Equality and Human Rights Screening Report

July-September 2026

Equality and Human Rights Screening Report

Introduction

The Equality Unit in the Business Services Organisation is responsible for providing equality support to the ten partner organisations listed below:

Blood Transfusion Service
Business Services Organisation
Children's Court Guardian Agency for Northern Ireland
NI Medical and Dental Training Agency
NI Practice and Education Council for Nursing and Midwifery
Northern Ireland Social Care Council
Patient and Client Council
Public Health Agency
Regulation and Quality Improvement Authority
Safeguarding Board NI

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 ten 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

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This report includes published screening for the period **July-September 2026**. All policies and screening templates listed can be found on our website by clicking here. If you would like paper copies or alternate formats please contact us at the same email address.

Org.	Policy / Procedure and Screening Documentation	Policy Aims	Date	*Screening Decision
BSO	Annual Report and Accounts	The BSO Annual Report and Accounts 2025-26 outlines the key achievements and developments from all the service areas and programmes within BSO.	Jul-26	Screened out without mitigation
BSO	Environment and Sustainability Policy	BSO's Environment and Sustainability Policy provides the framework for reducing environmental impacts, achieving statutory climate obligations, and embedding sustainability into all aspects of the organisation's operations and decision-making. The main elements of the policy include; compliance and governance, carbon	May-26	Screened out with mitigation

		reduction, climate adaptation, sustainable travel and transport and estates.		
BSO	Performance Management Framework	The BSO Performance Management Framework was developed to create a consistent organisation-wide approach for planning, measuring, monitoring, reporting and improving performance to support delivery of the BSO Corporate Plan and Department of Health priorities. It creates a clear line of sight from strategic objectives through annual business plans, service area plans, individual objectives and customer service level agreements, ensuring that performance is aligned, measurable and accountable. The framework outlines how performance is assessed using SMART objectives, KPIs and RAG/BRAGG reporting, with defined governance arrangements for oversight	Aug-26	Screened out without mitigation

		by Directors, the Executive Leadership Team and the Board.		
NIPEC	Professional Mandatory Training for Midwives within Clinical Practice	The Chief Midwifery Officer (CMO) has commissioned NIPEC to lead a review and update of the professional mandatory training requirements for midwives across the Health and Social Care (HSC) Trusts in Northern Ireland. The aim of this project is to scope, review, and agree a set of regional professional mandatory training requirements for midwives within clinical practice, that reflects statutory, regulatory, and service requirements, is suitable for adoption across all HSC Trusts, and support the delivery of high quality, safe and effective midwifery care.	Jun-26	Screened out with mitigation
PCC	Management of Change - Proposed relocation of	This paper has been drafted by PCC to inform recognised Trade Unions and affected employees of the workforce considerations of the proposed	Jul-26	Screened out with mitigation

	PCC Ballymena Band 4 to Belfast	relocation of the PCC Ballymena Band 4 in Business Support Team to PCC Belfast base primarily due to increased operational optimisation of administrative needs required. Other factors leading to this change include the expansion of the staff team with the relocation of PCC Lurgan staff to Linenhall Street (eight additional staff from the Practice and Policy/Impact Teams), additional CEO meetings and events which are held in Linenhall Street with a need for Band 4s to assist. Also the HSC financial situation, the net zero climate change targets (sustainability strategy).		
PHA	Annual Business Plan 2026-27	The Public Health Agency's Annual Business Plan for 2026–27 sets out how we will work to help people across Northern Ireland live longer, healthier and happier lives. The plan focuses on improving health and wellbeing, preventing illness, reducing health	Mar-26	Screened out with mitigation

		inequalities and supporting people to stay healthy at every stage of life. It includes actions to promote physical and mental wellbeing, protect the public from health risks, and support individuals, families and communities to make healthier choices. We will work closely with health and social care services, local councils, community organisations and other partners to deliver these priorities and to ensure that we continue to make a positive difference to the health and wellbeing of the population.		
PHA	NHSP - Eligibility Criteria for Newborn Hearing Screening Programme - Reduce age limit	The Newborn Hearing Screening Programme is reducing the upper age limit for newborn hearing screening from 6 months (182 days) to 3 months (90 days) corrected age*. This change brings Northern Ireland into line current practice in England, Scotland and the Republic of Ireland, Wales have an upper age limit of 6 weeks. Parents and	Feb-26	Screened out with mitigation

		carers will continue to receive information about their child's hearing and development through the Personal Child Health Record (Red Book), which includes a hearing checklist. If there are any concerns about a baby's hearing, parents should contact their Health Visitor or GP, who can arrange a referral to audiology services if needed. * Corrected age takes into account that some babies are born early. It is worked out by taking the baby's actual age (from their date of birth) and subtracting the number of weeks they were born before their due date. For newborn hearing screening corrected age is used for all babies born before 40 weeks of pregnancy.		
SBNI	Safer Recruitment Guidance	The guidance document has been developed to assist organisations that engage with children and young people to establish a safer recruitment process to promote a safe environment for	Aug-26	Screened out with mitigation

		children & young people to live, learn and play.		