



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

Full Business Case ('FBC')/Programme Strategies - Health and Social Care Northern Ireland ('HSCNI') Equip Programme ('Equip'/'the Programme')

1.2 Description of policy or decision

What is it trying to achieve? (Aims and objectives)

This screening focuses on the Equip Programme's Full Business Case (FBC) document. The Equip Programme aims to replace existing, aging HR, Payroll, Finance, Procurement and Logistics systems used across HSCNI with a single, integrated digital solution. The objective is to deliver modern, standardised systems that improve efficiency, enhance the staff user experience, support insight-driven decision making and underpin wider digital transformation across HSCNI. The Programme seeks to reduce administrative burden on staff, support more effective ways of working and, indirectly, contribute to improvements in the quality and experience of care for patients and service users.

How will this be achieved? (Key elements)

The policy will be delivered through a large-scale, region-wide digital transformation programme with the following key elements:

- Replacement of legacy systems for HR, Payroll, Finance, Procurement and Logistics with a single, cloud-based Enterprise Resource Planning (ERP) system.
- Procurement and implementation of Oracle Fusion Applications as a Software-as-a-Service (SaaS) solution, providing integrated functionality and ongoing system updates.
- Standardisation of business processes across 16 HSCNI organisations, aligned to recognised global best-practice models.
- Design, build and implementation phase delivered in partnership with a Systems Integrator, working closely with HSCNI subject matter experts.
- Strong programme governance and leadership, including a central Programme Management Function and functional leads across HR, Finance, Payroll, Procurement and Logistics.
- Comprehensive training, business change and communications approach to support staff through transition to new systems and ways of working.

- Phased implementation and ongoing monitoring, with impacts on staff and stakeholders reviewed throughout delivery and corrective actions taken where required.

What are the key constraints? (Financial, legislative or other)

Key constraints include:

- Time constraints driven by the expiry of existing system contracts.
- Financial constraints linked to approved funding and the scope set out in the Full Business Case.
- Legislative and regulatory requirements, including public procurement rules, UK GDPR and wider information governance obligations.
- Operational constraints, including the need to maintain business continuity across multiple organisations during implementation.
- Change management challenges, arising from the scale of transformation and the diversity of users, roles and organisational contexts across HSCNI.

1.3 Main stakeholders affected (internal and external)

Internal

The Equip Programme will primarily impact HSCNI staff across all 16 organisations who use or support HR, Payroll, Finance, Procurement and Logistics systems. This includes approximately 86,000 employees, including permanent, temporary, bank and some agency staff.

Those most directly affected are staff who use the systems as part of their core business role, including:

- Functional Users – those working daily in HR, Payroll, Finance, Procurement and Logistics.
- End Users - comprising the wider HSCNI workforce who use the system on an ad hoc basis for activities such as viewing payslips, requesting leave, submitting expenses and approvals, including managers and frontline staff working shifts or irregular hours.
- Technical Users - responsible for system administration and technical support.
- Programme Users - within the Equip Programme team who support system design, testing, training and implementation.

Overall, internal users are the stakeholders most immediately and significantly affected by the Programme.

External

External stakeholders affected include:

- External suppliers and finance customers, particularly those interacting through Accounts Receivable and other finance-related processes.
- Potential future job applicants, who will engage with the system through recruitment processes.

Other external stakeholders who may be affected or have an interest include trade unions, professional bodies, voluntary, community and independent sector organisations, and other public or private sector organisations that support or represent HSCNI staff.

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

What are they?

The Equip Programme operates within an established HSCNI and Northern Ireland public sector policy and legislative framework, particularly in relation to digital transformation, workforce development, data protection and information governance. While not within the direct scope of Equip, these policies and strategies influence its design, procurement and implementation.

Key policies and strategies with a bearing on the Programme as referenced in the FBC include:

- Health & Wellbeing 2026: *Delivering Together*
- *New Decade, New Approach* (NI Executive)
- Health and Social Care Workforce Strategy 2026
- eHealth and Care Strategy
- HSCNI Data Strategy
- NI Government Digital Transformation Strategy
- HSCNI Cyber Security Strategy (2022–2026)
- HSCNI Digital Innovation Strategy (2022–2026)

Who owns them?

These policies and strategies are owned by the Department of Health, Northern Ireland Executive, HSCNI, and the Business Services Organisation (BSO), depending on the policy area.

While Equip aligns to BSO corporate policies on information governance and data protection, responsibility for the ownership, implementation and compliance of these corporate policies sits with BSO and wider HSCNI, not the Equip Programme itself.

(2) CONSIDERATION OF EQUALITY AND GOOD RELATIONS ISSUES AND EVIDENCE USED

2.1 Data gathering

The information used to inform this equality screening was drawn from a combination of quantitative data, policy research and qualitative stakeholder engagement, including:

- Population and workforce data, including:
 - Northern Ireland Census 2021 (Phase 2 main statistics)
 - Northern Ireland Statistics and Research Agency (NISRA)
 - HSCNI employee workforce data (headcount as at September 2023)
- Research and survey evidence, including:
 - Northern Ireland Life and Times Survey (2023)
 - Advice NI research on digital inclusion in Northern Ireland
- Previous engagement and consultation evidence, including:
 - Equality and Disability Action Plans 2023–2028 consultation report
 - Qualitative feedback from internal stakeholders and business users
- Programme-specific engagement and system issue research, including:
 - Feedback gathered from HR, Finance, Payroll and Procurement functions during the Equip discovery and procurement phases
 - Engagement sessions with HSCNI staff across regions to understand challenges associated with existing systems
 - Analysis of known system issues relating to usability, reporting, accessibility, data quality and administrative burden

This evidence informed the understanding of potential impacts on staff and stakeholders and shaped the design considerations for the Equip Programme

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	<p>Members of the public (Northern Ireland) - Northern Ireland Statistics and Research Agency (NISRA), Census 2021 (conducted 21 March 2021).</p> <ul style="list-style-type: none"> • Total population (2021): 1,903,175 • Females: 50.8% (967,043) • Males: 49.2% (936,132) • Transgender people: Approximately 0.1% of the population, based on findings from the Northern Ireland Life and Times Survey 2023 (as reported by BBC News).

	<p>HSCNI employees - Health and Social Care Northern Ireland (HSCNI), Workforce Statistics 2023.</p> <ul style="list-style-type: none"> • Females: 78.3% • Males: 21.6%
Age	<p>Members of the public (Northern Ireland)- Northern Ireland Statistics and Research Agency (NISRA), Census 2021 (conducted 21 March 2021).</p> <ul style="list-style-type: none"> • Population aged 50 and over: 699,767 <ul style="list-style-type: none"> ◦ Women aged 50+: 366,358 (52.3%) ◦ Men aged 50+: 333,409 (47.6%) <p>Age distribution of the population:</p> <ul style="list-style-type: none"> • 16–24 years: 10.5% • 25–34 years: 12.7% • 35–44 years: 13.1% • 45–54 years: 13.2% • 55–64 years: 12.7% • 65 years and over: 17.15% <p>HSCNI employees – age distribution- Health and Social Care Northern Ireland (HSCNI), Workforce Statistics 2023.</p> <ul style="list-style-type: none"> • 16–24 years: 6.2% • 25–34 years: 24% • 35–44 years: 25% • 45–54 years: 22.4% • 55–64 years: 18.2% • 65 years and over: 4%
Religion	<p>Members of the public (Northern Ireland) ARK, Northern Ireland Life and Times Survey, 2023 (data collected September 2023–January 2024).</p> <ul style="list-style-type: none"> • Catholic: 34% • Protestant (combined Protestant denominations): approximately 33% • No religion / neither: 26% • Other religions / don't know: approximately 7% <p>HSCNI employees - Health and Social Care Northern Ireland (HSCNI), Workforce Statistics 2023.</p> <ul style="list-style-type: none"> • Catholic: 41.1% • Protestant: 33.2%

	<ul style="list-style-type: none"> • Neither / Unknown: 25.7%
Political Opinion	<p>Members of the public (Northern Ireland) - ARK, Northern Ireland Life and Times Survey, 2023 (data collected September 2023–January 2024).</p> <ul style="list-style-type: none"> • Unionist: 31% • Nationalist: 26% • Neither: 38% • Other: 1% • Don't know: 4% <p>HSCNI employees - Health and Social Care Northern Ireland (HSCNI), Workforce Statistics 2023.</p> <ul style="list-style-type: none"> • Unionist: 7.1% • Nationalist: 7.1% • Other: 7.4% • Do not wish to answer / Not known: 78.4%
Marital Status	<p>Members of the public (Northern Ireland) - Northern Ireland Statistics and Research Agency (NISRA), Census 2021 – Marital and Civil Partnership Status.</p> <ul style="list-style-type: none"> • Single: 38.07% • Married: 38.07% • In a civil partnership: 0.18% • Separated: 3.78% • Divorced: 6.02% • Widowed: 6.36% <p>HSCNI employees - Health and Social Care Northern Ireland (HSCNI), Workforce Statistics 2023.</p> <ul style="list-style-type: none"> • Single: 28.5% • Married / in a civil partnership: 49.1% • Separated / divorced: 3.4% • Widowed: 0.5% • Not known / other: 18.5%
Dependent Status	<p>Members of the public (Northern Ireland)- Health and Social Care Northern Ireland (HSCNI), Workforce Statistics 2023. (All usual residents aged 5 and over: 1,789,348)</p> <ul style="list-style-type: none"> • 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%

	<ul style="list-style-type: none"> • 50+ hours unpaid care per week: 3.84% <p>HSCNI employees - Health and Social Care Northern Ireland (HSCNI), Workforce Statistics 2023.</p> <ul style="list-style-type: none"> • Has dependants / caring responsibilities: 17.3% • No dependants / caring responsibilities: 20.7% • Not known: 62%
Disability	<p>Members of the public (Northern Ireland) - Northern Ireland Statistics and Research Agency (NISRA), Census 2021 – Health, Disability and Long-Term Conditions</p> <ul style="list-style-type: none"> • Deafness or partial hearing loss: 5.75% • Blindness or partial sight loss: 1.78% • Mobility or dexterity difficulty requiring use of a wheelchair: 1.48% • Mobility or dexterity difficulty limiting basic physical activities: 10.91% • Intellectual or learning disability: 0.89% • Learning difficulty: 3.15% • Autism or Asperger syndrome: 1.86% • 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 long-term condition: 8.81% <p>HSCNI employees - Health and Social Care Northern Ireland (HSCNI), Workforce Statistics 2023.</p> <ul style="list-style-type: none"> • Disabled: 2% • Not disabled: 53% • Not known: 45%
Ethnicity	<p>Members of the public (Northern Ireland) - Northern Ireland Statistics and Research Agency (NISRA), Census 2021 – Ethnic Group.</p> <ul style="list-style-type: none"> • White: 96.55% • Mixed ethnic background: 0.76% • Indian: 0.52% • Chinese: 0.50% • Black African: 0.42% • Other Asian: 0.28% • Filipino: 0.23% • Other ethnicity: 0.19% • Black Other: 0.16% • Irish Traveller: 0.14%

	<ul style="list-style-type: none"> • Arab: 0.10% • Roma: 0.08% • Pakistani: 0.08% <p>HSCNI employees - Health and Social Care Northern Ireland (HSCNI), Workforce Statistics 2023.</p> <ul style="list-style-type: none"> • White: 56% • Indian: 0.8% • Filipino: 0.5% • Black African: 0.2% • Chinese: 0.2% • Mixed ethnic background: 0.2% • Pakistani: 0.1% • Other ethnicity: 0.3% • Bangladeshi: 0.02% • Black Other: 0.02% • Black Caribbean: 0.01% • Irish Traveller: 0.01% • Not known: 41.5%
Sexual Orientation	<p>Members of the public (Northern Ireland) - Northern Ireland Statistics and Research Agency (NISRA), Census 2021 – Sexual Orientation.</p> <ul style="list-style-type: none"> • Straight / Heterosexual: 90.04% • Gay or lesbian: 1.17% • Bisexual: 0.75% • Other: 0.17% • Not stated: 3.30% • Prefer not to say: 4.58% <p>HSCNI employees - HSCNI employees - Health and Social Care Northern Ireland (HSCNI), Workforce Statistics 2023.</p> <ul style="list-style-type: none"> • Opposite-sex orientation: 40.4% • Same-sex orientation: 1.1% • Same and opposite-sex orientation: 0.2% • Do not wish to answer / Not known: 58.3%

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	<p>There is no evidence to suggest that the decision gives rise to specific needs or differential experiences for individuals based on gender. This is consistent with the nature of the policy, which applies uniformly and does not introduce criteria or processes that would differentially affect individuals on the basis of gender.</p> <p>To ensure equality of impact is maintained, Equip has been developed through a structured design process, with phased implementation, business change planning, and staff training. Due consideration will be given to accessibility needs during testing. These measures will support consistent application and help identify and address any unintended impacts should they arise.</p>
Age	<p>There is no evidence to suggest that the decision gives rise to specific needs or differential experiences for individuals based on age.</p> <p>Consideration should be given to the needs of older staff during the delivery of the Full Business Case, particularly in relation to digital transformation, system usability, training and engagement. The Programme's phased implementation, training approach and change management arrangements are intended to support accessibility and effective adoption across all age groups. Due consideration will be given to accessibility needs during testing.</p>
Religion	<p>There is no evidence to suggest that the decision gives rise to specific needs or differential experiences for individuals based on Religion. Access to systems and associated processes is not differentiated by religious views, and the policy is applied consistently across all users.</p>
Political Opinion	<p>There is no evidence to suggest that this decision gives rise to specific needs or differential impacts based on political opinion. Access to systems and associated processes is not differentiated by political viewpoint, and the policy is applied consistently across all users.</p> <p>Communications and training materials have been designed to remain neutral and objective, ensuring that no political perspectives are reflected or favoured. This approach, alongside standard design assurance, implementation controls, and staff training, will support equitable application and help ensure that no unintended impacts arise.</p>
Marital Status	<p>There is no evidence to indicate that individuals experience specific needs or differential impacts in relation to marital or civil partnership status within this policy area. The policy is inherently neutral in application and does not include provisions that distinguish between individuals on this basis.</p> <p>As part of the delivery approach, controls such as design assurance, phased implementation, and staff guidance/training are in place to ensure consistent and fair application.</p>
Dependent Status	<p>There is no evidence to suggest that this decision gives rise to specific needs or differential impacts for individuals with dependants. The policy is applied</p>

	<p>consistently and does not include provisions that differentiate based on caring responsibilities or dependent status.</p> <p>Improvements to the technology and system design, alongside consideration of mobile and more flexible ways of working, may support greater flexibility in how and where work is undertaken. This can help accommodate non-standard working patterns where appropriate.</p>
Disability	<p>Internal users (HSCNI employees) Disabled employees are represented across all user groups impacted by the Equip Programme and across a range of working patterns and roles. Their key needs relate to accessible system design, clear and consistent navigation, and inclusive training and support. These requirements are overseen by regional governance groups to ensure that accessibility needs are fully addressed throughout the design, testing, and implementation of the solution.</p> <p>Consideration is particularly relevant for staff who use assistive technologies, have sensory or cognitive impairments, or experience conditions affecting concentration or stamina. Potential equality issues may arise if systems or training are not fully accessible, particularly for staff with multiple identities, such as disabled staff who also work shifts or have caring responsibilities.</p> <p>External users / members of the public External users, including job applicants and suppliers, also include people with disabilities consistent with wider population trends. Key needs include accessible online interfaces, clear guidance, and simple processes. Equality issues may arise if external-facing elements of the system are not fully accessible, which could create barriers to engagement for some disabled users.</p>
Ethnicity	<p>There is no data to indicate that the Equip Programme will have a differential impact on individuals based on ethnicity.</p> <p>Consideration should nevertheless be given to users whose first language is not English, to ensure clear communication and accessible engagement with the system.</p>
Sexual Orientation	<p>There is no data to indicate that the Equip Programme will have a differential impact on individuals based on sexual orientation.</p> <p>As part of the delivery approach, controls such as design assurance, phased implementation, and staff guidance/training are in place to ensure consistent and fair application</p>

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>
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<p>Age</p> <p>Accessibility requirements were incorporated at the design stage of the Programme to ensure system interfaces are usable across a wide age range. The selected solution is required to meet recognised digital accessibility standards, supporting usability for older users who may experience age-related changes in vision, hearing or dexterity.</p> <p>Ethnicity</p> <p>No evidence of differential impact based on ethnicity was identified at the design stage. Accessibility and clarity of system design and communications were considered as part of the overall digital accessibility approach.</p>	<p>As implementation progresses, training, engagement and support arrangements will continue to consider the needs of older users, including flexibility in delivery methods and support channels. More detailed equality considerations will be addressed within future policies and processes arising from the Full Business Case.</p> <p>As implementation progresses, consideration will be given to users whose first language is not English, including the clarity of system content, guidance and support arrangements. More detailed consideration will be taken forward through policies and processes developed during delivery.</p>
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<p>Disability</p> <p>Accessibility requirements were embedded within the solution selection and procurement process, with the selected system required to meet Web Content Accessibility Guidelines (WCAG) 2.2 AA standards as a minimum. The Programme is undertaking accessibility testing, including testing with assistive technologies such as screen readers, and accessibility considerations have been included within design and build activities.</p> <p>Gender / Sexual Orientation/ Religion/ Political Opinion</p> <p>The decision and system design ensured neutral and consistent application with no differentiation based on gender, sexual orientation, religion and political opinion. Design and business change processes have been considered to avoid introducing barriers in relation to protected characteristics. Communications have been free from bias.</p> <p>Dependent Status</p> <p>System and technology improvements have considered flexible ways of working. Mobile and adaptable working arrangements are supported where appropriate.</p>	<p>Accessibility testing will continue through user acceptance testing, including engagement with a sample of users with accessibility needs using their own assistive technologies. While the Programme cannot provide assurance for every specific assistive technology product, accessibility will remain a priority. Future policies and procedures arising from the Full Business Case (e.g. training, system use and support) will include more detailed equality considerations and reasonable adjustment processes.</p> <p>A phased implementation will support consistent adoption and identify any unintended impacts. Ongoing training will reinforce equitable application. Accessibility will be considered at UAT.</p> <p>Flexible, technology-enabled working will continue to be supported where operationally appropriate. Phased implementation and business change activity will promote consistent understanding. Monitoring will ensure no unintended barriers arise for individuals with dependants.</p>
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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)

Group	Impact	Suggestions
Religion	None	Ensure all communications and training materials are inclusive and respect the diverse religious makeup of staff and suppliers.
Political Opinion	None	Keep communications factual and neutral, avoiding any political references.
Ethnicity	None	Provide training and guidance in plain, accessible English and use clear visuals so that all users can follow regardless of first language.

(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	<input type="checkbox"/>
Minor impact	<input checked="" type="checkbox"/>
No further impact	<input type="checkbox"/>

Do you consider that this policy or decision needs to be subjected to a full equality impact assessment?

Please tick:

Yes	<input type="checkbox"/>
No	<input checked="" type="checkbox"/>

Please give reasons for your decisions.

The Full Business Case (FBC) was approved in October 2024; this screening document has been updated to reflect the current position, including the design and implementation phase, building on the original FBC components.

The decision does not introduce changes that would result in significant adverse or differential impacts on equality of opportunity. Equality screening will be reviewed at key programme milestones, and any emerging issues will be addressed or escalated as appropriate.

(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>
<p>The Equip Programme encourages participation by embedding digital accessibility requirements at design and procurement stage, including adherence to WCAG standards. Accessibility testing is being undertaken, including testing with assistive technologies, and opportunities have been created for users with accessibility needs to participate in system testing. By replacing manual, paper-based and email-driven processes with a more integrated digital system, the Programme aims to reduce barriers that may limit participation for disabled staff and external users, including job applicants.</p>	<ul style="list-style-type: none"> - Continuing to involve users with accessibility needs in user acceptance testing and feedback. - Ensuring training, guidance and support are provided in accessible formats. - Monitoring accessibility outcomes as new processes and policies arise from the Full Business Case. - Addressing more detailed accessibility and requirements through future policies and procedures developed during implementation

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>
<p>The Equip Programme promotes positive attitudes by embedding accessibility and inclusive design principles at an early stage, recognising the importance of disabled people being able to access, use and contribute to digital systems on an equal basis with others.</p>	<p>Positive attitudes can be further promoted by continuing to involve disabled users in testing and feedback, ensuring accessibility remains a visible priority throughout implementation, and reinforcing inclusive practice through future policies, training and communications.</p>

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(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

** 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
Any relevant evidence will be considered through future screening exercises as impacts from this decision emerge over time.	Accessibility will be considered through system design and testing, with any data collected handled and stored in line with GDPR requirements.	N/A
Approved Lead Officer:	Karen Bailey	
Position:	Chief Executive	
Contact Details	02895363864	
Date:	22/05/2026	
Policy/Decision Screened by:	Katelyn Denvir – Equality Manager (Equip)	

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.