

Equality and Human Rights Screening Report

Jan-Mar 2026



Patient and Client Council
Your voice in health and social care



Social
Care
Council



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.

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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 **Jan-Mar 2026**. 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	Acceptance of Gift & Hospitality Guidance	The purpose of the BSO Acceptance of Gifts & Hospitality Guidance is to enact robust operational controls to enable all staff within the Business Services Organisation (BSO) to follow clear processes when offered gifts, hospitality, awards or other benefits in connection with their work to ensure with the highest standards of integrity, impartiality and transparency at all times. The objective is to: • Protect staff and the organisation from any real or perceived conflict of interest.	Jan-26	Screened out with mitigation

		<ul style="list-style-type: none"> • Maintain public confidence in the integrity of BSO's operations. • Comply with relevant standards of public accountability and good governance. It has been drafted in operational support of Department of Health and Department of Finance circulars on Guidance on the acceptance of Gifts and Hospitality and Awards and the BSO Gifts and Hospitality Policy. 		
BSO	Annual Business Plan 2026-27	The BSO Annual Business Plan sets out our objectives over the next year. This plan supports year 3 of the BSO Corporate Strategy 2024 – 27. Progress against achievement of the objectives set out in the BSO Annual Business Plan is continuously monitored and reported to the Executive Leadership Team and BSO Board quarterly, and the Department of Health Sponsor Branch annually. The BSO Corporate Objectives are aligned to our values and	Feb-26	Screened out without mitigation

		will continue to be the focus of our work during the coming year.		
BSO	Fraud Policy and Fraud Response Plan	The Fraud Policy, incorporating the Fraud Response Plan, sets out the BSO's commitment and approach to the prevention, detection, investigation and reporting of fraud, bribery and corruption. It establishes a clear framework for promoting an anti-fraud culture across the organisation and demonstrates zero tolerance towards fraudulent activity. The Policy defines what constitutes fraud and outlines the responsibilities of all staff, managers and key officers in preventing, identifying and reporting actual or suspected fraud. It also provides clear and mandatory procedures for responding to suspected or confirmed fraud, including escalation, investigation and reporting arrangements. The Policy	Jan-26	Screened out with mitigation

		aligns with the Fraud Act 2006, the Economic Crime and Transparency Act 2023, relevant Department of Health (DoH) guidance and standards, and recognised good governance practice.		
CCGANI	Conflict of Interests Policy	The CCGANI is committed to ensuring the highest possible standards of conduct in all that it does. It is therefore essential that all employees adhere to the HSC Code of Conduct. As a public body, the Agency must ensure that conflicts of interest are identified and managed in a way that safeguards the integrity of staff and maximises public confidence in the Agency's ability to deliver a public service. The purpose of this Policy is to ensure that individuals covered by the scope of the policy are aware that they must take decisions free from any actual, potential or perceived situations of undue bias or influence in the decision-making of CCGANI.	Mar-26	Screened out with mitigation

NIPEC	Delegation of Healthcare Interventions to Social Care Practitioners and Personal Assistants in Peoples Own Home	From the outset, in setting the context of this work, the Delegation of Healthcare Interventions to Social Care Practitioners and Personal Assistants in Peoples Own Home, Task and Finish Group governance structure reports directly to the Delegation of Healthcare Interventions Oversight Group, Department of Health feeding back recommendations into that governance structure, as outlined in the Project Initiation Document. The group was established to consider the ongoing challenges in delegation practices and to develop recommendations that enable people to live as independently as possible in their own homes. Its work is guided by the principle of delivering the right care, in the right place, at the right time, by the right person with the right skills, knowledge and attitude and supported by timely, safe, and effective delegation of healthcare interventions.	Mar-26	Screened out with mitigation
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<p>NISCC</p>	<p>Engagement Strategy</p>	<p>A key component of the work of the Social Care Council is building the trust and confidence of registrants, stakeholders and the public to help deliver its statutory functions, legal obligations and systems leadership role. Achieving this requires strategic and proactive external engagement. To support this an Engagement Strategy has been developed outlining a cohesive approach to how the Social Care Council engages with its stakeholders. It aims to demonstrate our commitment to a set of principles to guide our engagement approach, defining what stakeholders can expect of us, what we expect of ourselves and what we expect of those who engage with us, provide a framework explaining how we deliver our regulatory responsibilities • outline the ways in which we engage with our registrants, employers, those who use services, carers and families, and others, to</p>	<p>Jan-26</p>	<p>Screened out with mitigation</p>
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		deliver our work over our next strategic planning period, and evaluate the success of our engagement work.		
PCC	Management of Change - Lurgan Relocation	PCC wish to inform Trade Unions/affected employees of the PCC considerations of the proposed relocation of the PCC Lurgan Staff to a Belfast base primarily due to the ending of and non-renewal of the lease for Quaker Buildings, Lurgan. Other factors include the HSC financial situation, the net zero climate change targets (sustainability strategy), and the DoH Estate Strategy. As part of the DOH Estate Strategy, PCC is required to optimise the use of its estate. SPPG is completing a reconfiguration of the entire office accommodation in Linenhall St to make better use of overall space available. Confirmation of reconfiguring our current office space as well as seeking to expand the existing	Jan-26	Screened out with mitigation

		allocation of space to PCC has been agreed. The proposal therefore is to move staff from the Lurgan office to an extended facility in Linenhall Street.		
PHA	People Strategy 2026-2030	The Public Health Agency (the Agency) values its staff and the contribution they make to Health & Social Care every day. We recognise our people as our greatest asset and are proud of what has been achieved to date. This People Strategy aims to create a culture where everyone feels valued, respected and supported, unlocking the full potential of our workforce through growth, encouraging innovation, and giving staff a voice in shaping the future of the Agency. Our strategy addresses current challenges and anticipates future needs, supporting an agile and resilient workplace. Through collaboration and continuous learning, we will empower our staff to deliver excellence and make	Feb-26	Screened out without mitigation

		<p>a lasting difference to health and wellbeing in Northern Ireland. Our ambition is to create a compassionate and inclusive workplace that builds on the dedication and commitment of our staff, empowering our people through openness and collaboration to improve health and wellbeing across Northern Ireland.</p>		
PHA	<p>Terms of Reference for the Safer Mobility Model NI Service User and Carer Reference Group.</p>	<p>The Service User and Carer Group exists to ensure that the voices, experiences, and perspectives of service users and carers are central to the planning, delivery, and evaluation of the Safer Mobility Model. It provides a forum for meaningful engagement, collaboration, and co-production between service users, carers, and staff. Its aims to do the following;</p> <ul style="list-style-type: none"> • To represent the views and experiences of service users and carers in supporting decision-making processes within the model. • To advise on service 	<p>Jan-26</p>	<p>Screened out without mitigation</p>

		<p>improvements, • To promote equality, diversity, and inclusion in all aspects of service design and delivery. • To identify barriers to participation and suggest practical solutions. • To support continuous improvement through feedback and shared learning.</p>		
RQIA	Complaints Policy	<p>This policy has been updated to reflect The Health and Social Care Model Complaints Handling Procedure (MCHP) published on 1 July 2025. This updated policy also reflects learning from previous complaints. RQIA recognises the importance of having an accessible and impartial process for dealing efficiently and effectively with complaints about our performance. RQIA are committed to listening to people and learning from their experiences of interacting with us. The purpose of this policy is to set out how we will address complaints in a timely</p>	Jan-26	Screened out with mitigation

		and effective way. We will ensure that relevant staff receive appropriate training in complaints management.		
RQIA	Information Governance Policies	RQIA's suite of IG policies set out how RQIA should manage and secure its information in line with the requirements of data protection legislation, and in line with the requirements set out in freedom of information / environmental information regulations.	Oct-25	Screened out without mitigation
RQIA	Principal Policy Document	The aim of this policy is to establish a consistent and transparent framework for the development, approval, adoption, implementation, and review of policies within RQIA. It ensures that all policies are created and maintained in a way that supports effective governance, complies with relevant legislation and standards, and reflects best practice.	Nov-25	Screened out without mitigation

SBNI	Child Criminal Exploitation Professional Guidance	<p>This guidance aims to strengthen prevention and early intervention in CCE by promoting a coordinated, trauma-informed, gender-conscious and culturally sensitive response across Northern Ireland. It seeks to ensure safeguarding practice is inclusive, equitable and sensitive to individual needs, addressing barriers faced by vulnerable groups such as:</p> <ul style="list-style-type: none"> • unaccompanied asylum-seeking children • children who have been trafficked • those with special educational needs • looked-after children • children who go missing from home or care • children excluded from school • newcomer families, • LGBTQ young people • children with substance misuse issues. 	Nov-25	Screened out with mitigation
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SBNI	Draft Strategy 2026-30	<p>The draft Strategic Plan will be supported by annual business plans enabling the SBNI to incorporate new priorities and challenges that may arise over this period. It is the key core accountability tool, along with our annual assurance statement for the Department of Health (DoH), the SBNI sponsor department.</p> <p>The SBNI will deliver on its mission and vision based on the following strategic priorities:</p> <ul style="list-style-type: none"> • To provide leadership and set direction in the safeguarding and protection of children and young people • To hear and respond to the voices of children and young people affected by domestic violence and abuse • To support children and young people to exercise their rights to enjoy the benefits of the online world 	Nov-25	Screened out with mitigation
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