

# Equality and Human Rights Screening Report

## Jan-Mar 2025



**Patient and Client Council**  
Your voice in health and social care



**Children's Court  
Guardian Agency**



Northern Ireland  
Blood Transfusion Service

**for Northern Ireland**

# 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 shown on page 1.

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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Email: [Equality.Unit@hscni.net](mailto:Equality.Unit@hscni.net)

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**

## Equality and Human Rights Screening Report

This report includes published screening for the period **Jan-Mar 2025**. 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
<b>BSO</b>	Business Plan	Business Service Organisation (BSO) Annual Business Plan 2025-26 sets out a clearly how it will best utilise resources to achieve its key strategic aims and objectives.	Dec-24	Screened out with mitigation
<b>BSO</b>	Service User and Carer Representative Involvement within the HSC Clinical Education Centre	The purpose is to outline a policy for service user involvement in HSC CEC design and delivery of education programmes for nurses, midwives and AHPs reflective of health and social care policy.	Jan-25	Screened out without mitigation

<b>PCC</b>	Equality, Diversity and Inclusion Policy	This policy is concerned with the promotion of equality and the prevention of unlawful discrimination	Mar-25	Screened out without mitigation
<b>PCC</b>	Your Right To Raise A Concern (Whistleblowing)	This policy provides a procedure for all staff of the PCC, including permanent, temporary and staff in training working within the PCC, independent contractors engaged to provide services, volunteers and agency staff who have concerns where the interests of others or of the organisation itself are at risk.	Jan-25	Screened out without mitigation
<b>PHA</b>	Conflict, Bullying and Harassment in the Workplace Policy and Procedure	The aim of this policy is to provide all staff, and managers, with clear guidance on how to handle conflict, bullying and harassment in accordance with best practice and relevant employment legislation.	Dec-24	Screened out with mitigation
<b>PHA</b>	Hybrid Working Scheme – Guidance for Managers & Staff	The Hybrid working scheme provides for staff to work up to 40% of their working week from home if desired, with a requirement for at least 60%	Dec-24	Screened out without mitigation

		of their working week to be conducted in an 'office' environment which includes attendance at meetings which may be at the staff members base or another location outside of their home.		
<b>PHA</b>	Retendering Community Capacity Building, Grants and Mentoring Programme	The programme will enhance local people's knowledge, skills and experience by encouraging community activity and self-help, increasing local people's understanding of health inequalities and the wider determinants of health.	Jan-25	Screened out with mitigation
<b>PHA</b>	Supporting Performance Improvement Policy	It is the aim of this Policy that the Public Health Agency (PHA) is a place where all employees are enabled to work and perform to the best of their ability to deliver an excellent service. The purpose of this Policy is to provide a framework for the PHA to support employees with	Dec-24	Screened out with mitigation

		performance concerns to achieve effective standards of work.		
<b>RQIA</b>	Induction Policy and Procedure	The purpose of this policy is to set out RQIA's arrangements for the induction of staff into the organisation.	Jan-25	Screened out with mitigation
<b>SBNI</b>	Trauma Informed Toolkit	The aim of this toolkit is to help organisations in Northern Ireland (NI) identify opportunities to embed trauma informed approaches across policy and practice. The objective of this toolkit is to help leaders, workforces, services and organisations identify and reflect on progress, strengths and opportunities for embedding a trauma informed approach across policy and practice.	Jan-25	Screened out without mitigation