

# Equality and Human Rights Screening Report

Jul-Sep 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:

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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 **Jul-Sep 2020**. 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	BSO Risk Management Strategy including policy statement; and staff procedure for the management of risk registers	The purpose of the risk management strategy and policy statement is to establish a consistent and integrated approach to the management of risk throughout the BSO.	Jul-20	3
BSO	Environmental Management Policy	The BSO aims to ensure that its core business activities are aligned with its commitment to reducing the environmental impact.	Sep-20	3
BSO	Annual Business Plan	The BSO Corporate Plan 2018-21 sets out the strategic context in which the organisation operates, along with Mission, Values and Strategic Objectives/Aims and Outcomes for this three year period. The supporting Annual Business Plan outlines Key Priorities, Actions and Targets for the year ahead.	Sep-20	3

<b>BSO</b>	Management of Change Screening	The document provides guidance to managers and employees in relation to Organisational Change in order to have a consistent process to support staff and the organisation through organisational change programme.	Aug-20	3
<b>BSO</b>	Working From Home Policy	To work effectively, any working from home arrangement must primarily meet the business needs of the BSO, followed by the individual needs of staff, to ultimately ensure the continued delivery of safe and high quality services.	Aug-20	2
<b>HSCB</b>	Gifts and Hospitality Policy	The purpose of the Gifts and Hospitality Policy is to ensure that the Health and Social Care Board meets its obligation under all relevant legislative requirements and associated guidance, in particular the Bribery Act 2010.	Aug-20	3

<b>HSCB</b>	Integrated Elective Access Protocol	The overall aim of the protocol is to ensure that patients are treated in a timely, effective and fair manner from elective referral to first definitive treatment or discharge.	Sep-20	2
<b>PHA</b>	Physical Activity Referral Scheme (PARS)	PARS is an obesity prevention funded initiative. The overall aim is to increase physical activity levels in adults in line with the Chief Medical Officer Physical Activity guidelines with a primary focus on those who are overweight/ obese (i.e. people with a BMI >25kg/m <sup>2</sup> to <40kg/m <sup>2</sup> ).	Jul-20	1
<b>PHA</b>	Southern Cycling Scheme (SCH)	<p>The overall aim of the scheme was to:</p> <ul style="list-style-type: none"> <li>• increase awareness of the health benefits of cycling;</li> <li>• increase the number of people in the Southern Area who have access to the bikes;</li> <li>• train qualified cycle leaders to National Standards, who can lead Cycle for Health groups</li> </ul>	Jul-20	2

		within their local communities.		
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