

# Equality and Human Rights Screening Report

## Jul-Sep 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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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 **Jul-Sep 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
BSO	Direct Award Contract (DAC) Guidance	As a result of the Procurement Act 2023, there are significant changes in public procurement which must be complied with. Business areas must ensure that they understand their additional responsibilities and additional time is factored in to ensure they are met. BSO DAC Guidance provides guidance across the organisation to ensure sufficient knowledge and supporting tools are available to enable continued compliance in respect of DACs under the new regime. Each business areas have responsibility to fully comply with the guidance and each Director must continue to provide	Jul-25	Screened out with mitigation

		their assurance to the Accounting Officer in advance of consideration of any DAC for final approval under the new regime.		
<b>BSO</b>	Proposed relocation of PaLS employees	The aim is to relocate procurement staff from outlying sites to a central location within Ballymena. Staff based at Greenmount House, Ballymena & Maple House, Antrim Hospital, will move to join other procurement staff at the Cottage Ballymena. The proposed relocation is primarily due to accommodation requirements of the Northern Trust and high demand for office accommodation.	Aug-25	Screened out without mitigation
<b>NIPEC</b>	Lead, Inspire & Improve: Quality Strategy 2024-28	In this new strategy – Lead, Inspire, Improve - we have set out our ambitions for quality in a way that is designed to be meaningful to our staff, our partners and our work. This strategy describes a four-year journey to transform the way NIPEC manages change. Continuous improvement in quality and value will	Jul-24	Screened out with mitigation

		<p>be accelerated by testing new approaches in order for us to deliver our work efficiently and effectively. Internal initiatives to improve teamwork and civility will encourage inclusivity and support among staff as well as openness with each other.</p>		
<b>NIPEC</b>	Standards for Person-Centred Nursing and Midwifery Documentation	<p>The overarching Aim of this project is to:</p> <ul style="list-style-type: none"> <li>• Review and refresh the ‘Standards for Person Centred Nursing and Midwifery Record Keeping Practice’ document, ensuring it is applicable to nurses, midwives and their support staff. The subsequent objectives of this project are to;</li> <li>• Provide assurance that the reviewed and refreshed ‘Standards for Person Centred Nursing and Midwifery Record Keeping Practice’ document has</li> </ul>	Aug-25	Screened out with mitigation

		<p>relevance for use with digital recording systems.</p> <ul style="list-style-type: none"> <li>• Review the Best Practice Principles to be included within the reviewed and refreshed 'Standards for Person Centred Nursing and Midwifery Record Keeping Practice' document</li> <li>• Scope out existing regional groups/workstreams and understand their role in the governance and assurance of documentation standards.</li> </ul>		
<b>SBNI</b>	Review and update of the SBNI Safeguarding Children Learning and Development Framework 2020-2023	The purpose of the review is to update and improve the content of the Safeguarding Children learning and development framework in order to support SBNI member agencies and partners in their training strategies. This framework will provide a guide for organisations ensuring their training is well-	Aug-25	Screened out without mitigation

		informed, and adheres to evidence based standards, with regard how to effectively safeguard children and young people, whether training is developed internally, commissioned or procured. This framework will take account of the societal context, emerging research and learning from case management reviews relevant to safeguarding.		
<b>SBNI</b>	Trauma informed Practice training modules review (including trainer's manual and introductory online modules)	To update and improve content of training modules and trainer's manual especially regarding evolving language, practice and evidence base in the field of adversity and trauma. Objectives: <ul style="list-style-type: none"> <li>• Incorporate recent and emerging (February 2025) Northern Ireland specific research regarding prevalence of adverse childhood experiences in the NI adult population as well the international</li> </ul>	Jul-25	Screened out without mitigation

evidence bases which are constantly growing.

- Ensure language reflects the journey in this field of work
- Provide up to date resources for trainers in order for them to confidently deliver meaningful and impactful training to their respective workforces.
- Ensure the online introductory modules are updated in line with modern technology and ensure there is wider access to the materials i.e through platforms accessible by phone technology.