



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](#).

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

BSO Policy on the use of Artificial Intelligence

1.2 Description of policy or decision

This policy is to help staff to make informed decisions on how they can use AI technologies in a safe manner, and to set out specific boundaries with how we wish staff to operate. We will establish governance around the use of these technologies to support the service improvements we believe it can drive to focus on several key themes: -

- Quality
- Productivity
- Safety
- Integrity

1.3 Main stakeholders affected (internal and external)

All BSO staff

This policy does not cover client organisations or remove their requirement for governance around the use of AI. In order to utilise AI, client organisation(s) must manage the risk of their data through existing governance measures and sign off the risk of any AI product before the service accesses HSCNI data.

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

[Generative AI framework for UK Government \(publishing.service.gov.uk\)](#)
[ai-playbook-for-the-uk-government](#)

[NHS England » Artificial intelligence \(AI\) and machine learning](#)

[Digital Technology Assessment Criteria \(DTAC\) - Key tools and information - NHS Transformation Directorate \(england.nhs.uk\)](#)

[Understanding RPA - Guidance for designing, delivering, and sustaining RPA within the NHS - NHS Transformation Directorate \(england.nhs.uk\)](#)

[RPA Guidance - Final.pptx \(england.nhs.uk\)](#)

[Guidance on AI and data protection | ICO](#)

[AI and data protection risk toolkit | ICO](#)

[UK General Data Protection Regulations 2021](#)

[Data Protection Act 2018](#)

[Privacy and Electronic Communications Regulations](#)

[The Data Use and Access Act 2025](#)

(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.

Iterations of this policy was shared with a range of stakeholders including DHCNI; Trusts, Information Governance leads, Internal Audit, Cyber Security Programme, HR and legal services. Comments and feedback have been incorporated as appropriate. Qualitative Data in section 2.2 relates to *BSO Workforce Data (September 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	<i>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?</i>		
	Data supplied by Directorate of People and Place, September 2025. <i>BSO Workforce Data (September 2025)</i>		
Gender	Male	47.34%	
	Female	52.66%	
Age	16-24	4.21%	
	25-29	9.72%	
	30-34	11.15%	
	35-39	14.44%	
	40-44	13.88%	
	45-49	13.70%	
	50-54	12.54%	
	55-59	11.66%	
	60-64	6.48%	
	>=65	2.22%	

Religion	Perceived Protestant	1.71%	
	Protestant	24.25%	
	Perceived Roman Catholic	1.43%	
	Roman Catholic	36.46%	
	Neither	6.39%	
	Perceived Neither	0.05%	
	Not assigned	29.71%	
Political Opinion	Broadly Nationalist	3.56%	
	Other	4.53%	
	Broadly Unionist	3.42%	
	Not assigned	82.55%	
	Do not wish to answer	5.92%	
Marital Status	Divorced	1.53%	
	Mar/CP	32.53%	
	Other	1.02%	
	Seprart	0.28%	
	Single	10.50%	
	Unknwn	53.40%	
	Widw/R	0.56%	
	Not assigned	0.19%	
Dependent Status	Yes	11.06%	
	Not assigned	81.49%	
	No	7.45%	
Disability	No	31.47%	
	Not assigned	66.64%	
	Yes	1.90%	
Ethnicity	Not assigned	77.09%	
	White	22.30%	
	Other	0.09%	
	Black African	0.05%	
	Indian	0.28%	
	Filipino	0.05%	
	Mixed Ethnic Group	0.09%	
	Chinese	0.05%	
Sexual Orientation	Do not wish to answer	1.34%	
	Not assigned	82.28%	
	Opposite sex	15.50%	
	Both sexes	0.19%	
	same sex	0.69%	

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	This policy, directly, has no different needs, experiences and priorities related to any of these categories.
Age	
Religion	
Political Opinion	<p>The subsequent use and adoption of AI may have implications in respect of the S75 categories of gender and racial group. Some research published indicates that AI may have the potential to perpetuate gender bias - 'When Good Algorithms Go Sexist : Why and How to Advance AI Gender Equity; Stanford Social Innovation Review , 31.03.2021.; Artificial Intelligence and gender equality UN Women – Headquarters which references AI gender bias and a study by the Berkeley Haas Centre for Equity, Gender and Leadership which analysed 133 AI systems across different industries and found that 44% of them showed gender bias and 25% exhibited both gender and racial bias.</p> <p>There is potential benefits from the use of some AI tools that may now be able to be adopted with this policy in place eg AI tools are able to summarise large quantities of text which is helpful for people with dyslexia</p>
Marital Status	
Dependent Status	
Disability	
Ethnicity	
Sexual Orientation	

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>In developing the policy or decision what did you do or change to address the equality issues you identified?</i>	<i>What do you intend to do in future to address the equality issues you identified?</i>
Potential gender and racial bias	Established Controls, as included in the Policy, should mitigate any potential equality implications/issues in respect of implementation of the Policy.

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	None required	
Political Opinion		
Ethnicity		

**(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	<input type="checkbox"/>
Minor impact	<input type="checkbox"/>
No further impact	<input checked="" type="checkbox"/>

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

Please tick:

Yes	<input type="checkbox"/>
No	<input checked="" type="checkbox"/>

(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?

<i>How does the policy or decision currently encourage disabled people to participate in public life?</i>	<i>What else could you do to encourage disabled people to participate in public life?</i>

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?

<i>How does the policy or decision currently promote positive attitudes towards disabled people?</i>	<i>What else could you do to promote positive attitudes towards disabled people?</i>

(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	
Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment	
Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour	
Article 5 – Right to liberty & security of person	
Article 6 – Right to a fair & public trial within a reasonable time	
Article 7 – Right to freedom from retrospective criminal law & no punishment without law	
Article 8 – Right to respect for private & family life, home and correspondence.	
Article 9 – Right to freedom of thought, conscience & religion	
Article 10 – Right to freedom of expression	
Article 11 – Right to freedom of assembly & association	
Article 12 – Right to marry & found a family	
Article 14 – Prohibition of discrimination in the enjoyment of the convention rights	
1 st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property	
1 st protocol Article 2 – Right of access to education	

*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
Feedback and post project reports from individual AI projects implemented will be monitored and the policy will be updated accordingly as requered		The policy will be reviewed and amended based on any legislative changes

Approved Lead Officer: Stephen Beattie

Position: Interim Assistant Director BSO ITS

Date: 03/10/2025

Policy/Decision Screened by: _____

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