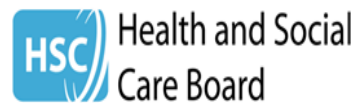


# Equality and Human Rights Screening Report

Jan-Mar 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](mailto: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 **Jan-Mar 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
<b>BSO</b>	Accessible Formats Policy	The policy sets out the standards that can be expected from us when we provide information, ensuring its accessibility for those with particular needs. The associated guidance provides practical advice to staff on how to make information accessible.	Dec-19	2
<b>BTS</b>	Equipment and Medical Device Management	This Policy aims to ensure that equipment/medical devices purchased by NIBTS are of an appropriate standard.	Mar-20	3

<b>HSCB</b>	HSCB Policy on the Management of Complaints	The HSCB Policy on the Management of Complaints, sets out how the HSCB should deal with complaints raised by service users or former service users. It outlines for staff a consistent procedure on how complaints relating to the HSCB, its actions and decisions are to be handled.	Feb-20	2
<b>NIPEC</b>	25 Years Length of Service Award	NIPEC recognises the vital contribution that staff play in delivering the organisation's objectives and would want to consider initiatives that support a culture of appreciation. Awarding staff an additional week's leave on completion of 25 years' NHS/HSC service, is one opportunity to acknowledge their contribution over a long period of time. It is therefore proposed that staff who have reached 25 years' service, will receive a one - off award of an additional week's annual leave. This award reflects existing arrangements in some of the trusts.	Jan-20	2

<b>NIPEC</b>	Information Governance	This Policy will ensure that our information and data is of the highest quality in relation to being accurate and easily accessible, relevant, understandable and complete, and assist and inform our staff of the best practice for holding, using and transferring information both internally and externally.	Jan - 20	3
<b>NIPEC</b>	Quality Improvement Strategy	The Quality Improvement (QI) Strategy outlines NIPEC plans for the coming years to support the ongoing development of staff and engagement with its stakeholders in quality improvement approaches and activities.	Jan - 20	2

<b>NIPEC</b>	PID Career Pathway for Neurology Nursing	To develop a career for Nursing roles including those of Nursing Assistants working in Neurology services in Northern Ireland.	Mar-20	2
<b>NIPEC</b>	PID Career Pathway for Stroke Nursing	Development of a Career Pathway for Registered Nursing roles and Nursing Assistants working in Adult Stroke Nursing Services in NI, which will be aligned to the UK development of a Career Pathway for Stroke Nursing.	Mar-20	2
<b>PCC</b>	Accessibility and Quality of Continence Services	The Patient and Client Council will carry out a 2 year project to seek and report on the views of current users of adult continence services. Report findings will be shared with service delivery	Mar-20	2



		organisations.		
<b>SBNI</b>	Safeguarding Board Northern Ireland (SBNI) Early Intervention Transformation Programme (EITP) Trauma Informed Practice Workforce Development Project	The EITP Trauma Informed Practice Project is a multi-agency work-force development project, concerned with increasing awareness of Adverse Childhood Experiences (ACEs), through offering a menu of trauma sensitive/ informed training materials. The project will work throughout and in collaboration with the following sectors, Education, Health and Social Care, Justice and Community and Voluntary Organisations.	Jan-20	2