

# 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.

**For information (evidence, data, research etc.) on the Section 75 equality groups see the Equality Portal - [Screening Resources & Evidence](#).**

For advice and support on screening contact:

Equality Unit/ BSO /James House/ 2-4 Cromac Avenue/ Belfast/ BT7 2JA Tel: 028 9536 3961

# 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

<b>1.1 Title of policy or decision</b>  Proposed Relocation of PaLS Employees
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<b>1.2 Description of policy or decision</b> <ul style="list-style-type: none"><li><b>what is it trying to achieve? (aims and objectives)</b><p>This decision aims to achieve the relocation of the BSO PaLS employees currently located in <b>Greenmount House Ballymena and Maple House Antrim Hospital</b>. The relocation would see the PaLS staff at these two locations merge with the PaLS staff currently residing in the Cottage Ballymena. The proposed relocation is primarily due to accommodation requirements of the Northern Trust and high demand for office accommodation. Other factors leading to this change include the HSC financial situation, the net zero climate change targets (sustainability strategy), and the Department of Health Estate Strategy within which BSO is required to optimise the use of its estate.</p></li><li>how will this be achieved? (key elements)</li></ul> <p>The current PaLS workforce located in The Cottage Ballymena, Greenmount House Ballymena and Maple House Antrim Hospital are set out as follows:</p> <table border="1"><thead><tr><th>Location</th><th>Team</th><th>Headcount</th></tr></thead><tbody><tr><td rowspan="2">The Cottage Ballymena</td><td>Regional Purchasing Team (RPT)</td><td>6</td></tr><tr><td>Sourcing Team Transport, Patient Appliances and Waste (TPAW)</td><td>13</td></tr><tr><td>Total</td><td></td><td>19</td></tr><tr><td></td><td></td><td>15</td></tr></tbody></table>	Location	Team	Headcount	The Cottage Ballymena	Regional Purchasing Team (RPT)	6	Sourcing Team Transport, Patient Appliances and Waste (TPAW)	13	Total		19			15
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	Sourcing Team Transport, Patient Appliances and Waste (TPAW)	13												
Total		19												
		15												

Greenmount House Ballymena	Sourcing Team, Service and Maintenance (SMC)	
Total		15
Maple House Antrim Hospital	Sourcing Team Capital Projects and Diagnostic Imaging (Capital)	7
Total		7
Total HC		41

The proposal is to use existing space on the 1st Floor of The Cottage, to repurpose office space currently being used for storage so as to maximise the use of all available space on the first floor.

The following is proposed:

1. RPT staff to relocate to the office currently referred to as “The Print Room” after it has been decanted and refreshed.
  2. Sourcing Team TPAW to remain in their existing locations within The Cottage with the exception of the Band 7 and Band 6 who will move from having separate offices to the sharing of one office. The SPM for the TPAW team will relocate from his current office to that being vacated by the Band 7.
  3. Sourcing Team SMC to relocate from Greenmount House to the area within the Cottage currently occupied by the RPT staff. The SPM for the SMC team will locate within the office at the back of this area.
  4. Sourcing Team Capital to relocate from Maple House to the office currently being used by the SPM for the TPAW team at The Cottage. The SPM for the Capital Team will locate to one of the offices closest to the kitchen area.
- **what are the key constraints? (for example financial, legislative or other)**  
Northern Trust requirement for additional office accommodation  
Agenda for Change terms and conditions;  
Pressures placed on the BSO by DoH relating to accommodation and estates;

### **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**

Those primarily affected by the decision are:

- Current BSO PaLS employees in the locations set out above;
- Line Managers due to their critical role in communicating and managing the decision;
- Human Resources;
- Northern Trust Estates Dept.

#### External

- Trade union representatives;
- BSO Agency Staff;
- Department of Health;
- Statutory Enforcement bodies such as the Equality Commission for NI Fair Employment and Industrial Tribunal, Northern Ireland Human Rights Commission.

NB: The above list is not exhaustive

A stakeholder engagement period was commenced on 2 July 2025 and ended on 23 July 2025. This engagement was conducted in line with the BSO Management of Change guidelines and included the development of an engagement paper, townhall event, and offer of group or 1-1 engagement sessions. The paper was also shared with recognised trade unions for comment. All were given the opportunity to contribute to the change and raise queries and concerns for management response.

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

- **what are they? (This list is not exhaustive)**

Attendance at Work Policy and Procedure  
Equality, Diversity and Inclusion Policy  
Equality Scheme  
Joint Declaration of Protection/Good Relations Strategy  
Code of Conduct for Staff  
Department circulars  
Legislative changes  
Fair Employment and Treatment (NI) Order 1998 as amended  
Employment Equality (Age) Regulations Northern Ireland 2006 as amended  
Disability Discrimination Act 1995 as amended  
Race Relations (NI) Order 2007 as amended  
Sex Discrimination (NI) Order 1976 as amended

- **who owns them?**

BSO, Health and Social Care NI, Department of Health and NI Assembly

## (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.**

#### **Statistics:**

Census 2021

Equality Commission NI, 2006

<http://www.carersuk.org/northernireland/news-ni/facts-and-figures>

Northern Ireland Statistics and Research Agency

<https://www.ark.ac.uk/nilt/2018/Background/RMARST.html>

<https://www.nisra.gov.uk/statistics/births-deaths-and-marriages/registrars-general-annual-report>

<https://www.ark.ac.uk/nilt/2018/Political Attitudes/UNINATID.html>

<https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/MYE18-Bulletin.pdf>

McBride, Ruari Santiago (2011): Healthcare Issues for Transgender People Living in Northern Ireland. Institute for Conflict Research.

<http://www.gires.org.uk/prevalence.php>

<https://www.nisra.gov.uk/statistics/population/mid-year-population-estimates>

<https://www.ark.ac.uk/nilt/2018/Background/ANYHCOND.html>

<https://www.cso.ie/en/releasesandpublications/ep/p-cp8iter/p8iter/p8iti/>

<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2019>

- BSO Workforce Data (HRPTS) **July 2025**

## 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	<b>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?</b>													
Gender	<p><b>Staff Profile</b></p> <table border="1" data-bbox="336 779 863 869"> <tr> <td>Male</td> <td>37.50%</td> </tr> <tr> <td>Female</td> <td>62.50%</td> </tr> </table> <p><i>BSO Workforce Data (HRPTS) February 2025</i></p> <p><b>Population Profile</b></p> <p>The population of Northern Ireland based on NISRA Census Data as at 2021 was 1,903,175</p> <table border="1" data-bbox="336 1160 1254 1283"> <thead> <tr> <th colspan="2">Total Ni Residents 1903178</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>967,043</td> <td>50.81%</td> </tr> <tr> <td>Male</td> <td>936,132</td> <td>49.19%</td> </tr> </tbody> </table> <p>(Census 2021)</p> <p><b>Transgender</b></p> <p>Research suggests for the Northern Ireland population as a whole:</p> <ul data-bbox="336 1559 1426 1727" style="list-style-type: none"> <li>• 140-160 individuals are affiliated with transgender groups</li> <li>• 120 individuals have presented with Gender Identity Dysphoria</li> <li>• There are more trans women than trans men living in Northern Ireland.</li> </ul> <p>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):</p> <ul data-bbox="384 1984 1007 2018" style="list-style-type: none"> <li>• gender variant to some degree 1%</li> </ul>	Male	37.50%	Female	62.50%	Total Ni Residents 1903178		Percentage	Female	967,043	50.81%	Male	936,132	49.19%
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- have sought some medical care 0.025%
- having already undergone transition 0.015%

A report published by the Rainbow Project (O’Hara, 2013), based on research conducted with more than 500 individuals that identified as “LGB&T,” found that the respondents reported common experiences of invisibility, homophobia/transphobia, and a range of violence from threats to physical violence, whether direct or indirect. As a result of their actual or perceived sexual orientation and/or gender identity:

- 65.8% had been verbally assaulted at least once;
- 43.3% had been threatened with physical violence at least once;
- 33% had been threatened to be ‘outed’ at least once;
- 34.7% had experienced discrimination in accessing goods, facilities or services at least once.

Age

**Staff Profile**

16-24	0%
25-29	18.75%
30-34	21.88%
35-39	15.63%
40-44	0%
45-49	0%
50-54	12.50%
55-59	12.50%
60-64	0%
>=65	0%

*BSO Workforce Data (HRPTS) July 2025*

**Population Profile**

The population demographic by age within Northern Ireland (NISRA Census Data, 2021)

**NI Census 2021 NI Total Population: 1,903,174**

Age	NI Pop No.	Percentage %	Age	NI Pop No.	Percentage %
0-4 years	113,820	6	50-54 years	130,967	7
5-9 years	124,475	7	55-59 years	129,276	7
10-14 years	126,918	7	60-64 years	113,049	6
15-19 years	113,203	6	65-69 years	93,464	5
20-24 years	111,386	6	70-74 years	83,467	4
25-29 years	116,409	6	75-79 years	66,377	3
30-34 years	126,050	7	80-84 years	43,776	2
35-39 years	127,313	7	85-89 years	25,879	1
40-44 years	122,163	6	90+ years	13,512	1
45-49 years	121,670	6			

**Religion**

**Staff Profile**

Perceived Protestant	0%
Protestant	59.38%
Perceived Roman Catholic	0%
Roman Catholic	18.75%
Neither	0%
Perceived Neither	0%
Not assigned	18.75%

*BSO Workforce Data (HRPTS) July 2025*

**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	<b>Staff Profile</b>	
	Broadly Nationalist	0%
	Other	0%
	Broadly Unionist	21.88%
	Not assigned	65.63%
	Do not wish to answer	0%
	<i>BSO Workforce Data (HRPTS) July 2025</i>	
	<b>Population Profile</b>	
	<b>Total Ni Residents 1903178</b>	
	<b>Percentage</b>	
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	<p><b>Staff Profile</b></p> <table border="1"> <tr><td>Divorced</td><td>0%</td></tr> <tr><td>Mar/CP</td><td>53.13%</td></tr> <tr><td>Other</td><td>0%</td></tr> <tr><td>Separt</td><td>0%</td></tr> <tr><td>Single</td><td>15.63%</td></tr> <tr><td>Unknwn</td><td>28.13%</td></tr> <tr><td>Widw/R</td><td>0%</td></tr> <tr><td>Not assigned</td><td>0%</td></tr> </table> <p><i>BSO Workforce Data (HRPTS) July 2025</i></p> <p><b>Population Profile</b></p> <table border="1"> <thead> <tr> <th colspan="2">Total NI Residents (over the age of 16) 1,514,743</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Single (never married or never registered a civil partnership)</td> <td>576,708</td> <td>38.07%</td> </tr> <tr> <td>Married</td> <td>690,509</td> <td>45.59%</td> </tr> <tr> <td>In a civil partnership</td> <td>2,742</td> <td>0.18%</td> </tr> <tr> <td>Separated (but still legally married or still legally in a civil partnership)</td> <td>57,272</td> <td>3.78%</td> </tr> <tr> <td>Divorced or formerly in a civil partnership which is now legally dissolved</td> <td>91,128</td> <td>6.02%</td> </tr> <tr> <td>Widowed or surviving partner from a civil partnership</td> <td>96,384</td> <td>6.36%</td> </tr> </tbody> </table> <p>(Census 2021)</p>	Divorced	0%	Mar/CP	53.13%	Other	0%	Separt	0%	Single	15.63%	Unknwn	28.13%	Widw/R	0%	Not assigned	0%	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%
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	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)		
Disability	<b>Staff Profile</b>		
	No	59.38%	
	Not assigned	40.63%	
	Yes	0%	
	<i>BSO Workforce Data (HRPTS) July 2025</i>		
	<b>Population Profile</b>		
	<b>Total NI Households 768,810</b>		<b>Percentage</b>
	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%
(Census 2021)			
Ethnicity	<b>Staff Profile</b>		
	Not assigned	43.75%	
	White	56.25%	
	Other	0%	
	Black African	0%	
	Indian	0%	
	Chinese	0%	
<i>BSO Workforce Data (HRPTS) July 2025</i>			

### Population Profile

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

Do not wish to answer	0%
Not assigned	56.25%
Opposite sex	40.63%
Both sexes	0%
same sex	0%

*BSO Workforce Data (HRPTS) July 2025*

### 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)

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### 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).**

<b>Category</b>	<b>Needs and Experiences</b>
Gender	There is no data to suggest that there are specific needs or experiences arising within this category.
Age	Younger members of staff may lack experience in the work place whilst older workers may find change and technological change difficult. Older staff may require additional support from management to adjust to a new place of work, especially if they have worked in their previous place of work for a considerable period of time.
Religion	There is no data to suggest that there are specific needs or experiences arising within this category.
Political Opinion	There is no data to suggest that there are specific needs or experiences arising within this category.
Marital Status	There is no data to suggest that there are specific needs or experiences arising within this category.
Dependent Status	Evidence shows that female employees are more likely to shoulder the burden of caring responsibilities for children. Relocating to a new place of work may add additional time to the journey to work and therefore may require additional support to adjust childcare arrangements, at least in the first instance until travel to the new place of work becomes normalised.
Disability	There is no data to suggest that there are specific needs or experiences arising within this category.

Ethnicity	Individuals from different ethnic minority backgrounds where English is not their first language may encounter difficulties in the understanding of the policy.
Sexual Orientation	There is not enough meaningful data to suggest that there are specific needs or experiences arising within this category.

## 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><b>In developing the policy or decision what did you do or change to address the equality issues you identified?</b></i>	<i><b>What do you intend to do in future to address the equality issues you identified?</b></i>
<p><b>Gender;</b>  <b>Age;</b>  <b>Marital Status &amp;</b>  <b>Dependent status:</b> Ensure that the specific needs of those employees who have dependents are fully supported where applicable through change of location through access to senior management to discuss difficulties and that the BSO policies which support families are available to all who require them, with reasonable decisions for flexible working requests.</p> <p><b>Disability:</b> In line with BSO's Accessible Formats Policy, BSO will provide alternative formats of the Consultation and Engagement paper on request to meet the needs of people with a disability who may need information in an accessible format.</p> <p>Should disability be considered as potentially being a concern in a change of location, management will commit to work with affected employees and seek the</p>	<p>The Business Services Organisation (BSO) is committed to providing equality of opportunity, and strives to promote a good and harmonious working environment where every employee is treated with respect and dignity and in which no one is disadvantaged based on their age, disability, marital or civil partnership status, political opinion, race, religious belief, sex (including gender reassignment), sexual orientation, with dependants or without dependants. BSO will consider mitigating circumstances and arrangements will be put into place to assist accommodating an employee with specific needs arising from any of the protected characteristics when managing relocations.</p>

<p>necessary advice to fully support disabled employees with the changes.</p> <p>BSO will also consider discrete measures to promote equality for the identified equality groups in addition to the general equal opportunities statement given in this section of the screening document.</p> <p><b>Ethnicity</b> – BSO recognise that employees whose language is not their first language may have difficulty in a full understanding of the policy and may consider interpreting services if required.</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)**

<i>Group</i>	<i>Impact</i>	<i>Suggestions</i>
Religion	The Business Services Organisation (BSO) is committed to providing equality of opportunity, and strives to promote a good and harmonious working environment where every employee is treated with respect and dignity and consistent with the HSC Values of Compassion, Openness and Honesty, Excellence and Working Together.	Ensure that this decision is shared and and communicated effectively with those affected employees and their staff representatives. Staff and TU representatives will be given the opportunity to seek clarity on the decision throughout a period of consultation and engagement where they will have the opportunity to

		Speak with management and have concerns addressed.
Political Opinion	As above	As above
Ethnicity	As above	As above

**(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)**

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

**Please tick:**

Major impact	
Minor impact	X
No further impact	

**Please tick:**

Yes	
No	x

Please give reasons for your decisions.

Any issues highlighted by affected staff will be able to be mitigated by support from management and access to support from employment policies, the application of terms and conditions and advice from occupational health.

It is not felt that subjecting the policy to a full EQIA will highlight any further equality issues.

**(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?**

<b><i>How does the policy or decision currently encourage disabled people to participate in public life?</i></b>	<b><i>What else could you do to encourage disabled people to participate in public life?</i></b>
Supports employees via reasonable adjustments to work to the required level.	Ensure that accommodation issues are managed with full consideration to the needs of BSO employees or applicants to create confidence that all possible adjustments can be made to encourage disabled people to choose BSO as an employer they can trust to accommodate their needs

**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?**

<b><i>How does the policy or decision currently promote positive attitudes towards disabled people?</i></b>	<b><i>What else could you do to promote positive attitudes towards disabled people?</i></b>
Disability is a key when considering the impacts of this decision on staff. Reasonable adjustments will be considered for staff with disability to their needs are met in the outworking's and practical application of the decision in line with related BSO policy and with consideration to clinical opinions provided by Occupational Health where appropriate.	BSO will continue to ensure that disability considerations and the promotion of positive attitudes are at the forefront of thinking regarding the decisions reached regarding accommodation, especially with regard to physical accommodation and accessibility. BSO will continue to ensure that the views of the H&S Managers, Estates Manager, HR and OH are considered when considering the needs of disabled staff.

## (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	N
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
1 <sup>st</sup> protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property	N
1 <sup>st</sup> 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

*\* 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.**

**(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
<p>BSO will continue to collect and collate equality data on staff who are appointed to positions in the teams and departments affected by this decision through recruitment information and the resurvey of staff. This will be monitored via workplace trends and BSO will also monitor the equality profile of those staff who are within scope of this decision going forward.</p>	<p>Regular staff surveys and online forums.</p>	<p>Regular staff surveys and online forums.</p>

Approved Lead Officer: Linda O’Hare  
 Position: Assistant Director of Operations – Procurement (BSO PaLS)  
 Date: 01 August 2025  
 Policy/Decision Screened by: Gerard Kearney

**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](mailto:Equality.Unit@hscni.net)