Equality and Human Rights Screening Template

NIMDTA 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

See [Guidance Notes](#) for further information on the 'why' 'what' 'when', and 'who' in relation to screening, for background information on the relevant legislation and for help in answering the questions on this template.

(1)   INFORMATION ABOUT THE POLICY OR DECISION

1.1   Title of policy or decision

Social Media Policy

1.2   Description of policy or decision

- **what is it trying to achieve? (aims and objectives)**

   To promote good practice in the use of Social Media and adherence to acceptable standards of use

   To cascade Social Media as a mechanism to engage with staff and stakeholders, receive feedback and expose to new products and innovative ideas

- **how will this be achieved? (key elements)**
   This policy lays out the good practice in the use of social media, and measures to eradicate unacceptable use.

- **what are the key constraints? (for example financial, legislative or other)**
   The policy also ensures that freedom of expression can be maintained and balanced against reputational and information governance risks. NIMDTA staff are the organisation's best ambassadors so the policy aims to support the responsible use of social media, not restrict it. It should enable staff to get the best out of the available tools whilst maintaining a safe professional environment and protecting both themselves and the organisation.
   Non-compliance to policy.
   Lack of awareness as to how (private) social media use can affect the workplace.

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

Current NIMDTA Employees (including Agency staff)
Managers of all levels within NIMDTA

Heads of Service Promoting use of Social media
NIMDTA Human Resources
Trade unions
Service Users
Public Members

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

- **what are they? (This list is not exhaustive)**
  Conflict, Bullying and Harassment
  Disciplinary Policy
  Code of Conduct for Staff
  Attendance at Work Policy and Procedure
  Whistle Blowing Policy
  Zero Tolerance Policy
  Department circulars
  Legal changes

- **who owns them?**

  DHSSPS
  NIMDTA

(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.

Organisational wide equality data from HRPTS

Views of colleagues

Views of staff side

Lessons learnt

Disciplinary Statistics

https://sproutsocial.com/insights/social-media-statistics/

https://www.peoplemanagement.co.uk/experts/legal/dos-donts-social-media-at-work#gref

https://www.cipd.co.uk/knowledge/fundamentals/people/hr/policies-factsheet#gref

https://www.smartinsights.com/social-media-marketing/social-media-strategy/new-global-social-media-research/

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	*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?*
Gender	**Staff Profile (March 2024)** <table><tr><td>Female</td><td>61.16%</td></tr><tr><td>Male</td><td>38.84%</td></tr><tr><td>Grand Total</td><td>100%</td></tr></table>

Population profile:

The population of Northern Ireland based on NISRA Census Data as at 2021 was 1,903,175

Total Ni Residents 1903178		Percentage
Female	967,043	50.81%
Male	936,132	49.19%

(Census 2021)

Transgender Research suggests for the Northern Ireland population as a whole:

- 140-160 individuals are affiliated with transgender groups
- 120 individuals have presented with Gender Identity Dysphoria
- There are more trans women than trans men living in Northern Ireland.

The Gender Identity Research and Education Society (GIRES) estimate the number of gender nonconforming employees and service users, 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%

Staff Profile (March 2024)

16-24	5.73%
25-29	28.28%
30-34	39.52%
35-39	15.46%
40-44	5.11%
45-49	2.82%
50-54	1.45%
55-59	0.97%
60-64	0.44%
>=65	0.22%

Evidence shows that the younger population and therefore younger employees use social media more frequently. However evidence shows that the increased use of social media affects all ages.

Population profile: published by NISRA in 2022 (Census 2021 main statistics demography tables – age and sex | Northern Ireland Statistics and Research Agency (nisra.gov.uk) show that:

15-24 yrs (inclusive) = 224,589 (11.80% of all NI population)
25-29 yrs = 116,409 (6.12%)
30-34 yrs = 126 050 (6.62%)
35-39 yrs = 127,313 (6.69%)
40-44 yrs = 122,163 (6.42%)
45-49 yrs = 121,670 (6.39%)
50-54 yrs = 130,967 (6.88%)
55-59 yrs = 129,276 (6.79%)
60-64 yrs = 113,049 (5.94%)
65-74 yrs = 176,931 (9.30%)

Age projections
NISRA Estimated and projected population by age, mid-2016 to mid-2041 show that in 2016, 20.8% of the NI Population were aged 0-15 years, and this is projected to decrease 19.8% in mid 2045. The proportion of adults aged 16-64 is also set to decrease to 3.4% by mid 2045. However, the proportion of people aged 65 years and over is projected to increase in the next 25 years, overtaking the numbers of children.
[2020-based interim population projections - statistical bulletin (nisra.gov.uk)](nisra.gov.uk)

Community Background	**Staff Profile (March 2024)**

Perceived Protestant	0.09%
Protestant	28.41%
Perceived Roman Catholic	0.09%
Roman Catholic	32.42%
Neither	0.09%
Perceived Neither	23.66%
Not assigned	15.24%

Population profile:

Total Ni Residents 1903178		Percentage
Catholic	805,151	42
Presbyterian Church in Ireland	316,103	17
Church of Ireland	219,788	12
Methodist Church in Ireland	44,728	2
Other Christian (including Christian related)	130,377	7

	Other religions	25,519	1	
	No religion	330,983	17	
	Religion not stated	30,529	2	

(Census 2021)

Political Opinion	**Staff Profile (March 2024)**

Broadly Nationalist	19.25%
Other	17.71%
Broadly Unionist	12.69%
Not assigned	19.60%
Do not wish to answer	30.75%

Population profile: Nationality

Total Ni Residents 1903178		Percentage
British only	606,263	31.86%
Irish only	554,415	29.13%
Northern Irish only	376,444	19.78%
British and Irish only	11,768	0.62%
British and Northern Irish only	151,327	7.95%
Irish and Northern Irish only	33,581	1.76%
British, Irish and Northern Irish only	28,050	1.47%
Other	141,327	7.43%

(Census 2021)

Marital Status	**Staff Profile (March 2024)**

Divorced	0.31%
Mar/CP	37.18%
Other	1.98%
Separt	0.04%
Single	53.04%
Unknwn	7.31%
Widw/R	0.09%
Not assigned	0.04%

Population profile:

Total Ni Residents (over the age of 16) 1,514,743		Percentage
Single (never married or never registered a civil partnership)	576,708	38.07%
Married	690,509	45.59%
In a civil partnership	2,742	0.18%
Separated (but still legally married or still legally in a civil partnership)	57,272	3.78%
Divorced or formerly in a civil partnership which is now legally dissolved	91,128	6.02%
Widowed or surviving partner from a civil partnership	96,384	6.36%

(Census 2021)

Northern Ireland Life and Times (2022)
Single (never married) 34%
Married and living with husband/wife 51%
A civil partner in a legally-registered civil partnership 0%
Married and separated from husband/wife 3%
Divorced 5%
Widowed 6%

Dependent Status

Staff Profile (March 2024)

Yes	17.62%
Not assigned	18.41%
No	63.96%

Population profile:

Total Households with dependent children 768,809		Percentage
No children in household	423,956	55.14
No dependent children in household/All children in household non-dependent	120,314	15.65
One dependent child aged 0-4	27,233	3.54
One dependent child aged 5-11	21,123	2.75
One dependent child aged 12-18	39,203	5.10
Two dependent children, youngest aged 0-4	32,598	4.24
Two dependent children, youngest aged 5-11	36,534	4.75

Two dependent children, youngest aged 12-18	18,532	2.41
Three or more dependent children, youngest aged 0-4	24,120	3.14
Three or more dependent children, youngest aged 5-11	21,677	2.82
Three or more dependent children, youngest aged 12-18	3,519	0.46

(Census 2021)

CarersNI State of Caring 2022 Annual survey (UK wide, including NI)

- 82% identified as female and 17% identified as male
- 4% are aged 25-34, 17% are aged 35-44, 33% are aged 45-54, 31% are aged 55-64 and 14% are aged 65+
- 24% have a disability
- 98% described their ethnicity as white
- 28% have childcare responsibilities for a non-disabled child under the age of 18 alongside their caring role
- 56% are in some form of employment and 18% are retired from work.
- 31% have been caring for 15 year or more, 16% for between 10-14 years, 25% for 5-9 years, 25% for 1-4 years, and 3% for less than a year
- 46% provide 90 hours or more of care per week, 13% care for 50-89 hours, 23% care for 20-49 hours, and 19% care for 1-19 hours per week
- 67% care for one person, 25% care for two people, 5% care for three people and 3% care for four or more people.

1) 1 in 3 carers said they could afford their bills without struggling financially.
2) 28% said they had access to paid carers leave from work
3) 54% said they had been offered flexible working arrangements
4) 1 in 5 carers reported their physical health to be bad or very bad
5) 24% had been caring for 10 years or more
6) 25% were caring for 50+ hours a week
7) 27% reported their mental health as bad or very bad
8) 23% of carers say the care and support services available in their area do not meet their needs
9) 43% with unpaid caring responsibilities in NI are also in full/part-time employment
10) 130k had either given up work or reduced their hours to care for someone
11) 78% were worried about being able to juggle the two.

	12) Over 60% said that working from home had enable them to balance work and caring more effectively **13)** 64% had given up opportunities at work due to caring **14)** 41% said not working from home would make them consider leaving their job **Health Survey NI 2021/22** Respondents with caring responsibilities – 17% Respondents with caring responsibilities by gender – Male – 13%; Female – 22%
Disability	**Staff Profile (March 2024)**

No	77.71%
Not assigned	17.84%
Yes	4.45%

Population profile:

Total NI Households 768,810		Percentage
No residents have a limiting long-term health problem or disability	423,945	55.14%
1 resident has a limiting long-term health problem or disability	258,537	33.63%
2 or more residents have a limiting long-term health problem or disability	86,328	11.23%

34.67% (659,805) regard themselves as having a 1 or more long – term health problems, which has an impact on their day to day activities.

65.33% (1,243,371) of residents did not have long – term health condition.

- Deafness or partial hearing loss – **5.75% (109,457)**
- Blindness or partial sight loss – **1.78% (33,961)**
- Communication Difficulty – **1.65% (29,879)**
- Autism or Asperger Syndrome – **1.86% (35,367)**
- Mobility or Dexterity Difficulty – **1.48% (28,138)**
- A learning intellectual difficulty – **0.89% (16,923)**
- An emotional, psychological or mental health condition – **8.68% (165,127)**
- Long – term pain or discomfort – **11.58% (220,328)**
- Shortness of breath or difficulty breathing – **10.29% (195,754)**
- Frequent confusion or memory loss – **1.99% (37,789)**

(Census 2021)

Health Survey NI (2021/22)

- 40% longstanding illness (30% limiting and 11% non-limiting illness)

	• Females (44%) were more likely than males (36%) to have a long-term condition. • A fifth (24%) reported high levels of anxiety, while 41% reported very low levels
Ethnicity	**Staff Profile (March 2024)** Population profile and tables below

Staff Profile (March 2024)

Not assigned	16.14%
White	65.49%
Other	4.14%
Black African	4.45%
Indian	2.78%
Filipino	0.13%
Mixed Ethnic Group	1.76%
Pakistani	2.91%
Bangladeshi	0.22%
Irish Traveller	0.09%
Black Other	0.09%
Chinese	1.81%

Population profile:
3.45% (65,604) of the usual resident population belonged to minority ethnic groups:

Total Ni Residents 1903178		Percentage
White	1,837,575	96.55
Irish Traveller	2,609	0.14
Roma	1,529	0.08
Indian	9,881	0.52
Chinese	9,495	0.50
Filipino	4,451	0.23
Pakistani	1,596	0.08
Arab	1,817	0.10
Other Asian	5,244	0.28
Black African	8,069	0.42
Black Other	2,963	0.16
Mixed	14,382	0.76
Other ethnicities	3,568	0.19

(Census, 2021)

Sexual Orientation	**Staff Profile (March 2024)** Full data not available for NIMDTA's workforce, but NI population estimate is 10% having a sexual orientation towards same sex. | Do not wish to answer	6.26% | | Not assigned | 19.43% | | Opposite sex | 69.56% | | Both Sexes | 1.01% | | Same Sex | 3.74% | **Population profile:**

Population profile:

Total Ni Residents (16 and over) 1514743		Percentage
Straight or heterosexual	1,363,859	90.04
Gay or lesbian	17,713	1.17
Bisexual	11,306	0.75
Other sexual orientation	2,597	0.17
Prefer not to say	69,307	4.58
Not stated	49,961	3.30

(Census 2021)

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	Evidence shows that females use social media more in personal use, however males more for business use. Social Media policy is not to inhibit the use of social media but to promote the safe and secure use. However evidence shows that females are more expressive about personal views on social media and may be more affected by this policy. However, this policy is not to inhibit the use of social media but rather to promote the safe and secure use.
Age	Evidence shows that the younger population traditionally and therefore younger employees used social media more frequently than older people.

	However evidence shows that the increase use of social media affects all ages. There is no data to suggest that there are specific needs or experiences arising within this category as this policy are not to inhibit the use of social media but to promote the safe and secure use.
Religion	There is no data to suggest that there are specific needs or experiences arising within this category as the aim of this policy is not to inhibit the use of social media but to promote the safe and secure use.
Political Opinion	There is no data to suggest that there are specific needs or experiences arising within this category as the aim of this policy is not to inhibit the use of social media but to promote the safe and secure use.
Marital Status	There is no data to suggest that there are specific needs or experiences arising within this category as the aim of this policy is not to inhibit the use of social media but to promote the safe and secure use.
Dependent Status	There is no data to suggest that there are specific needs or experiences arising within this category as the aim of this policy is not to inhibit the use of social media but to promote the safe and secure use.
Disability	Individuals with learning disabilities may be more likely to share personal information on social media, and are more vulnerable to the online exploitation. Individuals with sensory problems will have specific requirements with regards to communication of the policy. Also, those with learning difficulties may require additional support in order to get an understanding of how the policy works and the processes involved. However, again, the aim of this policy is not to inhibit the use of social media but to promote the safe and secure use.
Ethnicity	There is no data to suggest that there are specific needs or experiences arising within this category as the aim of this policy is not to inhibit the use of social media but to promote the safe and secure use.
Sexual Orientation	There is no data to suggest that there are specific needs or experiences arising within this category as the aim of this policy is not to inhibit the use of social media but to promote the safe and secure use.

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?

In developing the policy or decision what did you do or change to address the equality issues you identified?	*What do you intend to do in future to address the equality issues you identified?*
Disability: Given the additional needs of those with a Learning Disability in relation to internet safety and social media, the policy states that managers should make their staff aware of the policy, and what it contains. Consideration will be given to highlighting the main points/ safety issues from the policy on NIMDTA intranet and pop-ups to help raise awareness. There are strict guidelines as to when this policy applies and on what bases disciplinary action would be taken.	Not applicable

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	None
Political opinion	None	None
Ethnicity	None	None

(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	X
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	x

Please give reasons for your decisions.

It is not felt that a full EQIA will highlight any further issues with regards to equality of opportunity for the Section 75 groups.

(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?

How does the policy or decision currently encourage disabled people to participate in public life?	*What else could you do to encourage disabled people to participate in public life?*
N/A	

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?

How does the policy or decision currently promote positive attitudes towards disabled people?	*What else could you do to promote positive attitudes towards disabled people?*
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	N
Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment	N
Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour	N
Article 5 – Right to liberty & security of person	N
Article 6 – Right to a fair & public trial within a reasonable time	N
Article 7 – Right to freedom from retrospective criminal law & no punishment without law	N
Article 8 – Right to respect for private & family life, home and correspondence.	N
Article 9 – Right to freedom of thought, conscience & religion	N
Article 10 – Right to freedom of expression	Y
Article 11 – Right to freedom of assembly & association	N
Article 12 – Right to marry & found a family	N
Article 14 – Prohibition of discrimination in the enjoyment of the convention rights	N
1st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property	N
1st protocol Article 2 – Right of access to education	N

*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
10	Yes	Inhibited in line with promoting harmonious working environment and other organisational obligations.	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.

Circulate to staff
Staff inductions
Publish on intranet

Approved Lead Officer:

Roisin Campbell

Position: Senior Manager

Date: 24/04/2024

Policy/Decision Screened by: Julie Courtney

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

Any request for the document in another format or language will be considered. Please contact the Equality Unit: Equality.Unit@hscni.net