Equality and Human Rights Screening Report

April-June 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 **April-June 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	Full Business Case/Programme Strategies - Equip Programme	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	May-26	Screened out with mitigation

		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.		
BTS	Management of Sickness Absence Policy & Procedure	This Policy is aimed at providing a framework for all HSCNI organisations to ensure that where sickness absence does occur, it is managed in a fair, prompt, and compassionate manner based on the individual circumstances of each employee.	Feb-26	Screened out without mitigation
CCGANI	Management of Sickness Absence Policy & Procedure	This Policy is aimed at providing a framework for CCGANI to ensure that where sickness absence does occur, it is managed in a fair, prompt, and compassionate manner based on the individual circumstances of each employee. The CCGANI is committed to provide necessary and appropriate supports to help employees sustain regular and effective attendance at	Apr-26	Screened out with mitigation

		work, thus helping ensure that patients and service users get the best possible quality of care.		
CCGANI	Travel and Subsistence Policy	The Children's Court Guardian Agency (CCGANI) has developed a Travel and Subsistence Policy to help ensure the most efficient, effective and economical use of its travel budget. CCGANI aims to be cost-effective in its use of public sector monies.	Jun-26	Screened out with mitigation
NIPEC	Business Plan 2026/27	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	Jan-26	Screened out with mitigation

		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		

NIPEC	Mental Health Nursing Model for Northern Ireland	This programme of work is driven by the fundamental goal of developing a model which fully leverages the value and contributions of every mental health nurse, and all nurses involved in delivering mental health care. The landscape of mental health care is constantly evolving, as outlined in the Mental Health Strategy 2021-2031 (DoH, 2021), demanding innovative approaches to meet the complex needs of people across all stages of life. The Ministers three-year plan Health and Social Care NI Reset Plan (2025) sets out to stabilise our system through driving efficiencies, valuing workforce, reducing waiting lists in line with Programme for Government commitments. The aim of this project is to develop a new person, family, carers, community and population centred model for mental health nursing practice across the lifespan in NI. This will include: primary care, secondary care,	May-26	Screened out with mitigation

		specialist mental health services and older adults' mental health services.		
NISCC	Compensation measure assignment (specialist programmes)	While a Memorandum of Understanding allows holders of generic social work qualifications to be recognised by all UK social work regulators, this does not apply to specialist programmes (Frontline/Step Up/Think Ahead). The Social Care Council has endorsed a recommendation that applicants can be registered with restrictions on their practice to their initial specialist area of training for a limited period. The need for a compensation measure to mitigate any gaps in the programme will depend on the social work programme completed and the outcome of the assessment. Therefore a compensation measure of an assignment or an oral presentation which addresses gaps in learning has been designed. The	May-26	Screened out with mitigation

		outcome is that the registrant will have engaged in learning and development activities to ensure they have sufficient knowledge to be able to work across any social work settings in Northern Ireland.		
PHA	Routine Enquiry into Domestic Abuse: Guidance for Midwives, Health Visitors, School Nurses and Family Nurses in Northern Ireland (PHA, 2026)	The guidance aims to promote a consistent approach to routine enquiry into domestic abuse, providing a trauma-informed, strengths-based response by midwives, health visitors, school nurses and family nurses in HSC Trusts.	Mar-26	Screened out with mitigation
RQIA	Person Centred Supportive (PCS) Staff Appraisal	The Person Centred Supportive (PCS) Appraisal process is an integral part of RQIA's role in supporting staff in RQIA. The appraisal is part of an ongoing person centred approach, which commences with induction and includes PCS1:1. As such, these two-way processes involve the rights and	Feb-26	Screened out with mitigation

		responsibilities for both staff members engaged in the process.		
RQIA	Safeguarding Policy	This policy sets out RQIA's commitment and responsibilities to safeguarding and promoting the welfare of Adults and Children. The policy outlines how RQIA will work to recognise and respond appropriately to concerns and will ensure safeguarding is embedded in all aspects of their work.	Apr-26	Screened out without mitigation
SBNI	Strategic Plan 2026-2030	The SBNI has developed a Strategic Plan for the period 2026-2030. This strategy sets out the strategic direction for the SBNI for the next four years, taking into account the vision and priorities set out by the SBNI Board and builds upon its previous strategic plan 2022-2026. The Strategic Plan details our purpose, focus, outcomes and priorities for the SBNI over the next four years. The SBNI will deliver on its mission and vision based on the following strategic priorities: To provide leadership and set direction in the	Apr-26	Screened out with mitigation

		safeguarding and protection of children and young people, to hear and respond to the voices of children and young people affected by domestic violence and abuse, to support children and young people to exercise their rights to enjoy the benefits of the online world free from harm, fear and abuse and to help prevent, protect and safeguard children and young people affected by child exploitation.		