

# Equality and Human Rights Screening Report

## Jan-Mar 2021



Patient and Client Council  
Your voice in health and social care



# Equality and Human Rights Screening Report

## Introduction

The Equality Unit in the Business Services Organisation is responsible for providing equality support to the eleven 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 eleven 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.

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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**

## Equality and Human Rights Screening Report

Table 1 includes published screening for the period **Jan-Mar 2021**. Screenings published during Apr-Jun 2021 can be found [here](#). 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	HSC Clinical Education Centre Education Code of Dress Policy (2020)	The objective of this policy will be attained by teaching staff wearing a CEC uniform during the delivery of education and clinical skills training programmes. The policy states its purpose is to provide a standard Code of Dress Policy for CEC teaching staff who deliver face to face clinical skills programmes via the class room or practice simulation and to provide all teaching staff with the opportunity to wear a CEC uniform by choice when delivering non- clinical skills programmes.	Jan-21	Screened out with mitigation
BSO	HSC Clinical Education Centre Education Delivery Plan 2021/22 (Mental Health and Learning Disabilities Programmes)	The Clinical Education Centre (CEC) Delivery Plan (EDP) details nursing and midwifery programmes offered to Service Level Agreement (SLA) clients for the financial year 2021/22.	Mar-21	Screened out with mitigation

<b>BSO</b>	ITS Patient Portal	The regional rollout of the Patient Portal application to patients / clients living with a long term health condition, which is a secure, user friendly, web-based tool designed for patients – and their registered carers – to manage their own patient record and communicate with their healthcare providers	Jan-21	Screened out with mitigation
<b>BSO</b>	Policy for Service User and Carer Representative Involvement within the HSC Clinical Education Centre	The policy outlines service user involvement in HSC CEC design and delivery of education programmes for nurses, midwives and AHPs reflective of health and social care policy.	Feb-21	Screened out with mitigation
<b>BSO</b>	Retire & Return Policy and Guidelines for Application	In a critical period such as a pandemic situation, in which specialised skills are needed and are in short supply, it may be necessary to retain the service of former employees, for a limited period after their retirement, through a 'Retire and	Feb-21	Screened out with mitigation

		Return' scheme, without the need for a recruitment exercise. The policy provides guidelines and defines the process for applying the BSO Retire and Return Policy.		
<b>BSO</b>	Voluntary Scheme for the Extra-Ordinary Payment of Unused Contractual Leave Entitlement	As a one-off extra-ordinary option, given the current pandemic, HSC organisations will offer payment for the balance of any contractual leave above the statutory minimum (i.e. above 5.6 weeks) that staff have been unable to use during the 2020/2021 financial year due to service pressures.	Feb-21	Screened out without mitigation
<b>BTS</b>	Behaviour of Staff Including when on Session	This policy aims to maintain the high standards of behaviour of the NIBTS employees	Feb-21	Screened out with mitigation

<b>BTS</b>	Children Attending Blood Donation Sessions	NIBTS seeks to present a service to all members of the public – young and old alike – who feel welcomed and valued when visiting NIBTS premises and blood donor sessions. However, the use of some equipment e.g. needles/sharps, and associated equipment, and hot fluids e.g. tea/coffee in refreshment areas can present hazards – particularly to children who may not be adequately supervised. The responsibility for the care and supervision of children at session will remain with the accompanying adult.	Feb-21	Screened out without mitigation
<b>BTS</b>	NIBTS Working from Home Policy	This policy is intended to provide guidance and good practice to enable employees to work from home effectively and safely. It is intended to assist both managers and employees in implementing working from home by highlighting areas for consideration and providing practical	Feb-21	Screened out with mitigation



		advice and information.		
<b>HSCB</b>	Programme of Works - Replacement Light Fitting Scheme Phase 5, HSCB Western Office, Gransha Park House	To ensure that the existing lighting system in Gransha Park House is upgraded to meet the required LUX level of lighting for office accommodation	Mar-21	Screened out without mitigation
<b>HSCB</b>	Refurbishment of bathrooms (installation of sensor sink taps, toilet flush handles and sensor lighting), at HSCB Western Office, Gransha Park House	As COVID-19 measure	Mar-21	Screened out without mitigation
<b>NIGALA</b>	Complaints Policy	The complaints policy seeks to achieve an accessible and effective means of making complaints. It aims to promote an organisational culture that foster openness and transparency for the benefit of	Jan-21	Screened out with mitigation

		all. The procedure aims to provide ease of access, simplicity, and a supportive and open process which results in a prompt, and where possible, local resolution.		
<b>NIPEC</b>	Annual Business Plan 2020-21	NIPEC's Annual Business Plan for 2020-21 details how it will make best use of its resources to achieve its strategic objectives, as set out in NIPEC's Corporate Plan 2017-21.	Feb-21	Screened out without mitigation
<b>NIPEC</b>	Business Continuity Plan	NIPEC's corporate Business Continuity Plan (BCP) provides the framework within which the organisation can continue to deliver an appropriate level of service to our service users in the event of any disruption.	Feb-21	Screened out with mitigation

<b>NIPEC</b>	Digital Capabilities Project	This document is responsible for the jurisdiction of the North of Ireland in terms of equality and human rights screening. It bears no responsibility for that attached to the Republic of Ireland	Mar-21	Screened out with mitigation
<b>NIPEC</b>	EU Exit Risk Assessment and Operation Readiness	The DoH has required all providers of HSC services to consider and plan for the risks that have the potential to rise due to EU exit. NIPEC continues with business continuity planning, taking DoH guidance into account, incorporating local risk assessments and will escalate any points of concern on specific issues where appropriate.	Feb-21	Screened out with mitigation
<b>NIPEC</b>	Implementation of Nursing and Midwifery Council (NMC) Future Nurse Future Midwife Education Standards	The overarching aim of the Programme Board is to oversee arrangements to cohesively embed the outworking's of the new NMC Future Nurse and Midwife pre-registration standards and the	Jan-21	Screened out with mitigation

		education Framework (Nursing & Midwifery).		
<b>NIPEC</b>	Risk Management Strategy and Action Plan 2020-21	The purpose of a Risk Management Strategy and associated annual Action Plan is to establish a consistent and integrated organisational approach to the management of risk.	Feb-21	Screened out with mitigation
<b>PHA</b>	Involvement Strategy for Protect Life 2 Commissioned Services	The aim of this strategy is to deliver effective processes to maximize the opportunity for stakeholders to engage and be more involved in planning future services in mental and emotional wellbeing, self-harm and suicide prevention, intervention and post-vention for which PHA have responsibility.	Jan-21	Screened out with mitigation

<b>PHA</b>	Relationship and Sexuality Education (RSE)	The aim of the RSE in the community programme is to improve the sexual health and well-being of young people aged 12-19 years across Northern Ireland by enabling them to make healthier choices. Programmes commissioned will target young people in community settings throughout Northern Ireland.	Jan-21	Screened out with mitigation
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