



Equality and Human Rights Screening Report

April 2024– March 2025

These screenings can be viewed on the BSO website under:

<https://bso.hscni.net/directorates/people-and-place/equality-and-human-rights/equality-screening/>

Policy / Procedure	Policy Aims	Date	Screening Decision
<p>Accredited Official Statistics published by the FPS Information Unit - change of format of publication from pdf document to html web-based document</p>	<p>Since 2018 the FPS Information Unit in BSO has published official statistics relating to four key services areas: General Medical, Dental, Ophthalmic and Pharmaceutical Services. The cornerstone of the published statistics are the annual reports, containing a range of analyses relating to the service area. These have been published in pdf form for some years. Of particular note in relation to these reports is the inclusion of tables, charts and maps, which are known to be particularly problematic for users with visual impairments as they can be incompatible with assistive technology. By introducing html reports, the same information can be included but displayed in accordance with a user's web browser settings, thus</p>	<p>Sep-24</p>	<p>Screened out without mitigation</p>

	improving the access for users of assistive technology. Interactivity has also been added to tables, charts and maps meaning that users are able to access the full information displayed in these objects, which previously would have been unavailable to them.		
Annual Quality Report 2023-24	Annual Quality Report looks at key quality actions achieved by the BSO during 2023-24	Sep-24	Screened out with mitigation
Business Plan 2025-26	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 without mitigation
Equality Governance Framework	<p>The Framework seeks to:</p> <ul style="list-style-type: none"> • provide assurance to the BSO Board and Executive Leadership Team that the organisation is compliant with its statutory requirements as a public body; • ensure equality, diversity and inclusion is being properly considered in all organisational decision making; 	Feb-24	Screened out with mitigation

	<ul style="list-style-type: none"> ensure robust and routine reporting of all equality, diversity and inclusion activity supported by a clear evidence base 		
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
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 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	Jun-24	Screened out without mitigation

	on Medical & Dental and Civil Service Terms & Conditions who will need to refer to the relevant sections of their handbooks.		
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

No concerns were raised by consultees on screening published in 2024-25