

## Equality and Human Rights Screening

### **Overarching Incident Management and Business Continuity Plan**

The Children's Court Guardian Agency for NI is required to address the 4 questions below in relation to all its policies. This template sets out a proforma to document consideration of each question.

1. 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)
2. Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?
3. 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)
4. 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 and Human Rights Information Bank on the BSO website: [Equality Screening - Business Services Organisation \(BSO\) Website](#)**

## **1. INFORMATION ABOUT THE POLICY OR DECISION**

### **1.1 Title of policy or decision**

Overarching Incident Management and Business Continuity Plan

### **1.2 Description of policy or decision:**

- **What is it trying to achieve (aims and objectives)?**
- **How will this be achieved (key elements)?**
- **What the key constraints (for example financial, legislation or other)?**

This Business Continuity Plan (BCP) is developed to deal with CCGANI specific areas of responsibility and will be activated in response to an impact which prevents the CGCANI from carrying out its designated functions.

The Plan provides overall guidance to CCGANI so that the Agency can:

- Respond to a disruptive incident
- Maintain delivery of critical activities/services during an incident; and
- Recover from and return to business as usual in a timely manner.

### **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**

- CCGANI Employees
- CCGANI Self-Employed
- NI Court Service
- CCGANI Solicitor Panel
- HSCNI Trusts
- Children and young people

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

▪ **What are they? / Who owns them?**

- DoH Business Continuity Plan
- Department of Health Guidelines
- BSO Business Continuity Plan
- Joint PHA/SPPG/BSO Emergency Response Plan
- Fluent Business Continuity Plan
- CCGANI Health & Safety and Fire Safety Policies and Procedures

## 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, services users, staff side or other stakeholders.**

Census 2021

Workforce Data (HRPTS)

### 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.**

Category	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</b>	<p>Children’s Court Guardian Agency staff data at June 2025:</p> <table border="1" data-bbox="375 1601 790 1691"> <tr> <td>Male</td> <td>14.86%</td> </tr> <tr> <td>Female</td> <td>85.14%</td> </tr> </table> <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> <p>Males 936,131 (49.2%)</p>	Male	14.86%	Female	85.14%
Male	14.86%				
Female	85.14%				

Females 967,044 (50.8%)

**No questions relating to gender identity were asked in the NI Census.**

**Age**

Children's Court Guardian Agency staff data at June 2025:

16-24	0.00%
25-29	1.35%
30-34	1.35%
35-39	9.46%
40-44	18.92%
45-49	12.16%
50-54	20.27%
55-59	24.32%
60-64	8.11%
>=65	4.05%

**Population Profile**

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

0-4	113,820	6%
5-9	124,475	7%
10-14	136,918	7%
15-19	113,203	5.95%
20-24	111,386	5.85%
25-29	116,409	6.12%
30-34	126,050	6.62%
35-39	127,313	6.69%
40-44	122,163	6.42%
45-49	121,670	6.39%
50-54	130,967	6.88%
55-59	129,276	6.79%
60-64	113,049	5.94%
65-69	93,464	4.91%
70-74	83,467	4.39%

	<table border="1"> <tr> <td>75-79</td> <td>66,377</td> <td>3.49%</td> </tr> <tr> <td>80-84</td> <td>43,776</td> <td>2.30%</td> </tr> <tr> <td>85-89</td> <td>25,879</td> <td>1.36</td> </tr> <tr> <td>90 and over</td> <td>13,512</td> <td>0.71</td> </tr> </table>	75-79	66,377	3.49%	80-84	43,776	2.30%	85-89	25,879	1.36	90 and over	13,512	0.71				
75-79	66,377	3.49%															
80-84	43,776	2.30%															
85-89	25,879	1.36															
90 and over	13,512	0.71															
<b>Religion</b>	<p>Children’s Court Guardian Agency staff data at June 2025:</p> <table border="1"> <tr> <td>Perceived Protestant</td> <td>1.35%</td> </tr> <tr> <td>Protestant</td> <td>24.32%</td> </tr> <tr> <td>Perceived Roman Catholic</td> <td>2.70%</td> </tr> <tr> <td>Roman Catholic</td> <td>36.49%</td> </tr> <tr> <td>Neither</td> <td>0.00%</td> </tr> <tr> <td>Perceived Neither</td> <td>0.00%</td> </tr> <tr> <td>Not assigned</td> <td>35.14%</td> </tr> </table> <p><b>Population Profile from Census 2021:</b></p> <p>42.31% of population from a Catholic background  37.36% of population from Protestant and other Christian background  20.33% of population from other religions, no religion or religion not stated</p>	Perceived Protestant	1.35%	Protestant	24.32%	Perceived Roman Catholic	2.70%	Roman Catholic	36.49%	Neither	0.00%	Perceived Neither	0.00%	Not assigned	35.14%		
Perceived Protestant	1.35%																
Protestant	24.32%																
Perceived Roman Catholic	2.70%																
Roman Catholic	36.49%																
Neither	0.00%																
Perceived Neither	0.00%																
Not assigned	35.14%																
<b>Political Opinion</b>	<p>Children’s Court Guardian Agency staff data at June 2025:</p> <table border="1"> <tr> <td>Broadly Nationalist</td> <td>5.41%</td> </tr> <tr> <td>Other</td> <td>0.00%</td> </tr> <tr> <td>Broadly Unionist</td> <td>5.41%</td> </tr> <tr> <td>Not assigned</td> <td>85.14%</td> </tr> <tr> <td>Do not wish to answer</td> <td>4.05%</td> </tr> </table> <p><b>Population Profile (Census 2021)</b></p> <p>Total NI Residents: 1,903,178</p> <table border="1"> <tr> <td>British only</td> <td>606,263</td> <td>31.86%</td> </tr> <tr> <td>Irish only</td> <td>554,415</td> <td>29.13%</td> </tr> </table>	Broadly Nationalist	5.41%	Other	0.00%	Broadly Unionist	5.41%	Not assigned	85.14%	Do not wish to answer	4.05%	British only	606,263	31.86%	Irish only	554,415	29.13%
Broadly Nationalist	5.41%																
Other	0.00%																
Broadly Unionist	5.41%																
Not assigned	85.14%																
Do not wish to answer	4.05%																
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%
<b>Marital Status</b>	Children's Court Guardian Agency staff data at June 2025:		
	Divorced	1.35%	
	Married/Civil Partnership	37.84%	
	Other	4.05%	
	Separated	0.00%	
	Single	10.81%	
	Unknown	45.95%	
	Widow/er	0.00%	
	Not Assigned	0.00%	
	<b>Population Profile (Census 2021)</b>		
Total NI Residents (over the age of 16: 1,514,743			
	Single (never married)	576,708	38.07%
	Married	690,509	45.59%
	In a civil partnership	2,472	0.18%
	Separated (bt still legally married or still legally in a civil partnership)	57,272	3.78%
	Divorced or formerly I a civil partnership which is now legally dissolved	91,128	6.02%
	Widowed or surviving partner from a civil partnership	96,384	6.36%
<b>Dependent Status</b>	Children's Court Guardian Agency staff data at June 2025:		
	Yes	10.81 %	
	Not assigned	85.14%	
	No	4.05%	

**Population Profile (Census 2021)**

Total Households with dependent children 768,809

No children in household	423,956	55.14%
No dependent children in household/All children in household non-dependent	120,314	15.65%
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	3.14
Three or more dependent children, youngest aged 12-18	3,519	0.46

Table 17: Provision of unpaid care ('Provision of unpaid care' covers looking after, giving help or support to anyone because they have long-term physical or mental health conditions or illnesses, or problems related to old age. It excludes any activities carried out in paid employment.)

Northern Ireland All usual residents aged 5 and over 1,789,348  
 Percentage of usual residents aged 5 and over who provide:

- No unpaid care 87.58%
- 1-19 hours unpaid care per week 5.63%
- 20-34 hours unpaid care per week 1.38%
- 35-49 hours unpaid care per week 1.57%
- 50+ hours unpaid care per week 3.84%

<b>Disability</b>	Children’s Court Guardian Agency staff data at June 2025:		
	Yes	0.00%	
	Not assigned	50%	
	No	50%	
	<b>NI Population Profile 2021 Census</b>		
	Total NI Household 768,810		
	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%
<b>Ethnicity</b>	Children’s Court Guardian Agency staff data at June 2025:		
	Not assigned	85.14%	
	White	14.86%	
	Other	0.00%	
	Black African	0.00%	
	Indian	0.00%	
	Chinese	0.00%	
	<b>Population Profiles (Census 2021)</b>		
	Total NI Residents: 1,903,178		
	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%
<b>Sexual Orientation</b>	Children's Court Guardian Agency staff data at March 2025:		
	Do not wish to answer	0.00%	
	Not assigned	85.14%	
	Opposite sex	13.51%	
	Both Sexes	0.00%	
	Same sex	1.35%	
	<b>Population Profile (Census 2021):</b>		
	Total NI Residents: 1,514,743		
	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%

### 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.**

<b>Category</b>	<b>Needs and Experiences</b>
<b>Gender</b>	There are no specific needs identified in relation to this Section 75 category.
<b>Age</b>	There are no specific needs identified in relation to this Section 75 category.
<b>Religion</b>	There are no specific needs identified in relation to this Section 75 category.
<b>Political Opinion</b>	There are no specific needs identified in relation to this Section 75 category.
<b>Marital Status</b>	There are no specific needs identified in relation to this Section 75 category.
<b>Dependent Status</b>	There are no specific needs identified in relation to this Section 75 category.
<b>Disability</b>	Issues relating to accessible information for people with disabilities are considered in our Accessible Formats Policy.
<b>Ethnicity</b>	Issues relating to accessible information for people whose first language is not English are considered in our Accessible Formats Policy.
<b>Sexual Orientation</b>	There are no specific needs identified in relation to this Section 75 category.

<b>2.4 Making Changes</b> <b>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 policy or decision in order to promote equality of opportunity?</b>	
<b>In developing the policy or decision what did you do or change to address the equality issues you identified?</b>	<b>What do you intend to do in future to address the quality issues you identified?</b>
N/A	N/A

<b>2.5 Good Relations</b> <b>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.)</b>		
<b>Group</b>	<b>Impact</b>	<b>Suggestions</b>
Religion	N/A	N/A
Political Opinion	N/A	N/A
Ethnicity	N/A	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	
Minor impact	
No further impact	x

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

Please tick:

Yes	
No	x

Please give reasons for your decisions:

This policy is technical in nature and has no impact on equality of opportunity and/or good relations for people within the equality and good relations categories

#### 4. CONSIDERATION OF DISABILITY DUTIES

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

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

## 5. CONSIDERATION OF HUMAN RIGHTS

<b>5.1 Does the policy or decision affect anyone's Human Rights? Complete for each of the articles.</b>	
<b>Article</b>	<b>Yes/No</b>
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 and forced or compulsory labour.	No
Article 5: Right to liberty and security of person.	No
Article 6: Right to a fair and public trial within a reasonable time.	No
Article 7: Right to freedom from retrospective criminal law and no punishment without law.	No
Article 8: Right to respect for private and family life, home and correspondence.	No
Article 9: Right to freedom of thought, conscience and religion.	No
Article 10: Right to freedom of expression.	No
Article 11: Right to freedom of assembly and association.	No
Article 12: Right to marry and 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 and 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.

<b>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?</b>			
<b>List the Article Number</b>	<b>Interfered with? Yes/No</b>	<b>What is the interference and who does it impact upon?</b>	<b>Does this raise legal issues?*</b> <b>Yes/No</b>
N/A			

\*It is important to speak to your line management on this and if necessary seek legal opinion to clarify this.

<b>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.</b>
N/A

## 6. MONITORING

<b>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 or good relations, disability duties and human rights)?</b>		
<b>Equality &amp; Good Relations</b>	<b>Disability Duties</b>	<b>Human Rights</b>
The plan will be reviewed annually and will consider impact on section 75 groups and good relations.		

Approved Lead Officer: Jennifer Ferguson

Position: Head of Corporate Services

Date: 04/12/2025

Policy/Decisions Screened by: Sinéad Casey

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.

Any request for this document in another format or language will be considered.