% | | |
| | | | | |
| Sexual Orientation | Do not wish to answer | 0.40% | | |
| | Not assigned | 89.44% | | |
| | Opposite sex | 9.56% | | |
| | same sex | 0.40% | | |
| | Both sexes | 0.20% | | |

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.

| Category | Needs and Experiences |
|-----------------|---|
| Gender | No detrimental impacts on the grounds of gender |
| Age | No particular needs on the grounds of age |
| Religion | No particular needs on the grounds of religion |
| Political | No particular needs on the grounds of political opinion |

| | |
|--------------------|---|
| Opinion | |
| Marital Status | No particular needs on the grounds of marital status |
| Dependent Status | No particular needs on the grounds of dependent status |
| Disability | Information on how the toilet flush handles, sink taps, and lights with sensor systems operate will be provided to persons with sight loss. |
| Ethnicity | No particular needs on the grounds of ethnicity |
| Sexual Orientation | No particular needs on the grounds of sexual orientation |

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.

| |
|----|
| NO |
|----|

2.5 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> |
|---|---|
| The replacement of the toilet flush handles, sink taps, and lights with sensor systems will improve hygiene for users who have restricted use of their hands or other | N/A |

| | |
|--|--|
| disabilities. Information will be produced to advise staff and visitors on how the new sensor systems will operate. | |
|--|--|

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)

| Group | Impact | Suggestions |
|-------------------|---------------|--------------------|
| 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 |

Please give reasons for your decisions.

The programme of works is technical in nature and the few equality issues identified will be addressed through the measures planned.

(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 |

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 | |

(5) CONSIDERATION OF HUMAN RIGHTS

5.1 Are Human Rights relevant?

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 onto to 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 have a potential positive impact or does it potentially interfere with anyone's Human Rights?

| List the Article Number | Positive impact or potential interference? | How? | Does this raise any legal issues? Yes/No |
|-------------------------|--|------|---|
| | | | |

** It is important to speak to your line manager on this and if necessary seek legal opinion to clarify this*

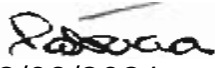
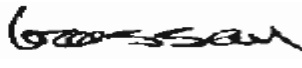
5.3 Outline any actions which could be taken to promote or raise awareness of human rights or to ensure compliance with the legislation in relation to the policy or decision.

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|--|
| |
|--|

(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 |
|--|-------------------|--------------|
| The Programme of Works when completed will be monitored and information collected in relation to any complaints received and feedback from staff/visitors with a disability. | | |

| | |
|------------------------------|--|
| Approved Lead Officer: | <u>Patricia Crossan</u> |
| Position: | <u>Interim Head of Corporate Services</u> |
| Policy/Decision Screened by: | Helena Doherty |
| Signed: |   |
| Date: | <u>12/03/2021</u> |

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**

Template produced November 2011

If you require this document in an alternative format (such as large print, Braille, disk, audio file, audio cassette, Easy Read or in minority languages to meet the needs of those not fluent in English) please contact the Equality Unit:

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