

# Equality and Human Rights Screening Template

The PHA 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

## (1) INFORMATION ABOUT THE POLICY OR DECISION

### 1.1 Title of policy or decision

Fixed Terms Workers Policy & Procedure

### 1.2 Description of policy or decision

#### what is it trying to achieve? (aims and objectives)

The purpose of this policy and procedure is to:

- Provide clear principles which will govern the appropriate use of fixed-term contracts;
- Ensure compliance with legislation on the employment of employees on fixed-term contracts;
- Ensure all steps are taken to prevent less favourable treatment of employees on fixed-term employment contracts;
- Clarify the circumstances in which the use of fixed-term contracts may be appropriate; and
- Provide a procedure for dealing with fixed-term contracts which is fair and equitable, and has both the interests of the employee and the effective operation of the service as its goals.

The aims are to ensure that:

- Fixed-term contracts are used only in defined circumstances, and are clearly time limited;

- Fixed-term employees are treated no less favourably than comparable permanent employees unless there is an objective reason to do so;
- Fixed-term employees are treated in the same way as comparable permanent employees in relation to opportunities for training, promotion, transfer and appraisal and have equal access to apply for permanent vacancies and can apply for such vacancies via the HSC Recruit website.

#### **how will this be achieved? (key elements)**

The aims and objectives of this policy will be achieved through ensuring the implementation of this policy including monitoring of such through agreed mechanisms. The PHA is committed where possible to offering contracts of employment on a permanent basis except where there is a clear need for a particular job to be done on a temporary basis. Where such is required the application of this policy and procedure will ensure a robust, consistent and fair process for the use and management of fixed term contracts in lien with legislation.

#### **what are the key constraints? (for example financial, legislative or other)**

The policy is grounded in legislation and applies to all staff employed under a fixed term contract of employment.

Those not employed on such are out of scope.

#### **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**

PHA Staff, primarily those employed on fixed term contracts and managers of same.

Potential and actual applicants for fixed term posts in PHA

Trade unions

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

**what are they?**

All PHA Policies which apply to staff

Legislation relating to Fixed Term employees

**who owns them?**

PHA

HSC NI

Department of Health

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.*

**2.2.1 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*

PHA Workforce Data (2023)  
 Census Data 2021  
[Fixed-term workers | nidirect](#)  
[Fixed-term Employees \(Prevention of Less Favourable Treatment\) Regulations \(Northern Ireland\) 2002](#)

*to multiple identities.*

<b>Category</b>	<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 – PHA (June 2023)</b></p> <table border="1" style="margin-left: 20px;"> <tr> <td>Male</td> <td>23.75%</td> </tr> <tr> <td>Female</td> <td>76.25%</td> </tr> </table> <p><b>Population profile:</b>  <b>Census 2021:</b> The proportion of females in 2021 is 51.00% (967,043). The male population is 49.00% (936,132) in 2021.  <a href="https://www.nisra.gov.uk/system/files/statistics/census-2021-ms-a07.xlsx">https://www.nisra.gov.uk/system/files/statistics/census-2021-ms-a07.xlsx</a>                      The Gender Identity Research and Education Society (GIREs) estimate the number of gender nonconforming employees and</p>	Male	23.75%	Female	76.25%
Male	23.75%				
Female	76.25%				

service users, based on the information that GIRES assembled for the Home Office (2011) and subsequently updated (2014):

- gender variant to some degree 1%
- have sought some medical care 0.025%
- having already undergone transition 0.015%

The number who have sought treatment seems likely to continue growing at 20% per annum or even faster. Few younger people present for treatment despite the fact that most gender variant adults report experiencing the condition from a very early age. Yet, presentation for treatment among young people is growing even more rapidly (50% p.a.). Organisations should assume that there may be nearly equal numbers of people transitioning from male to female (trans women) and from female to male (trans men). Applying GIRES figures to NI population (using NISRA mid-year population estimates for 2021) N=1,903,175:

- 19,031 people who do not identify with gender assigned to them at birth
- 475 likely to have sought medical care
- 285 likely to have undergone transition.

**Staff Profile – PHA (June 2023)**

16-24	6.21%
25-29	7.52%
30-34	5.51%
35-39	9.12%
40-44	8.52%
45-49	10.32%
50-54	12.83%
55-59	14.73%
60-64	11.42%
>=65	13.83%

**Population profile:** published by NISRA in 2022 ([Census 2021 main statistics demography tables – age and sex | Northern Ireland Statistics and Research Agency \(nisra.gov.uk\)](#)) show that:

- 15-24 yrs (inclusive) = 224,589 (11.80% of all NI population)
- 25-29 yrs = 116,409 (6.12%)
- 30-34 yrs = 126 050 (6.62%)
- 35-39 yrs = 127,313 (6.69%)
- 40-44 yrs = 122,163 (6.42%)
- 45-49 yrs = 121,670 (6.39%)
- 50-54 yrs = 130,967 (6.88%)
- 55-59 yrs = 129,276 (6.79%)
- 60-64 yrs = 113,049 (5.94%)
- 65-74 yrs = 176,931 (9.30%)

**Age projections**

NISRA Estimated and projected population by age, mid-2016 to mid-2041 show that in 2016, 20.8% of the NI Population were aged 0-15 years, and this is projected to decrease 19.8% in mid 2045. The proportion of adults aged 16-64 is also set to decrease to 3.4% by mid 2045. However, the proportion of people aged 65 years and over is projected to increase in the next 25 years, overtaking the numbers of children.

[2020-based interim population projections - statistical bulletin \(nisra.gov.uk\)](#)

Religion	<b>Staff Profile – PHA (June 2024)</b>	
	Perceived Protestant	1.35%
	Protestant	15%
	Perceived Roman Catholic	0.74%
	Roman Catholic	18.02%
	Neither	0.83%
	Perceived Neither	

	<p>Not assigned</p>	<p>64.06%</p>													
<p>Political Opinion</p>	<p><b>Population profile:</b>  Religion or Religion brought up in  45.70% (869,751) of the population were either Catholic or <b>brought up</b> as Catholic.  43.48% (827,544) stated that they were Protestant or <b>brought up</b> as Protestant.  1.50% (28,513) of the population belonged to or had been <b>brought up</b> in other religions and Philosophies.  9.32% (177,360) neither belonged to, nor had been brought up in a religion.  (Census 2021)</p> <table border="1" data-bbox="322 913 963 1301"> <tr> <td colspan="2"><b>Staff Profile – PHA (June 2024)</b></td> </tr> <tr> <td>Broadly Nationalist</td> <td>0.70%</td> </tr> <tr> <td>Other</td> <td>2.30%</td> </tr> <tr> <td>Broadly Unionist</td> <td>0.90%</td> </tr> <tr> <td>Not assigned</td> <td>94.49%</td> </tr> <tr> <td>Do not wish to answer</td> <td>1.60%</td> </tr> </table> <p><b>Population profile: Nationality</b></p> <ul style="list-style-type: none"> <li>• British only – 31.86% (606,263)</li> <li>• Irish only – 29.13% (554,415)</li> <li>• Northern Irish only – 19.78% (376,444)</li> <li>• British and Northern Irish only – 7.95% (151,327)</li> <li>• Irish and Northern Irish only – 1.76% (133,581)</li> <li>• British, Irish and Northern Irish – 1.47% (28,050)</li> <li>• British and Irish only – 0.62% (11,768)</li> <li>• Other – 7.43% (141,327)</li> </ul> <p>(Census 2021)</p>			<b>Staff Profile – PHA (June 2024)</b>		Broadly Nationalist	0.70%	Other	2.30%	Broadly Unionist	0.90%	Not assigned	94.49%	Do not wish to answer	1.60%
<b>Staff Profile – PHA (June 2024)</b>															
Broadly Nationalist	0.70%														
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Do not wish to answer	1.60%														

Marital Status	<b>Staff Profile – PHA (June 2024)</b>	
	Divorced	0.40%
	Mar/CP	16.93%
	Other	0.20%
	Separat	0.20%
	Single	4.41%
	Unknwn	77.76%
	Widw/R	0.10%
	Not assigned	
	<p><b>Population profile:</b>  45.49% (690,509) of those aged 16 or over were married  38.07% (576,708) were single  0.18% (2,742) were registered in a civil partnerships  6.02% (91,128) were either divorced, separated or formerly in a civil partnership  6.36% (96,384) were either widowed or a surviving partner (Census 2021)</p> <p><b>Northern Ireland Life and Times (2022)</b>  Single (never married) 34%  Married and living with husband/wife 51%  A civil partner in a legally-registered civil partnership 0%  Married and separated from husband/wife 3%  Divorced 5%  Widowed 6%</p> <p><b>Civil partnerships</b>  Annual Reports of the Registrar General for NI show that Between 2005 and 2018 inclusive, there have been 1298 civil partnerships registered in NI. (Available at <a href="https://www.nisra.gov.uk/statistics/births-deaths-and-marriages/registrars-general-annual-report">https://www.nisra.gov.uk/statistics/births-deaths-and-marriages/registrars-general-annual-report</a> )</p>	

Dependent Status	<b>Staff Profile – PHA (June 2023)</b>	
	Yes	4.01%
	Not assigned	93.79%
	No	2.20%
	<p><b>Population profile:</b></p> <ul style="list-style-type: none"> <li>• CarersNI State of Caring 2022 Annual survey (UK wide, including NI)</li> <li>• 82% identified as female and 17% identified as male</li> <li>• 4% are aged 25-34, 17% are aged 35-44, 33% are aged 45-54, 31% are aged 55-64 and 14% are aged 65+</li> <li>• 24% have a disability</li> <li>• 98% described their ethnicity as white</li> <li>• 28% have childcare responsibilities for a non-disabled child under the age of 18 alongside their caring role</li> <li>• 56% are in some form of employment and 18% are retired from work.</li> <li>• 31% have been caring for 15 year or more, 16% for between 10-14 years, 25% for 5-9 years, 25% for 1-4 years, and 3% for less than a year</li> <li>• 46% provide 90 hours or more of care per week, 13% care for 50-89 hours, 23% care for 20-49 hours, and 19% care for 1-19 hours per week</li> <li>• 67% care for one person, 25% care for two people, 5% care for three people and 3% care for four or more people.</li>   <li>• 1 in 3 carers said they could afford their bills without struggling financially.</li> <li>• 28% said they had access to paid carers leave from work</li> <li>• 54% said they had been offered flexible working arrangements</li> <li>• 1 in 5 carers reported their physical health to be bad or very bad</li> </ul>	

	<ul style="list-style-type: none"> <li>• 24% had been caring for 10 years or more</li> <li>• 25% were caring for 50+ hours a week</li> <li>• 27% reported their mental health as bad or very bad</li> <li>• 23% of carers say the care and support services available in their area do not meet their needs</li> <li>• 43% with unpaid caring responsibilities in NI are also in full/part-time employment</li> <li>• 130k had either given up work or reduced their hours to care for someone</li> <li>• 78% were worried about being able to juggle the two.</li> <li>• Over 60% said that working from home had enable them to balance work and caring more effectively</li> <li>• 64% had given up opportunities at work due to caring</li> <li>• 41% said not working from home would make them consider leaving their job</li> </ul> <p><b>Health Survey NI 2021/22</b></p> <ul style="list-style-type: none"> <li>• Respondents with caring responsibilities – 17%</li> <li>• Respondents with caring responsibilities by gender – Male – 13%; Female – 22%</li> </ul>								
Disability	<table border="1" data-bbox="320 1272 962 1496"> <tr> <td colspan="2"><b>Staff Profile – PHA (June 2023)</b></td> </tr> <tr> <td>No</td> <td>15.13%</td> </tr> <tr> <td>Not assigned</td> <td>83.87%</td> </tr> <tr> <td>Yes</td> <td>1.00%</td> </tr> </table> <p><b>Population profile:</b></p> <ul style="list-style-type: none"> <li>• 34.67% (659,805) regard themselves as having a 1 or more long – term health problems, which has an impact on their day to day activities.</li> <li>• 65.33% (1,243,371) of residents did not have long – term health condition.</li> <li>• Deafness or partial hearing loss – <b>5.75% (109,457)</b></li> <li>• Blindness or partial sight loss – <b>1.78% (33,961)</b></li> </ul>	<b>Staff Profile – PHA (June 2023)</b>		No	15.13%	Not assigned	83.87%	Yes	1.00%
<b>Staff Profile – PHA (June 2023)</b>									
No	15.13%								
Not assigned	83.87%								
Yes	1.00%								

	<ul style="list-style-type: none"> <li>• Communication Difficulty – <b>1.65% (29,879)</b></li> <li>• Autism or Asperger Syndrome – <b>1.86% (35,367)</b></li> <li>• Mobility or Dexterity Difficulty – <b>1.48% (28,138)</b></li> <li>• A learning intellectual difficulty – <b>0.89% (16,923)</b></li> <li>• An emotional, psychological or mental health condition – <b>8.68% (165,127)</b></li> <li>• Long – term pain or discomfort – <b>11.58% (220,328)</b></li> <li>• Shortness of breath or difficulty breathing – <b>10.29% (195,754)</b></li> <li>• Frequent confusion or memory loss – <b>1.99% (37,789)</b> (Census 2021)</li> </ul> <p><b>Health Survey NI (2021/22)</b></p> <ul style="list-style-type: none"> <li>• 40% longstanding illness (30% limiting and 11% non-limiting illness)</li> <li>• Females (44%) were more likely than males (36%) to have a long-term condition.</li> <li>• A fifth (24%) reported high levels of anxiety, while 41% reported very low levels</li> </ul>														
Ethnicity	<table border="1" data-bbox="320 1361 963 1753"> <tr> <td colspan="2"><b>Staff Profile – PHA (June 2023)</b></td> </tr> <tr> <td>Not assigned</td> <td>91.98%</td> </tr> <tr> <td>White</td> <td>8.02%</td> </tr> <tr> <td>Other</td> <td></td> </tr> <tr> <td>Black African</td> <td></td> </tr> <tr> <td>Indian</td> <td></td> </tr> <tr> <td>Chinese</td> <td></td> </tr> </table> <p><b>Population profile:</b>  <b>3.45% (65,604) of the usual resident population belonged to minority ethnic groups:</b>  <b>White – 96.55% (1,837,575)</b>  <b>Chinese – 0.50% (9,495)</b></p>	<b>Staff Profile – PHA (June 2023)</b>		Not assigned	91.98%	White	8.02%	Other		Black African		Indian		Chinese	
<b>Staff Profile – PHA (June 2023)</b>															
Not assigned	91.98%														
White	8.02%														
Other															
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Indian															
Chinese															

	<p><b>Irish Traveller</b> – 0.14% (2,609)</p> <p><b>Indian</b> – 0.52% (9,881)</p> <p><b>Pakistani</b> – 0.08% (1,596)</p> <p><b>Filipino</b> – 0.23% (4,451)</p> <p><b>Other Asian</b> – 0.28% (5,244)</p> <p><b>Black African</b> – 0.42% (8,069)</p> <p><b>Black Other</b> – 0.16% (2,963)</p> <p><b>Arab</b> – 0.10% (1,817)</p> <p><b>Roma</b> – 0.08% (1,529)</p> <p><b>Mixed</b> – 0.76% (14,382)</p> <p><b>Other</b> – 0.19% (3,568)</p> <p>(Census, 2021)</p>	
Sexual Orientation	<p><b>Staff Profile – PHA (June 2023)</b></p>	
	Do not wish to answer	0.50%
	Not assigned	94.19%
	Opposite sex	4.71%
	Both Sexes	
	same sex	0.60%
	<p><b>Population profile:</b></p> <ul style="list-style-type: none"> <li>• In 2021, the NI Census showed that out of residents aged 16 and over, 2.09% (31,616) indicated that they were LGB/other sexual orientation. This is out of a population profile of 1,514,743.</li> <li>• 90.04% of the NI population identified as heterosexual or straight and 2.09% of the population identified themselves as lesbian, gay or bisexual (LGB). This comprised of: <ul style="list-style-type: none"> <li>○ 1.17% identifying as gay or lesbian</li> <li>○ 0.75% identifying as bisexual</li> </ul> </li> <li>• A further 0.17% of the population identified themselves as “Other”, which means that they did not consider themselves to fit into the heterosexual or straight, bisexual, gay or lesbian</li> </ul>	

categories. A further 4.58% refused, or did not know how to identify themselves.

- The population aged 16 to 24 were the largest age group to identify as LGB in 2021 (4.61%).

All usual residents aged 16 and over	1,514,742
Straight or Heterosexual	1,363,858
Gay or Lesbian	17,713
Bisexual	11,305
Pansexual	617
Asexual	400
Straight or heterosexual and bisexual	353
Straight or heterosexual and gay or lesbian	176
Queer	148
Gay or lesbian and bisexual	137
Female	86
Male	63
Trisexual	51
Bisexual and pansexual	43
Straight or heterosexual, gay or lesbian & bisexual	40
Straight or heterosexual, gay or lesbian, bisexual & other	35
Gay or lesbian and queer	31
Bisexual and queer	30
Fluid	14
Straight or heterosexual and asexual	14
No label	12
Confused	11
Bisexual and asexual	11
Questioning	10
Other sexual orientation	316
Prefer not to say	69,307
Not stated	49,961

## 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).**

<i>Category</i>	<i>Needs and Experiences</i>
Gender	It is likely there will be a higher proportion of fixed term workers will be female however this is in line with the general profile of PHA staff. Provisions for all terms & conditions to be equally applied to fixed term workers is contained in the policy with all requiring access to provisions such as maternity leave or parental leave equally applied to those on fixed term contracts.
Age	There is no data to suggest that there are specific needs or experiences arising within this category
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	There is no data to suggest that there are specific needs or experiences arising within this category
Disability	There is no data to suggest that there are specific needs or experiences arising within this category
Ethnicity	There is no data to suggest that there are specific needs or experiences arising within this category
Sexual Orientation	There is no data to suggest that there are specific needs or experiences arising within this category

## 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>
Any issues identified were addressed during the development of the Policy. For example ensuring provision for female staff who may require maternity leave which extends beyond the fixed term contract.	Communication is key - Ensure awareness raising for all staff and managers to promote confidence to ensure that fixed term contracts are managed fairly and consistently in line with legislation and best practice.

## 2.4 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	N/A	
Political Opinion	N/A	
Ethnicity	N/A	

**(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"/>

Please give reasons for your decisions.

Issues for any of the Section 75 groups highlighted in this screening have been mitigated against. Implementation of this policy will give support and offer fairness and consistency of approach for all fixed term employees in line with legislative requirements.

The PHA will monitor its implementation.

#### **(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>
It provides for equality of opportunity for all.	Continue to promote all employment opportunities through the jobs website.

**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>
N/A	N/A

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

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
Ongoing Monitoring and reporting of any trends	Regular reporting on trends	Regular reporting on trends

<b>Approved Lead Officer:</b>	Karyn Patterson
<b>Position:</b>	Senior HR Business Partner & Change Manager
<b>Contact Details</b>	<a href="mailto:Karyn.patterson@hscni.net">Karyn.patterson@hscni.net</a>
<b>Date:</b>	31/12/2024
<b>Policy/Decision Screened by:</b>	Karyn Patterson

*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](mailto: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