

## Equality, Good Relations and Human Rights SCREENING

The Health and Social Care Board is required to consider the likely equality implications of any policies or decisions. In particular it is asked to consider:

- 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 or 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 or none)
- 4) Are there opportunities to better promote good relations between people of a different religious belief, political opinion or racial group?

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.

Field Code Changed

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:**  
<http://www.hscbusiness.hscni.net/services/1798.htm>

## **Equality, Good Relations and Human Rights SCREENING TEMPLATE**

### **(1) INFORMATION ABOUT THE POLICY OR DECISION**

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

Programme of Works - Replacement Light Fitting Scheme Phase 5,  
HSCB Western Office, Gransha Park House, 15 Gransha Park, Clooney Road,  
Derry, BT47 6FN

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

##### **Aims**

Upgrade the existing infrastructure in HSCB Western Office, Gransha Park House, 15 Gransha Park, Clooney Road, Derry

The condition of the property is closely monitored and where appropriate, risk assessments are undertaken. The following has been identified to ensure that the existing lighting system in Gransha Park House is upgraded to meet the required LUX level of lighting for office accommodation.

Installation of suspended ceilings with more efficient Light Emitting Diode (LED) lighting systems with dimmable light fittings in the remaining 2 offices and Seminar Room located on the ground floor.

Replacement of light fittings above the two stairwells in the building

The scheme has been taken forward on a phased approach enabled by Capital Monies from the annual DoH Capital Resource Limits.

### **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**

HSCB staff

PHA staff

BSO staff

WHSCCT catering and domestic services staff

Contractors staff providing services to Gransha Park House

Trade Union and professional organisation

Representatives from Community and Voluntary Organisations

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

- **what are they?**
- **who owns them?**

HSCB Health and Safety Policy

HSCB Fire Safety Policy

HSCB Security Policy

HSCB Fire and Evacuation Procedures for Gransha Park House

Disability Discrimination Act (DDA) (2010)

Health and Safety at Work (NI) Order 1978

Management of Health and Safety at Work Regulations (NI)2000

Fire and Rescue Services (NI) Order 2006

The Fire Safety Regulations (NI) Order 2010

## (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.

#### Staff Monitoring Data

Census 2011

Northern Ireland Pooled Household Survey (NIPHS) tables, published 2017

Northern Ireland Life and Times Survey, 2016

HSCB Staff Monitoring Data – December 2020

### 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>	Male	27.69%
	Female	72.31%

<b>Age</b>	16-24	1.00%
	25-29	3.39%
	30-34	6.97%
	35-39	10.76%
	40-44	15.34%
	45-49	16.53%
	50-54	21.31%
	55-59	16.33%

<b>Religion</b>	60-64	7.37%
	>=65	1.00%
	Perceived Protestant	3.98%
	Protestant	29.68%
	Perceived Roman Catholic	1.79%
	Roman Catholic	44.82%
	Neither	5.38%
	Perceived Neither	0.00%
<b>Political Opinion</b>	Not assigned	14.34%
	Broadly Nationalist	2.19%
	Other	2.19%
	Broadly Unionist	1.59%
	Not assigned	91.04%
	Do not wish to answer	2.99%

<b>Marital Status</b>	Divorced	3.98%
	Mar/CP	54.98%
	Other	1.39%
	Separat	1.59%
	Single	13.75%
	Unknwn	24.30%
	Widw/R	0.00%
	Not assigned	0.00%

<b>Dependent Status</b>	Yes	10.76%
	Not assigned	86.25%
	No	2.99%

<b>Disability</b>	No	60.16%
	Not assigned	37.65%
	Yes	2.19%

<b>Ethnicity</b>	Not assigned	65.74%
	White	34.06%
	Other	0.20%
	Black African	0.00%
	Indian	0.00%
	Chinese	0.00%

<b>Sexual Orientation</b>	Do not wish to answer	0.40%
	Not assigned	89.44%
	Opposite sex	9.56%
	same sex	0.40%
	Both sexes	0.20%

### 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>
Gender	No detrimental impacts on the grounds of gender
Age	No detrimental impacts on the grounds of age
Religion	No detrimental impacts on the grounds of religion
Political Opinion	No detrimental impacts on the grounds of political opinion
Marital Status	No detrimental impacts on the grounds of marital status
Dependent Status	No detrimental impacts on the grounds of dependent status
Disability	The improved Light Emitting Diode (LED) lighting systems with dimmable light fittings will support persons with a sight impairment to carry out HSCB business in the premises.
Ethnicity	No detrimental impacts on the grounds of ethnicity
Sexual Orientation	No detrimental impacts on the grounds of sexual orientation

### 2.4 Multiple Identities

**Are there any potential impacts of the policy or decision on people with multiple identities? For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people.**

NO

**2.5 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>
N/A	N/A

**2.6 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)**

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

**Please tick:**

**Please tick:**

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

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

Please give reasons for your decisions.

The programme of works is technical in nature and has no impact on equality of opportunity.



**(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>
Supports staff with a sight impairment	

**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>
Supports staff with a sight impairment	

## (5) CONSIDERATION OF HUMAN RIGHTS

### 5.1 Are Human Rights relevant? 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 onto to 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 have a potential positive impact or does it potentially interfere with anyone's Human Rights?**

List the Article Number	Positive impact or potential interference?	How?	Does this raise any 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?)**

<b>Equality &amp; Good Relations</b>	<b>Disability Duties</b>	<b>Human Rights</b>
The Programmes of Work when completed will be monitored and information collected in relation to any complaints received and feedback from staff/visitors.		

Approved Lead Officer: Patricia Crossan  
Position: Interim Head of Corporate Services  
Policy/Decision Screened by: Helena Doherty  
Signed:   
Date: 12 /03/2021

**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**

**Template produced November 2011**

If you require this document in an alternative format (such as large print, Braille, disk, audio file, audio cassette, Easy Read or in minority languages to meet the needs of those not fluent in English) please contact the Equality Unit:

2 Franklin Street; Belfast; BT2 8DQ; email: Equality.Unit@hscni.net;  
phone: 028 95363961 (for Text Relay prefix with 18001);  
fax: 028 9023 2304