

Equality and Human Rights Screening Report

Jul-Sep 2024



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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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 **July-Sep 2024**. 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	Evolve Programme	In March 2019, the Permanent Secretary of the Department of Health (DoH), as the Programme Sponsor, requested that the evolve Programme [previously known as HSC Digital / Digital Shared Services (DSS)] be established to expand shared services for HSCNI IT delivery.	Mar-24	Screened out with mitigation
BSO	Secondment Guidance for Line Managers and Employees	The aim of this policy is to outline the clear arrangements that are in place for employees accessing a secondment and the roles and responsibilities of all stakeholders	Jun-24	Screened out without mitigation

		<p>within the secondment process. The guidance will provide a standard and equitable approach for line managers in the management of secondments for their employees. The broad principles of this policy apply to all employees on Agenda for Change (AFC) Terms & Conditions with the exception of employees on Medical & Dental and Civil Service Terms & Conditions who will need to refer to the relevant sections of their handbooks.</p>		
BTS	Collection Strategy 2024-2027	<p>The purpose of the Collection Strategy document is to set out the anticipated demand for blood and blood components in Northern Ireland over the next three years and how the Northern Ireland Blood Transfusion Service intends to meet this demand. The strategy identifies</p>	May-24	Screened out with mitigation

		the challenges NIBTS will face and how these will be met		
BTS	Investigation of A Suspected Transfusion Reaction	The purpose of this policy is to provide guidance to both NIBTS and Hospital staff on how to appropriately investigate a suspected transfusion reaction.	Jun-24	Screened out without mitigation
BTS	Violence and Aggression in the Workplace Policy	The purpose of this policy is to outline NIBTS commitment in partnership with staff representatives, to ensure the prevention, reduction and management of violence and aggression towards staff in the workplace, and to ensure associated structures, policies and support is in place to enable staff to work safely.	Jul-24	Screened out with mitigation

NIPEC	Corporate Strategy 2024-2028	NIPEC's Corporate Plan 2023-28 is informed by the Programme for Government (PfG) draft Outcomes Framework. The over-arching PfG commitment for the DoH is that 'we all enjoy long, healthy and active lives.' NIPEC's Vision for 2024-28 is to continue to work as an organisation that will be: 'leading and inspiring nurses and midwives to uphold excellence in professional practice'. NIPEC's Mission is: 'to promote further the highest standards of practice, education and professional development of nurses and midwives to facilitate the delivery of safe, effective, compassionate, person-centred services.'	Feb-24	Screened out with mitigation
PHA	Equality, Diversity and Inclusion Policy	The policy outlines the commitment of the Public Health Agency (hereafter referred to as the PHA) to promote equality of opportunity, good and harmonious working relations	Jul-24	Screened out without mitigation

		and the prevention of unlawful discrimination.		
PHA	Substance & Alcohol Misuse Policy	The aims of this policy are to help employees identify at an early stage, struggles with substance, or alcohol which may lead to misuse, and encourage and assist those employees with a problem or potential problem to seek help.	Jul-24	Screened out without mitigation
RQIA	Person Centred Supportive 1:1 Policy	RQIA provides independent assurance about the quality, safety and availability of Health and Social Care (HSC) services, including independent sector services in Northern Ireland, while encouraging continuous improvements in these services and assisting with safeguarding the rights of services users. To be an effective regulator it is essential that RQIA provides appropriate support, guidance,	Jun-24	Screened out with mitigation

		PCS1:1 Support and appraisal to all staff in order to effectively maintain staff health and well-being, encourage an open and supportive learning culture and maintain appropriate management governance and oversight		
SBNI	The SBNI Learning and Development Framework regarding the Mental Health Needs of Children and Young People	The Safeguarding Board for Northern Ireland (SBNI) was set up under the Safeguarding Board Act (NI) 2011 and is the statutory body responsible for coordinating and ensuring the effectiveness of its 21 member bodies and its six independent persons for the purposes of safeguarding and promoting the welfare of children and young people. It is the key strategic leadership and management organisation for safeguarding and promoting the welfare of children and young people in Northern Ireland.	Feb-24	Screened out with mitigation

SBNI	The SBNI Recognising the Impact of domestic abuse on children and young people: learning and development framework	This SBNI domestic abuse learning and development framework will contribute to the improvement in recognition and support for young children, young people and their families affected by domestic abuse. The target audience for this framework is all SBNI member agencies and any agencies providing services to a member agency under a contractual/service level agreement. It is also applicable and relevant to all organisations and individuals who come into contact with children, young people and their families. It is designed in four levels. Each organisation should determine the level, developmental requirements and appropriate timescale for staff/volunteers to undertake the training.	May-24	Screened out without mitigation
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SCC	Business Plan 2024/25	Our key objectives and activities for 2024/24	Apr-24	Screened out with mitigation
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