

Equality and Human Rights Screening Report

Oct-Dec 2020



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.

Contact details:

Equality Unit
Business Services Organisation
2 Franklin Street
Belfast
BT2 8DQ

Telephone: (028) 9536 3961 prefix with 18001 if using Text Relay or Next Generation Text Service
Email: 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 2020**. Screenings published during Jan-Mar 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	The Clinical Education Centre Education Delivery Plan	The Clinical Education Centre Education Delivery Plan contains the Nursing and Midwifery programme offering to Service Level Agreement clients for the financial year 2021/22.	Oct-20	2
BSO	ITS Staff Regeneration	<p>The programme will implement guidance issued by Human Resources and Corporate Services regarding return to the workplace.</p> <p>The constraint is social distancing; the project must facilitate social distancing in the workplace to ensure employee safety.</p>	Oct-20	2

BTS	Data Breach Policy	This policy sets out the NIBTS commitment to ensuring data breaches are correctly identified, assessed, investigated and reported as required. It aims to reduce the impact of a data breach by ensuring staff are aware of their obligations and the actions that should be taken.	Sep-20	2
HSCB	Consultation on Pharmacy Fees for 2021-2022 (Global Fees)	There are essentially three elements of the community pharmacy financial envelope: global sum fees, non-global sum fees and allowed retained profit. The Health and Social Care Board (HSCB) is required to set the fees for community pharmacy services each year, following consultation.	Dec-20	2

HSCB	Northern Ireland Local Enhanced Service (NILES): Proactive GP care for nursing and residential homes	This NILES will combine elements of a number of current enhanced services to include Medical care planning NILES, Key information summaries and a number of proactive care home local enhanced services. This will allow a regional NILES incorporating the core elements of these services for care home patients.	Dec-20	2
NIMDTA	Conflict, Bullying and Harassment Policy and Procedure	The document provides guidance to managers and employees in relation to Conflict, Bullying and Harassment and seeks to provide all staff, particularly those with management responsibility how to handle conflict, bullying and harassment issues in line with best practice and Employment Law and to create and maintain a safe, harmonious, positive and enabling working environment for all.	Dec-20	2

PHA	Implementation of the Faecal Immunochemical Test (FIT) as replacement test for the faecal occult blood (FOB) test in the Northern Ireland Bowel Cancer Screening Programme	The Northern Ireland Bowel Cancer Screening Programme aims to reduce mortality from bowel cancer by detecting cancers early in their progression so that they can be treated more effectively. The existing programme uses a card-based guaiac faecal occult blood test (gFOBT). In January 2016, the UK National Screening Committee recommended that quantitative faecal immunochemical testing (FIT) should be adopted by the Bowel Cancer Screening Programme as the primary screening test for bowel cancer.	Nov-20	2
------------	--	---	--------	---