

Equality and Human Rights Screening Report

Oct-Dec 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.

Contact details:

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Business Services Organisation
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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 **Oct-Dec 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	Annual Quality Report 2024-25	The BSO Annual Quality report 2024-25 is a reflection of BSO's implementation of the Q2020 strategy as recommended by the DoH. The report is written around five strategic goals: 1. Transforming the Culture 2. Strengthening the Workforce 3. Measuring the Improvement 4. Raising the Standards 5. Integrating the Care.	Sep-25	Screened out without mitigation
BSO	Complaints Policy	The aim of this policy is to provide a clear, fair and consistent process for handling complaints that are raised about our organisation by members of the public. It ensures that any concerns or dissatisfaction are listened to, investigated and resolved	Oct-25	Screened out without mitigation

		effectively. The main aims are fairness and transparency, accessibility, consistency, accountability, customer satisfaction and learning and improvement.		
BSO	Use of Artificial Intelligence [AI] Policy Equality Screening	The AI Policy will help staff to make informed decisions on how they can use these suites of technologies in a safe manner, and to set out specific boundaries with how we wish staff to operate. It is important to always remember that most of the data we utilise to perform our work is data we hold for our customers, some of which is sensitive in nature. It is therefore necessary that we safeguard our customers and staff and provide a set of rules around the adoption and use of AI, to ensure it is deployed safely and with a full understanding.	Oct-25	Screened out with mitigation

CCGANI	Overarching Incident Management and Business Continuity Plan	This Business Continuity Plan 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.	Dec-25	Screened out without mitigation
CCGANI	Practice Direction: Use of WhatsApp for Work-Related Communication on work mobile phone devices	This Practice Direction sets out interim guidance on the use of WhatsApp for work-related communication. It supports organisational standards in data protection, ICT security, and records management, and is intended to ensure safe, appropriate, and limited use of non-corporate messaging	Dec-25	Screened out with mitigation

		tools until a regional policy is in place.		
NIMDTA	Transfer of Information Policy	To support resident doctors and dentists by sharing relevant support information so that adjustments can be facilitated during rotational placements. To also protect patient safety by sharing information in regard to restrictions on fitness to practise. This policy is restricted to how information is shared and is not about decision making around adjustments/restrictions.	Oct-25	Screened out with mitigation
NIPEC	Implementing the RNLD Nursing Model through the development of a RNLD Career Pathway and associated Learning and Development Framework	The aim of this project is to develop an RNLD career pathway to support the registered and non-registered workforce to enhance their knowledge and skills so that people with a learning disability will have	Oct-25	Screened out with mitigation

		<p>equity of access and outcomes to achieve the best health possible. The recommendations in the Equity of Access and Outcome report is consistent with DOH strategic policy. It aligns with the anticipated recommendations arising from the Muckamore Inquiry report and the direction of travel outlined in the current DOH Learning Disability Service model “We Matter” currently out for public consultation.</p>		
PCC	Staff Privacy Notice	<p>This privacy notice tells you what to expect us to do with your personal information when you work for us. • Contact details • What information we collect, use, and why • Lawful bases and data protection rights • Where we get personal information from • How long we keep information • Who we share information with • How to complain</p>	Oct-25	Screened out without mitigation

PCC	Travel and Subsistence Policy	The purpose of this policy is to set out how business travel should be authorised, booked and monitored in line with DoH guidance, specifically the letter to ALB Chief Executives dated 27 September 2016. This policy does not cover normal business travel undertaken by members of staff in the performance of their duties. In such circumstances the relevant terms and conditions of service for reimbursement of travel costs should apply.	Dec-25	Screened out without mitigation
PHA	Fixed Terms Workers Policy & Procedure	This policy sets out principles for the appropriate use of fixed-term contracts, ensuring compliance with legislation and preventing less favourable treatment of fixed-term employees. It clarifies when such contracts are suitable and provides a fair procedure that balances employee interests with service needs. Fixed-term contracts should only be used in defined, time-limited circumstances. Employees on these contracts must receive equal treatment to comparable permanent	Dec-24	Screened out without mitigation

		staff, including access to training, promotion, transfer, appraisal, and the ability to apply for permanent vacancies via the HSC Recruit website, unless an objective reason justifies otherwise.		
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