Equality and Human Rights Screening Template

NIMDTA 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.

SCREENING TEMPLATE

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.

(1) INFORMATION ABOUT THE POLICY OR DECISION

1.1 Title of policy or decision

Retire & Return Policy for Northern Ireland Medical & Dental Training Agency (NIMDTA) and Guidelines for Application

1.2 Description of policy or decision

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

  To provide guidelines and define process for applying the NIMDTA Retire and Return Policy; to identify eligibility for application; and to indicate contractual arrangements applicable following retirement, as a result of a successful application where so doing meets the identified and agreed business need of the NIMDTA and does not unreasonably impede the recruitment of substantive posts.

- **how will this be achieved? (key elements)**
  NIMDTA recognises that there may be areas within the business, where the skills required in carrying out certain posts are specialised and in short supply within the labour market. This may be a critical period such as a pandemic situation in which specialised skills are needed and are in short supply. In circumstances such as this, it may be necessary to retain the service of former employees, for a limited period after their retirement, through a 'Retire and Return' scheme, without the need for a recruitment exercise. Retire and return will be based on case by case basis and those wishing to avail must past eligibility criteria.

- **what are the key constraints? (for example financial, legislative or other)**
  Financial restrictions due to employees being in receipt of pension payments and returning to the workplace, Disability Discrimination Act 1995.

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

Those primarily affected by the policy are:

- staff who are given the opportunity to retire and return and those who are not
- Colleagues/other team members who would apply for the post involved given the opportunity
- Members of the public who would apply for the post involved given the opportunity

External

- Trade union representatives.
- Statutory Enforcement bodies such as the Equality Commission for NI, Commission for Racial Equality, Fair Employment and Industrial Tribunal

NB: The above list is not exhaustive

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

- **what are they? (This list is not exhaustive)**
  Grievance Policy
  Disciplinary Procedure
  Capability Procedure
  Equality, Diversity and Inclusion Policy
  Equality Scheme
  Code of Conduct for Staff
  Partial Retirement Policy
  Legislative changes
  Work life Balance
  Pension Guidelines
  Pension Factsheets

- **who owns them?**
  BSO, HSC, DoH, 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.

- Organisation wide staff equality data
- Census data (2021)
- Engagement with Trade Union colleagues conducted via Joint Negotiating forums (JNF)

Research Reports

- https://www.theguardian.com/money/2018/oct/11/womens-retirement-age-rising-faster-than-mens-in-uk
- https://www.gov.uk/government/statistics/economic-labour-market-status-of-individuals-aged-50-and-over-trends-over-time-october-2018
- Northern Ireland Life and Times, 2018
- Northern Ireland Pooled Household Survey (NIPHS) tables, published 2017.
- **Office For National Statistics (ONS) 2019. Employment and Labour Market statistics. Available at** https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/articles/thecommutinggapwomenaremorelikelythanmentoleavetheirjobovera longcommute/2019-09-04

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. Also give consideration to multiple identities.

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?***
Gender	**Staff Profile (March 2024)**

Female	61.16%
Male	38.84%
Grand Total	100%

Gender profile of NIMDTA staff 55+ years old

	Percentage
Female	42.42%
Male	57.58%

Gender profile of NIMDTA staff 55+ in senior posts band 7 and above

	Percentage
Female	46.66%
Male	53.34%

Evidence suggests that women are more likely to retire earlier than men despite having a longer life expectancy, though this has changed in recent years.

When an employee avails of retire and return, employees in junior roles to the position retiring and returning may not have the immediate opportunity to apply for the post. This may have an indirect impact on gender.

Age

Staff Profile (March 2024)

16-24	5.73%
25-29	28.28%
30-34	39.52%
35-39	15.46%
40-44	5.11%
45-49	2.82%
50-54	1.45%
55-59	0.97%
60-64	0.44%
>=65	0.22%

Staff in both the 55-59, 60-64 and >=65 are the only staff that are able to avail of the retire and return policy/process.

Only those employees 55 years old and above are able to avail of retire and return. This is due to anyone under the age of 55 not being able to legally access retirement benefits. A further consideration is which HSC pension scheme an employee avails of. The 1995 scheme allows employees to fully retire at 60, and other schemes (2008, 2015 etc.) are in line with normal retirement age for example 68 years old. 1995 scheme employees eligible for this policy generally have longer service and are generally in the 1995 pension scheme. Younger employees (under the age of 55) are unable

avail of this policy due to legislation and dependent on which HSC Pension scheme they avail of. Whilst employees in the older 3 age brackets can only avail of this policy, employees in junior roles to the position retiring and returning may not have the immediate opportunity to apply for the post.

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)

Community Background

Staff Profile (March 2024)

Perceived Protestant	0.09%
Protestant	28.41%
Perceived Roman Catholic	0.09%
Roman Catholic	32.42%
Neither	0.09%
Perceived Neither	23.66%
Not assigned	15.24%

Population profile:

Total Ni Residents 1903178		**Percentage**
Catholic	805,151	42

Presbyterian Church in Ireland	316,103	17
Church of Ireland	219,788	12
Methodist Church in Ireland	44,728	2
Other Christian (including Christian related)	130,377	7
Other religions	25,519	1
No religion	330,983	17
Religion not stated	30,529	2

(Census 2021)

Political Opinion

Staff Profile (March 2024)

Broadly Nationalist	19.25%
Other	17.71%
Broadly Unionist	12.69%
Not assigned	19.60%
Do not wish to answer	30.75%

Population profile: Nationality

Total Ni Residents 1903178		**Percentage**
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%

(Census 2021)

Marital Status

Staff Profile (March 2024)

Divorced	0.31%
Mar/CP	37.18%
Other	1.98%
Separt	0.04%
Single	53.04%
Unknwn	7.31%
Widw/R	0.09%
Not assigned	0.04%

Population profile:

Total Ni Residents (over the age of 16) 1,514,743		**Percentage**
Single (never married or never registered a civil partnership)	576,708	38.07%
Married	690,509	45.59%
In a civil partnership	2,742	0.18%
Separated (but still legally married or still legally in a civil partnership)	57,272	3.78%
Divorced or formerly in a civil partnership which is now legally dissolved	91,128	6.02%
Widowed or surviving partner from a civil partnership	96,384	6.36%

(Census 2021)

Northern Ireland Life and Times (2022)
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%

Dependent Status

Staff Profile (March 2024)

Yes	17.62%
Not assigned	18.41%
No	63.96%

Population profile:

Total Households with dependent children 768,809	Percentage

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	2.82
Three or more dependent children, youngest aged 12-18	3,519	0.46

(Census 2021)

CarersNI State of Caring 2022 Annual survey (UK wide, including NI)

- 82% identified as female and 17% identified as male
- 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+
- 24% have a disability
- 98% described their ethnicity as white
- 28% have childcare responsibilities for a non-disabled child under the age of 18 alongside their caring role
- 56% are in some form of employment and 18% are retired from work.
- 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
- 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
- 67% care for one person, 25% care for two people, 5% care for three people and 3% care for four or more people.

1) 1 in 3 carers said they could afford their bills without struggling financially.
2) 28% said they had access to paid carers leave from work
3) 54% said they had been offered flexible working arrangements
4) 1 in 5 carers reported their physical health to be bad or very bad

5) 24% had been caring for 10 years or more
6) 25% were caring for 50+ hours a week
7) 27% reported their mental health as bad or very bad
8) 23% of carers say the care and support services available in their area do not meet their needs
9) 43% with unpaid caring responsibilities in NI are also in full/part-time employment
10) 130k had either given up work or reduced their hours to care for someone
11) 78% were worried about being able to juggle the two.
12) Over 60% said that working from home had enable them to balance work and caring more effectively
13) 64% had given up opportunities at work due to caring
14) 41% said not working from home would make them consider leaving their job

Health Survey NI 2021/22
Respondents with caring responsibilities – 17%
Respondents with caring responsibilities by gender – Male – 13%; Female – 22%

Disability

Staff Profile (March 2024)

No	77.71%
Not assigned	17.84%
Yes	4.45%

Population profile:

Total NI Households 768,810		Percentage
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%

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.

65.33% (1,243,371) of residents did not have long – term health condition.

- Deafness or partial hearing loss – **5.75% (109,457)**
- Blindness or partial sight loss – **1.78% (33,961)**
- Communication Difficulty – **1.65% (29,879)**

- Autism or Asperger Syndrome – **1.86% (35,367)**
- Mobility or Dexterity Difficulty – **1.48% (28,138)**
- A learning intellectual difficulty – **0.89% (16,923)**
- An emotional, psychological or mental health condition – **8.68% (165,127)**
- Long – term pain or discomfort – **11.58% (220,328)**
- Shortness of breath or difficulty breathing – **10.29% (195,754)**
- Frequent confusion or memory loss – **1.99% (37,789)**

(Census 2021)

Health Survey NI (2021/22)

- 40% longstanding illness (30% limiting and 11% non-limiting illness)
- Females (44%) were more likely than males (36%) to have a long-term condition.
- A fifth (24%) reported high levels of anxiety, while 41% reported very low levels

Ethnicity

Staff Profile (March 2024)

Not assigned	16.14%
White	65.49%
Other	4.14%
Black African	4.45%
Indian	2.78%
Filipino	0.13%
Mixed Ethnic Group	1.76%
Pakistani	2.91%
Bangladeshi	0.22%
Irish Traveller	0.09%
Black Other	0.09%
Chinese	1.81%

Population profile:
3.45% (65,604) of the usual resident population belonged to minority ethnic groups:

Total Ni Residents 1903178		**Percentage**
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	

(Census, 2021)

Sexual Orientation

Staff Profile (March 2024)

Full data not available for NIMDTA's workforce, but NI population estimate is 10% having a sexual orientation towards same sex.

Do not wish to answer	6.26%
Not assigned	19.43%
Opposite sex	69.56%
Both Sexes	1.01%
Same Sex	3.74%

Population profile:

Total Ni Residents (16 and over) 1514743		**Percentage**
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

(Census 2021)

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).

Category	***Needs and Experiences***
Gender	There is no data to suggest that there are specific needs or experiences arising within this category.

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	Individuals with sensory problems will have specific requirements with regards to communication of the policy. Also, those with learning difficulties may require additional support in order to get an understanding of how the policy works and the processes involved.
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.

2.4 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?

In developing the policy or decision what did you do or change to address the equality issues you identified?	***What do you intend to do in future to address the equality issues you identified?***
Disability: In line with NIMDTA's Accessible Formats Policy, NIMDTA will provide alternative formats on request to meet the needs of people with a disability who may need information in an accessible format. **Age:** Retire and return policy is bound by legislation and is difficult for NIMDTA to mitigate. To mitigate this recruitment for the post should commence at the earliest convenience. **Gender:** The policy specifies that "The Director should also demonstrate that they have considered alternative methods of covering the vacant role e.g. offering current employees the chance to increase hours." (p.14) This would provide opportunities for part-time staff, who tend to be predominately	The Northern Ireland Medical & Dental Training Agency (NIMDTA) is committed to providing equality of opportunity, and strives to promote a good and harmonious working environment where every employee is treated with respect and dignity and in which no one is disadvantaged based on their age, disability, marital or civil partnership status, political opinion, race, religious belief, sex (including gender reassignment), sexual orientation, with dependants or without dependants

female, many of whom have caring responsibilities. However to mitigate this recruitment for the post should commence at the earliest convenience.	

2.5 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)

Group	***Impact***	***Suggestions***
Religion	None	
Political opinion	As above	As above
Ethnicity	As above	As above

(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	X
No further impact	

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.

Issues for any of the Section 75 groups highlighted in this screening have been mitigated against however the organisation is bound by legislation in relation to retirement ages. Implementation of this policy will support the organisation in maintaining business continuity in areas which are highly specialised may not have a large applicant pool.

NIMDTA will monitor its implementation and employees wishing to avail of Retire and Return will be considered on a case by case basis.

(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?

How does the policy or decision currently encourage disabled people to participate in public life?	***What else could you do to encourage disabled people to participate in public life?***
	NIMDTA plan to liaise and explore policy development with the Tapestry, Disability Staff Network to help encourage disabled people to participate in public life.

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?

How does the policy or decision currently promote positive attitudes towards disabled people?	***What else could you do to promote positive attitudes towards disabled people?***
This policy may provide employees, 55 and over, with a disability the opportunity to avail of pension benefits and allows a reduction in hours. The employee in this basis will not suffer a financial detriment.	Further engagement via the Tapestry Network in order to identify specific needs and shape policy and procedure to encourage disabled people to engage.

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

*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
This will be monitored via government guidance, pension guidelines, advice and consideration given to those employees from any of the Section 75 groups NIMDTA will also monitor the equality profile of those applying for retire and return and the outcome of the application process.	Regular staff surveys and online forums.	Regular staff surveys and online forums.

Approved Lead Officer: Roisin Campbell

Position: Senior Manager

Date: 28/08/2024

Policy/Decision Screened by: Julie Courtney

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 the document in another format or language will be considered. Please contact the Equality Unit: Equality.Unit@hscni.net