

Equality and Human Rights Screening Template

The BSO is required to address the 4 questions below in relation to all its policies.

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/none)

Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?

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/none)

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.

SCREENING TEMPLATE

(1) INFORMATION ABOUT THE POLICY OR DECISION

1.1 Title of policy or decision

Environment and Sustainability Policy

1.2 Description of policy or decision

- **what is it trying to achieve? (aims and objectives)**
- **how will this be achieved? (key elements)**
- **what are the key constraints? (for example financial, legislative or other)**

Aim: Reduce environmental impact and carbon emissions, embed sustainability into decision-making, and support net zero targets while delivering high-quality services.

Key elements: Objectives will be delivered through a governance structure including an EMS, carbon reporting, hotspot action (energy, travel, procurement, waste), staff engagement, and continuous improvement.

Constraints: Legislative requirements and operational constraints.

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

BSO staff, agency staff, suppliers, contractors and service users.

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

- **what are they?** BSO Sustainability Strategy 2025-2030
- **who owns them?** BSO SP&CE Directorate

(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.

1. Engagement with a range of stakeholders, and views of colleagues including estates, and health and safety staff.
2. Census 2021
3. BSO Workforce Data 2026 (HRPTS)

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. Also give consideration to multiple identities.

Category	<i>What is the makeup of the affected group? (%) Are there any issues or problems? For example, a lower uptake that needs to be addressed or greater involvement of a particular group?</i>		
Gender	BSO Staff Profile	Category	%Mar26
	Gender	Male	47.99%
		Female	52.01%
Age	BSO Staff Profile	Category	%Mar26
	Age Group	16-24	3.98%
		25-29	9.52%
		30-34	10.63%
		35-39	14.83%
		40-44	14.08%
		45-49	13.81%

		50-54	11.93%	
		55-59	11.80%	
		60-64	6.93%	
		>=65	2.50%	
Religion	BSO Staff Profile	Category	%Mar26	42.3% of population from a Catholic background 38.7% of population from Protestant and other Christian background 19% of population from other religions, no religion or religion not stated (2021 Census data)
	Community Background	Perceived Protestant	1.61%	
		Protestant	23.28%	
		Perceived Roman Catholic	1.34%	
		Roman Catholic	34.72%	
		Neither	6.26%	
		Perceived Neither	0.00%	
		Not assigned	32.80%	
Political Opinion	BSO Staff Profile	Category	%Mar26	
	Political Opinion	Broadly Nationalist	3.57%	
		Other	4.78%	
		Broadly Unionist	3.49%	
		Not assigned	82.17%	
		Do not wish to answer	5.99%	

Marital Status	BSO Staff Profile	Category	%Mar26	
	Marital Status	Divorced	1.52%	
		Mar/CP	32.13%	
		Other	1.07%	
		Seprart	0.18%	
		Single	10.55%	
		Unknwn	53.89%	
		Widow/R	0.49%	
		Not assigned	0.18%	
Dependent Status	BSO Staff Profile	Category	%Mar26	
	Dependents	Yes	11.39%	
		Not assigned	80.97%	
		No	7.64%	
Disability	BSO Staff Profile	Category	%Mar26	
	Disability	No	30.88%	
		Not assigned	67.02%	
		Yes	2.10%	
Ethnicity	BSO Staff Profile	Category	%Mar26	
	Ethnicity	Not assigned	77.03%	
		White	22.25%	
		Other	0.09%	
		Black African	0.04%	
		Indian	0.36%	
		Filipino	0.04%	
		Mixed Ethnic Group	0.13%	
		Chinese	0.04%	
Sexual Orientation	BSO Staff Profile	Category	%Mar26	
	Sexual Orientation	Do not wish to answer	1.47%	
		Not assigned	81.81%	
		Opposite sex	15.82%	
		Both sexes	0.18%	
		same sex	0.71%	

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. Also give consideration to multiple identities (such as single parents for example).

Category	Needs and Experiences
Gender	In relation to transport, females are more likely to be carers and are therefore more likely to require a car as transport to facilitate school drop offs and appointments. Also, females who are carers may have particular needs in relation to timing of face to face training.
Age	There is no data to suggest that there are specific needs or experiences arising within this category; policy actions (e.g. travel options) accessible to all.
Religion	There is no data to suggest that there are specific needs or experiences arising within this category; no religious barriers to participation.
Political Opinion	There is no data to suggest that there are specific needs or experiences arising within this category; policy is neutral and operational.
Marital Status	In relation to transport and training, there may be specific needs for single parents.
Dependent Status	In relation to transport and training, there may be specific needs for staff with caring responsibilities.
Disability	In relation to the format and delivery of environment and sustainability training, staff with certain disabilities (hearing loss, hearing difficulties and learning disabilities) will have their needs considered. The needs of staff with sight loss in relation to the provision of effective information and communication in relation to the environment and sustainability policy will also be considered. Consideration will be given to staff with a disability who may have particular needs in relation to the type of transport, making the most sustainable not necessarily the most appropriate to meet their needs.
Ethnicity	There is no data to suggest that there are specific needs or experiences arising within this category.
Sexual Orientation	There is no data to suggest that there are specific needs or experiences arising within this category.

2.4 Making Changes

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>
In relation to training and delivery of the policy (e.g. e-learning), it will be accessible for staff with disabilities including those with sight issues (accessible formats). Training and delivery of the policy will also take into consideration gender, marital status and dependencies, ensuring that the timing is flexible and accessible, accommodating caring responsibilities, and will not disadvantage any group in terms of participation/engagement.	

2.5 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)

<i>Group</i>	<i>Impact</i>	<i>Suggestions</i>
Religion	N/A	N/A
Political Opinion	N/A	N/A
Ethnicity		

	N/A	N/A
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(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

Mitigation has been put in place for all equality issues identified in this screening.

(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	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	N/A

(5) CONSIDERATION OF HUMAN RIGHTS

5.1 Does the policy or decision affect anyone's Human Rights? 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 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 interfere with any of these rights? If so, what is the interference and who does it impact upon?

List the Article Number	Interfered with? Yes/No	What is the interference and who does it impact upon?	Does this raise legal issues?*
N/A			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.

N/A

(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
Do not have any scope to capture equality monitoring data.		

Position: Sustainability Manager
Contact Details: Suzanne.Sinclair@hscni.net

Date: 21st May 2026

Policy/Decision Screened by: Suzanne Sinclair

Approved Lead Officer: Karen Hunter

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**

Any request for the document in another format or language will be considered.
Please contact the Equality Unit:

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