

Equality and Human Rights Screening Template



Business Plan 2026/27

February 2026

NIPEC is required to address the 4 questions below in relation to all its policies. This template sets out a proforma to document consideration of each question.

1. 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)?
2. Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?
3. 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)?
4. Are there opportunities to better promote good relations between people of a different religious belief, political opinion or racial group?

For advice on screening please contact: staff in the Equality Unit Business Services Organisation, equality.unit@hscni.net or Telephone 028 9536 3961

As part of the audit trail documentation needs to be made available for all policies as decisions examined for equality and human rights implications. The screening template is a pro forma to document consideration of each screening question.

(1) INFORMATION ABOUT THE POLICY OR DECISION

1.1 Title of policy or decision

NIPEC Business Plan 2026/27

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)**

The Business Plan 26/27 reflects the priorities of the Department of Health (DoH) three-year strategic plan (December 2024), setting out a path for the future based on the three pillars of Stabilisation, Reform and Delivery. This includes:

- Stabilisation of services, including mitigating the inevitable deterioration of some services as a result of budgetary pressures;
- Accelerated Reform of HSC to make the strategic changes necessary to enable the system to address the health needs of our citizens; and
- Delivery of safe, sustainable, high-quality health and social care services as close as possible to citizens through primary, community, social and hospital care, with services configured effectively and efficiently to meet demand for both planned and unscheduled care. This also means delivering for the workforce, who are the heart of the HSC.
- Included statutory equality objectives in our Business Plan 2026/27

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

NIPEC key stakeholders including:

- Nursing and Midwifery registrants
- Nursing and Midwifery Council (NMC)
- DoH
- HSC Trusts
- Higher Education Institutions, ie. Queens University Belfast, Ulster University, Open University
- Independent / Voluntary Sector
- Professional bodies / staff side organisations
- Other regional HSC organisations
- General public

NIPEC staff and Council members

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

- what are they?
- who owns them?

Chief Nursing Officers for the UK and Nursing and Midwifery Council (2018) *Enabling Professionalism in Nursing and Midwifery*

Department of Health (2018) *Co-Production Guide for Northern Ireland: Connecting and realising value through people*

Department of Health (2020) *Nursing and Midwifery Task Group (NMTG) Report and Recommendations*

Department of Health (June 2020) *Rebuilding Health and Social Care Services Strategic Framework*

Department of Health (2016) *Health and Wellbeing 2026: Delivering Together*

Department of Health, Social Services and Public Safety (2011b) *Quality 2020: A 10 Year Strategy to Protect and Improve Quality in Health and Social Care in Northern Ireland*

Department of Health, Social Services and Public Safety (2014a) *Making Life Better. A Whole System Strategic Framework for Public Health 2013 – 2023*

Department of Health (2017) *HSC Collective Leadership Strategy*

Department of Health (2021) *Health and Social Care Northern Ireland Quarterly Workforce Bulletin*

Health Service Executive and Health and Social Care NI (2022) *All-Ireland Digital Capability Framework for Health and Social Care*

Northern Ireland Practice and Education Council (NIPEC) (2017) *Management statement between the Department of Health and Northern Ireland Practice and Education Council for Nursing and Midwifery*

NIPEC (2022) *Preceptorship Framework for Nursing, Midwifery and Specialist Community Public Health Nursing in Northern Ireland*

Nursing and Midwifery Council (2018) *The Code: Professional standards of practice and behaviour for nurse, midwives and nursing associates*

Nursing and Midwifery Council. (NMC) (2018) *Future nurse: Standards of proficiency for registered nurses*

Nursing and Midwifery Council (NMC) (2021) *Building on ambitions for community and public health nursing*

Nursing and Midwifery Council (2020) *Caring with Confidence: The Code in Action*

Nursing and Midwifery Council (2020) *Nursing and Midwifery Council Future Strategy 2020-2025*

Smith, J. and Coveney, S. (2020) *New Decade, New Approach*

Statistics on Community Care for Adults in Northern Ireland (2020 – 2021)

Life Expectancy in Northern Ireland 2019-21

(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.

- NMC Equality and Diversity NI data September 2025
- NI HSC Workforce Census as at March 2024
- Census 2021
- Northern Ireland Statistics Research Agency (NISRA)
- NIPEC staff data as at December 2025

Registrar General Annual Report for NI 2020. Available at <https://www.nisra.gov.uk/system/files/statistics/RG%20Annual%20Report%202020%20Accessible.pdf>

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.

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	<p>The NI Census 2021 states that the proportion of females in 2021 was 50.8% (967,043) and of males was 49.2% (936,132) (total population of 1,903,175) No questions relating to gender identity were asked in the NI Census.</p> <p>The NMC Equality data (30 September 2025) reports that, there are now a record 29,797 nurses, midwives and nursing associates on the Register in Northern Ireland – that’s 0.4% (131) more than six months ago. This compares to 0.8% growth of the Register as a whole across the four countries of the UK.</p> <p>The NMC Equality and Diversity Data for NI (2025) reports 91.5% on the permanent register as female, whilst 8.5% identify as male.</p>

In addition to this, the **NI HSC Workforce Census** (June 2024); notes that the HSC NI workforce stands at 65,809 (WTE), over a quarter of which are Registered Nurses and Midwives (17,694, WTE).

The Gender Identity Research and Education Society (GIRES) estimate the number of gender nonconforming employees and people with lived experience, based on the information that GIRES assembled for the Home Office (2011) and subsequently updated (2014):

- gender variant to some degree 1%
- have sought some medical care 0.025%
- having already undergone transition 0.015%

The number of individuals who have sought treatment seems likely to continue growing at 20% per annum. Few younger people present for treatment despite the fact that most gender variant adults report experiencing the condition from a very early age. Yet, presentation for treatment among young people is growing even more rapidly (50% p.a.). Organisations should assume that there may be nearly equal numbers of people transitioning from male to female (trans women) and from female to male (trans men).

Applying GIRES figures to NI population (using NISRA mid-year population estimates for June 2018) N=1,881,600:

- 18,816 people who do not identify with gender assigned to them at birth
- 470 likely to have sought medical care
- 282 likely to have undergone transition.

Approximately, 92% of nurses and midwives on the permanent register in NI identify as female. Therefore, it is reasonable to assume that the majority of those who will be impacted by this Project are female.

NIPEC Staff data as at December 2025

Section 75 Area	Category	% Dec25
Gender	Male	9.09%
	Female	90.91%

Age

The NI Census (2021) Age profile of the NI population:

Age band Population Percentage

0-14 365,200 19.2%
 (15-64 1,211,500 63.7%)
 15-39 594,400 31.2%
 40-64 617,100 32.4%
 (65+ 326,500 17.2%)
 65-84 287,100 15.1%
 85+ 39,400 2.1%

All ages 1,903,200 100%

NMC Equality and Diversity data for NI reports that as of September 2025
43 years 7 months was the average age of people on the register.

NMC Equality and Diversity data for NI regarding nurses on the permanent register in 2024 reports that there are;

- 5196 – between 21-30
- 7851 – between 31 – 40
- 6252 – between 41 – 50
- 3290 – between 51 – 55
- 3203 – between 56 – 60
- 2170 – between 61 – 65
- 622 – between 66 – 70
- 126 – between 71 – 75
- 14 – above 75

NI HSC Workforce Census as at March 2024 stipulates that 48.7% of the Nursing, Midwifery and Health Visiting workforce were under 40yrs; 35.7% were between 40-54yrs and 15.6% were over the age of 55.

Census 2021 population estimates published in May 2022 indicates NI population has increased to 1,903,100 - 50% of those aged 0-64 are female whilst 50% are male; and 54% of those aged 65+ are female whilst 46% are male (May 2022). Overall, estimates show 19% of the population are aged 0-14 years, 64% are aged 15-64 years and 17% are aged 65+ years.

NIPEC Staff data as at December 2025

As at December 2025, figures indicate NIPEC's workforce falls within the following age groups:

Section 75 Area	Category	% Dec25
Age Group	16-24	0.00%
	25-29	0.00%
	30-34	3.03%
	35-39	9.09%
	40-44	9.09%
	45-49	6.06%
	50-54	9.09%
	55-59	33.33%
	60-64	24.24%
	>=65	6.06%

Religion

Census 2021 states that:

Current Religion

- 'no religion' (17.4%)
- 'religion not stated' (1.6%)
- Catholic (42.3%)
- Presbyterian Church in Ireland (16.6%)
- Church of Ireland (11.5%)
- Methodist (2.4%)
- Other Christian denominations (6.9%)
- Other non-Christian Religions (1.3%).

Religion/religion of upbringing (Number - Percentage)

Catholic 869,800 45.7%

Current religion 805,200 42.3%

Religion of upbringing 64,600 3.4%

Protestant and other Christian (including Christian related) 827,500 43.5%

Current religion 711,000 37.4%

Religion of upbringing 116,600 6.1%

Other religions 28,500 1.5%

Current religion 25,500 1.3%

Religion of upbringing 3,000 0.2%

None 177,400 9.3%

All usual residents 1,903,200 100.0%

NMC Equality and Diversity Data for NI in 2024, reports,

- 22,241 are Christian,
- 3,967 do not have any religious beliefs;
- 1693 prefer not to say;
- 192 are Hindu;
- 74 are Muslim,
- 47 are Buddhist/Jewish/Sikh;
- and 511 are "other"

NI HSC Workforce Census for this group is unavailable.

NIPEC Staff data as at December 2025

	Section 75 Area	Category	% Dec25
Political Opinion	Community Background	Perceived Protestant	0.00%
		Protestant	39.39%
		Perceived Roman Catholic	0.00%
		Roman Catholic	24.24%
		Neither	3.03%
		Perceived Neither	0.00%
		Not assigned	33.33%
	<p>Census Data, (2021) (Total Residents: 1,903178)</p> <p>National identity (nationality based) (Number – Percentage)</p> <ul style="list-style-type: none"> • British 814,600 42.8% • Irish 634,000 33.3% • Northern Irish 598,800 31.5% • English 16,800 0.9% • Scottish 10,200 0.5% • Welsh 2,000 0.1% • Other national identities 113,400 6.0% <p>National identity (person based) (Number – Percentage)</p> <ul style="list-style-type: none"> • British only 606,300 31.9% • Irish only 554,400 29.1% • Northern Irish only 376,400 19.8% • British & Northern Irish only 151,300 8.0% • Irish & Northern Irish only 33,600 1.8% • British, Irish & Northern Irish only 28,100 1.5% • British & Irish only 11,800 0.6% • English only/Scottish only/Welsh only 16,200 0.9% • Other combination of British/Irish/Northern Irish/English/Scottish/Welsh only 11,700 0.6% • Other national identities 113,400 6.0% • Polish only 23,900 1.3% • Lithuanian only 11,900 0.6% • Romanian only 7,100 0.4% • Portuguese only 6,900 0.4% • Bulgarian only 4,300 0.2% • Indian only 4,100 0.2% • Other national identity with one or more of British/Irish/Northern Irish/English/Scottish/Welsh only 12,700 0.7% • Other national identities 42,600 2.2% • All usual residents 1,903,200 100.0% <p>There is no NMC Equality and Diversity NI or UK data for this Group. NI HSC Workforce Census for this group is unavailable.</p>		

Staff data as at December 2025

Section 75 Area	Category	% Dec25
Political Opinion	Broadly Nationalist	9.09%
	Other	6.06%
	Broadly Unionist	3.03%
	Not assigned	66.67%
	Do not wish to answer	15.15%

Marital Status

There is no NMC Equality and Diversity NI or UK data for this group. NI HSC Workforce Census for this group is unavailable.

Census 2021 (Total Residents over the age of 16 – 1,514,743)

- 45.59% (690, 509) of those aged 16 or over were married
- 38.07% (576, 708) were single
- 0.18% (2,742) were registered in civil partnerships (more than double since 2011)
- 6.02% (91,128) were either divorced or formerly in a civil partnership which is now legally dissolved
- 6.36% (96, 384) were either widowed or a surviving partner from a civil partnership
- 3.78% (57, 272) were separated (but still legally married or still legally in a civil partnership)

Civil partnerships:

Annual Reports of the Registrar General for NI published in 2021 show that up to 2020, there have been 1441 civil partnerships registered in NI

NIPEC Staff data as at December 2025

As at December 2025 NIPEC's marital status was as follows:

Section 75 Area	Category	% Dec25
Marital Status	Divorced	3.03%
	Mar/CP	27.27%
	Other	0.00%
	Separated	0.00%
	Single	0.00%
	Unknown	69.70%
	Widow/R	0.00%
	Not assigned	0.00%

Dependent Status

There is no NMC Equality and Diversity NI or UK data for this group. Further, no information is recorded within the NI HSC Workforce Census. However, from professional experience, it is reasonable to assume that most have dependents.

Census Data (2021)

Total households with dependent children – 768,809.

- No children in household – 55.14%
- No children in household/All children in hospital non-dependent – 15.65%
- One dependent child aged 0-4 – 3.54%
- One dependent child aged 5-11 – 2.75%
- One dependent child aged 12-18 – 5.10%
- Two dependent children youngest aged 0-4 – 4.34%
- Two dependent children youngest aged 5-11 – 4.75%
- Two dependent children youngest aged 12-18 – 2.41%
- Three or more dependent children. Youngest aged 0-4 – 3.14%
- Three or more dependent children, youngest aged 5-11 – 2.82%
- Three or more dependent children, youngest aged 12-18 – 0.46%

Northern Ireland All usual residents aged 5 and over 1,789,348

Percentage of usual residents aged 5 and over who provide:

- No unpaid care 87.58%
- 1-19 hours unpaid care per week 5.63%
- 20-34 hours unpaid care per week 1.38%
- 35-49 hours unpaid care per week 1.57%
- 50+ hours unpaid care per week 3.84%

NI Health Survey (2018) reports 17% of respondents were carers (21% of women and 13% of men).

NIPEC Staff data as at December 2025

As at December 2025 NIPEC’s dependents status is as follows:

Section 75 Area	Category	% Dec25
Dependents	Yes	18.18%
	Not assigned	66.67%
	No	15.15%

Disability

NMC Equality and Diversity data for NI as at September 2025 states that, 373 professionals declared a disability.

Out of all usual residents (n=1,903,179), the Percentage of usual residents whose day-to-day activities are:

- Limited a lot – 11.45%
- Limited a little – 12.88%
- Not limited – 75.67%

('Day-to-day activities limited' covers any health problem or disability (including problems related to old age) which has lasted or is expected to last for at least 12 months.)

The breakdown of the various long-term conditions as outlined in the 2021 Census is:

Type of long-term condition	Percentage of population with condition %
Deafness or partial hearing loss	5.75
Blindness or partial sight loss	1.78
Mobility of Dexterity Difficulty that requires wheelchair use	1.48
Mobility of Dexterity Difficulty that limits basic physical activities	10.91
Intellectual or learning disability	0.89
Learning difficulty	3.5
Autism or Asperger syndrome	1.86
An emotional, psychological or mental health condition	8.68
Frequent periods of confusion or memory loss	1.99
Long – term pain or discomfort.	11.58
Shortness of breath or difficulty breathing	10.29
Other condition	8.81

NIPEC Staff data as at December 2025

As at December 2025, NIPEC Staff information advised that:

Section 75 Area	Category	% Dec25
Disability	No	33.33%
	Not assigned	63.64%
	Yes	3.03%

Ethnicity	<p>In the general population the 2021 Census indicated that 3.4% (65,600) of the usual resident population belonged to minority ethnic groups.</p> <p>Ethnic Group</p> <p>Ethnic Group Number Percentage</p> <p>White 1,837,600 96.6%</p> <p>Minority Ethnic Group 65,600 3.4%</p> <p>Black 11,000 0.6%</p> <p>Indian 9,900 0.5%</p> <p>Chinese 9,500 0.5%</p> <p>Filipino 4,500 0.2%</p> <p>Irish Traveller 2,600 0.1%</p> <p>Arab 1,800 0.1%</p> <p>Pakistani 1,600 0.1%</p> <p>Roma 1,500 0.1%</p> <p>Mixed Ethnicities 14,400 0.8%</p> <p>Other Asian 5,200 0.3%</p> <p>Other Ethnicities 3,600 0.2%</p> <p>All usual residents 1,903,200 100.0%</p> <p>Country of birth</p> <p>Country of birth Number Percentage</p> <p>Northern Ireland 1,646,300 86.5%</p> <p>Great Britain 92,300 4.8%</p> <p>England 72,900 3.8%</p> <p>Scotland 16,500 0.9%</p> <p>Wales 2,800 0.2%</p> <p>Republic of Ireland 40,400 2.1%</p> <p>Outside United Kingdom and Ireland 124,300 6.5%</p> <p>Europe (other EU countries) 67,500 3.5%</p> <p>Europe (other non-EU countries) 3,700 0.2%</p> <p>Other Countries in the World 53,100 2.8%</p> <p>All usual residents 1,903,200 100.0%</p> <p>Main language of usual residents aged 3 and over</p> <p>Main language Number Percentage</p> <p>English 1,751,500 95.4%</p> <p>Main language not English 85,100 4.6%</p> <p>Polish 20,100 1.1%</p> <p>Lithuanian 9,000 0.5%</p> <p>Irish 6,000 0.3%</p> <p>Romanian 5,600 0.3%</p> <p>Portuguese 5,000 0.3%</p> <p>Arabic 3,600 0.2%</p> <p>Bulgarian 3,600 0.2%</p> <p>Other languages 32,200 1.8%</p> <p>All usual residents aged 3 and over 1,836,600 100.0%</p>

NISRA data compiled for the most recent Registrar Generals Report (2021) show 10.3% of births were to mothers who were born outside of the United Kingdom and the Republic of Ireland. This compares with 2.5% 20 years ago.

The NMC Equality data as at September 2025 reports that the proportion of all Black, Asian and minority ethnic professionals in Northern Ireland increased to 15.1% in the six months to 30 September 2025. That's 0.7 percentage points higher than on 1 April (14.4%) and 1.2 percentage points more compared to the same period last year (13.9).

India is the largest single source of international recruitment in Northern Ireland. In the past six months at least 77 professionals in Northern Ireland joined from India – a drop of 21.4% from 98 during the same period in 2024

NIPEC Staff data as at December 2025

As at December 2025 NIPEC staff data advised that NIPEC staff sat under the following categories in terms of ethnicity:

Section 75 Area	Category	% Dec25
Ethnicity	Not assigned	63.64%
	White	36.36%
	Other	0.00%
	Black African	0.00%
	Indian	0.00%
	Chinese	0.00%

Sexual orientation

NI HSC Workforce Census for this group is unavailable.

Office of National Statistics May 2022 on sexual orientation reported the following for Northern Ireland

- Heterosexual or straight 96.4
- Gay or lesbian 1.0
- Bisexual 0.4
- Other 0.4
- Don't know or refuse 1.8

NMC Equality and Diversity data for NI in March 2024 stated that 841 Lesbian, gay, bisexual or other and 26,259 are heterosexual.

NI Census Data (2021)

- Straight or heterosexual: 90.04% (1,363,859)
- Gay or lesbian: 1.17% (17,713)
- Bisexual: 0.75% (11,306)
- Other sexual orientation: 0.17 (2,597)
- Prefer not to say: 4.58% (69,307)

- Not stated: 3.3% (49,961)

NIPEC Staff data as at December 2025

As at December 2025 NIPEC staff advised that:

Section 75 Area	Category	% Dec25
Sexual Orientation	Do not wish to answer	0.00%
	Not assigned	66.67%
	Opposite sex	30.30%
	Both Sexes	0.00%
	same sex	3.03%

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.

NIPEC recognises that the needs, experiences and priorities of the Section 75 groups may vary substantially across the wide range of activities included in the Business Plan. A top level screening of this plan will not do justice to giving sufficient consideration of these needs. Therefore, NIPEC has committed to undertaking the screening of relevant pieces of work as they are taken forward; these are included in the screening table in Appendix 1. We have identified some general known issues or needs in the table below; these will inform each screening undertaken.

Category	Needs and Experiences
Gender	<p>Females are more likely to have caring responsibilities than their male counterparts and may be more likely to work part-time, (see dependent section below).</p> <p>All meetings/workshops will be conducted during the working week. We will endeavour to host meetings via online platforms, i.e. MS Teams to enable members to work from home/join from their place of work.</p>
Age	<p>Following the COVID -19 pandemic, there is a greater reliance on ICT systems and online meeting platforms. Age may be a factor, as the older generation may be less computer literate than the younger generation and in turn, those who are younger may prefer to use social media platforms as a means to communicate. Appropriate training will be provided to all staff members irrespective of age and plain English used (no colloquialisms).</p>

Religion	In planning engagement events and meetings, there is a need to consider a neutral venue/location or appropriate alternative option if a venue is used that is associated with one particular community.
Political Opinion	There is no data to suggest that the needs and experiences of staff differ on the basis of political opinion. However, during the planning process, if an in-person meeting is required, a neutral venue/location will be considered.
Marital Status	No Issues identified, however for those who are single parents, and have dependents, issues may arise due to childcare arrangements and/or caring commitments for elderly relatives. As outlined above, to mitigate against any potential issues, meetings will be held online during the working week.
Dependent Status	Those with dependents may be less likely to undertake additional qualifications, due to caring responsibilities, (lack of available time). There are potential issues for those with dependents and/or caring responsibilities who may require some flexibility in terms of timing and location of meetings or engagement events. These may be further compounded by the challenges of juggling work and childcare.
Disability	<p>Consideration may need to be given to access to buildings/venues for meetings for those with physical disability. People with a learning disability or sensory impairment may require some form of additional support when attending meetings or engagement events.</p> <p>Those with a learning disability may need communication to be tailored to their needs, including Plain English.</p> <p>People with a disability may require accessible formats to be made available.</p> <p>People with a disability may be less likely to have access to a computer or the internet.</p>
Ethnicity	<p>Whilst the NMC require nursing and midwifery registrants to have a standard level of English, there may be other grades of nursing and midwifery staff, eg. health care assistant, who may not be required to have this same standard. In these cases, there is a need to ensure arrangements are in place to provide interpreting and translation on request.</p> <p>Some potential issues relating to people whose first language is not English, and the need to ensure arrangements are in place to provide interpreting and translation on request; this will be particularly important for communications utilising more complex, medical/clinical terminology and language.</p>
Sexual Orientation	There is no data to suggest that the needs and experiences of people with lived experience differ on the basis of Sexual Orientation.

2.4 Multiple Identities

Are there any potential impacts of the policy or decision on people with multiple identities? For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people.

None

2.5 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?

None

<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>
<p>In screening the Business Plan, NIPEC have identified pieces of work within the Plan that will be equality screened during 2026-27 – see Appendix 1. Progress on completion of equality screenings will be monitored through NIPEC’s Business Team.</p> <p>People with a disability, those whose first language is not English NIPEC’s Accessible Formats Policy outlines how those developing information should consider alternative formats, and how information and publications can be requested in alternative formats, receipt of which is recorded and requests are monitored.</p> <p>Children and Young People and Older People, People with Disabilities NIPEC will provide alternative formats on request to meet the needs of older people who don’t have computer skills or access to a computer/internet and will also consider the need to provide age-appropriate information</p>	<p>People with a disability, those whose first language is not English NIPEC will continue to monitor requests for alternative format and/or language to inform future production of electronic and written communication.</p> <p>People with a disability, those whose first language is not English, Children and Young People and Older People, People with dependents, political opinion/religion A checklist has been developed to assist those organising engagement events and meetings and developing information – this will cover the need to take account of specific needs of the nine groups.</p>

to meet the needs of children and young people.

Those whose first language is not English

As part of HSCNI, NIPEC can access the regional contract for interpreting, translation and transcription services.

People with a disability

During the Pandemic, there was a move to conducting most business online using Zoom and other online platforms. This need to move to virtual meetings during Covid 19 highlighted the need for organisers to consider any additional impact on Section 75 groups.

However, in normal times, NIPEC's procedure for booking external venues requires those responsible for organising events and meetings ensure that venues are fully accessible.

People with dependents, political opinion/religion

There has been a move to conducting some business online using Teams and other online platforms. This need to move to virtual meetings during Covid 19 highlighted the need for organisers to consider any additional impact on Section 75 groups.

When planning engagement events and meetings, NIPEC will consider their timing and location and the need for a neutral venue/location. Where applicable, assistance with travel expenses will also be considered.

NIPEC is a regional body and organises engagement events and meetings on a geographical spread where possible – it will arrange for tele and video conferencing to facilitate those unable to travel.

2.6 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)

(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	✓
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	✓

Please give reasons for your decisions:

Mitigation has been put in place to address any of the general equality issues identified in the screening of this policy. However, NIPEC recognises that the screening of this top-level plan will not do justice to giving sufficient consideration of equality issues of each piece of work included in the Plan. Therefore, NIPEC has committed to undertaking the screening of relevant pieces of work as they are taken forward; these are included in the screening table in Appendix 1.

NIPEC's Business Plan for 2026-27 sets out its key priorities and provides details of the key actions under each of these areas. The Plan covers a wide range of work streams with a focus on work developed in partnership with its key stakeholders that translates regional direction and policy into practice, and provide resources which strengthen the capacity and capability of the nursing and midwifery professions in Northern Ireland.

In developing its Business Plan and taking forward the key actions, NIPEC recognises the need to consider any impact on Section 75 groups, and that the needs, experiences and priorities of these groups may vary. NIPEC's work streams and key actions are detailed and where required will be individually equality screened as they are taken forward.

Mitigation has been put in place to address any equality issues identified in the screening of this policy. It is not thought that subjecting this policy to EQIA will present further opportunities to promote equality of opportunity.

(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>
	Where appropriate to the workstream and its focus, NIPEC will engage with representative disability groups.

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>
NIPEC has endorsed and issued to all staff guidance on the positive portrayal of people with a disability – this includes a checklist to assist those developing information. This includes a checklist to assist staff involved in developing information and will apply to each workstream included in the Business Plan.”	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?*
			Yes/No
N/A	N/A	N/A	N/A

* 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
N/A	N/A	N/A

Approved lead officer: Jill Jackson

Position: Head of Corporate Service

Date: 26th January 2026

Policy/decision screened by: Lisa McEneaney

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

If you require this document in an alternative format (such as large print, Braille, disk, audio file, audio cassette, Easy Read or in minority languages to meet the needs of those not fluent in English), please contact:

Business Manager
NIPEC

Northern Ireland Practice and Education Council for Nursing and Midwifery,
4th Floor, James House, 2-4 Cromac Avenue, Belfast, BT7 2JA

0300 300 0066

<https://nipec.hscni.net/>

Appendix 1

NIPEC Equality Screenings 26/27

- Business Plan 2026/27
- Mental Health Nursing Model for Northern Ireland
- Delegation of Healthcare Interventions to Social Care Practitioners and Personal Assistants in Peoples Own Home
- Revision of Midwifery Mandatory Training Requirements across HSC Trusts
- Establishment of an Advanced Practice Academy
- Establishment of structures and processes for implementation of the new NMC Principles for Advanced Practice across employer organisations
- Develop a Job Planning Framework/Toolkit for Specialist, Advanced and Consultant Nursing & Midwifery Roles
- Consider the learning from the review of Student education support in practice and support implementation of the recommendations
- Develop a framework to measure Impact assessment of commissioned courses
- Nursing Assistant JDs and Role Frameworks
- Development of Midwifery Career Pathway
- Develop Role Frameworks for the Education and Research Career Pathway
- Develop and Test the Delegation Recording Documentation
- Delegation in Practice: A Governance Framework for Nurses & Midwives including development of website, framework and supportive resources
- Update the In-house Teaching Activities Quality Assurance Process Self-Assessment Tool
- Development of a Learning & Improvement Hub