Equality and Human Rights Screening Template

The Safeguarding Board for Northern Ireland (SBNI) 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.

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?

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:
The SBNI Learning and Development Framework regarding the Mental Health Needs of Children and Young People

1.2 Description of policy or decision

The Safeguarding Board for Northern Ireland (SBNI) was set up under the Safeguarding Board Act (NI) 2011 and is the statutory body responsible for coordinating and ensuring the effectiveness of its 21 member bodies and its six independent persons for the purposes of safeguarding and promoting the welfare of children and young people. It is the key strategic leadership and management organisation for safeguarding and promoting the welfare of children and young people in Northern Ireland.

The SBNI is a partnership organisation consisting of all of the key statutory bodies, the major voluntary agencies and appointed independent persons that control, manage, operate and resource the safeguarding and child protection systems in Northern Ireland.

The SBNI Independent Chair (independent person), senior representatives from the 21 member bodies and the five other independent persons are members of the Board of the SBNI. The independent persons are the SBNI Independent Chair, the Case Management Review Panel Chair, two Safeguarding Panel Chairs and two Independent Lay Persons.

Additionally, other partner organisations involved in safeguarding and child protection in Northern Ireland are represented on the various statutory and non-statutory committees that support the Board in its work.

The Board and its statutory and non-statutory committees are supported in its aims and priorities by a small SBNI Central Support Team (currently seven staff). For more details on the SBNI see: www.safeguardingni.org.

The SBNI is an unincorporated statutory body and is corporately hosted and relies on the Public Health Agency (PHA) for key corporate accountability, business and governance arrangements.

The primary responsibility of the SBNI is to protect children and young people from risk and harm and ensure that effective work to protect children and young people is properly coordinated. The fundamental corporate strategic value associated with this intention is that the SBNI will listen to children and young people, their views, feelings and experiences and place them and these at the heart of what the SBNI does.

The SBNI Policy and Procedure Committee is a statutory committee of the SBNI. Its remit is to enhance the safety and welfare of children and young people by developing and revising child protection and safeguarding policies and procedures to be followed by all safeguarding and child protection professionals. These relate to:

- The action to be taken where there are concerns about a child's safety or welfare, including thresholds for intervention
- Training of persons who work with children or in services directly affecting the safety of children
- Recruitment and supervision of persons who work with children
- Investigations of allegations concerning persons who work with children.

These are applicable to all safeguarding and child protection bodies.

The committee also produces procedural guidance on the sharing of information between organisations working with children and families. This sexually active children guidance falls into this latter category.

This guidance is intended to provide information to safeguarding professionals who are working with young people who are below the age of legal consent and who may be engaged in sexual activity that is off a non-abusive nature.

1.3 Main stakeholders affected (internal and external)

Internal:

- SBNI Independent Chair
- SBNI Member Bodies (21)
- SBNI Independent Persons (5)
- SBNI Partner Agencies
- SBNI Statutory and Non-Statutory Committees
- Those other safeguarding and child protection agencies who sit on the five local SBNI Safeguarding Panels
- Those organisations whose goods and services are commissioned by the SBNI
- SBNI Director of Operations
- SBNI Professional Officers (X2)
- SBNI TIP Implementation Managers (X3) (Temporary Secondments)
- SBNI Online Safety Coordinator (Fixed-Term Temporary Appointment)
- SBNI Business Support Manager (post vacant)
- SBNI Office Manager/Board Secretary
- SBNI Business Support Officer
- SBNI Business Support Officers (X2) (P/T)

External:

- Children and Young People
- Their families and carers
- Wider Public
- Department of Health (as the SBNI sponsor department)
- Public Health Agency (as the SBNI corporate host)
- Business Services Organisation Equality Unit (as the SBNI Equality Partner).

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

Internal:

- SBNI Procedures Manual 2017
- Safeguarding Board Act (Northern Ireland) 2011
- SBNI (Membership, Procedure, Functions and Committee) Regulations (Northern Ireland) 2012
- SBNI Terms of Reference 2012
- SBNI Strategic Plan 2022 – 2026
- SBNI Annual Report 2022-2023
- SBNI Safeguarding Statistics Snapshot 2022-2023
- SBNI Corporate Annual Business Plan 2023-2024
- SBNI Communications Strategy 2021-2024
- SBNI Engagement Strategy 2021-2023
- SBNI Child Safeguarding Learning and Development Strategy and Framework revised June 2020
- SBNI Equality and Disability Action Plan 2023-2028

External:

- UN Convention on the Rights of the Child 1989
- DHSSPS Guidance to the Safeguarding Board for Northern Ireland 2014
- DHSSPS May 2015 - Co-operating to Safeguard Children and Young People in Northern Ireland Policy Document
- Department of Health - Co-operating to Safeguard Children and Young People in Northern Ireland Policy Document August 2017
- NI Executive's Children and Young People's Strategy 2020-2023
- Programme for Government Framework draft Outcomes Framework Consultation 2021
- OFMDFM (2009) – Safeguarding children: a cross-departmental statement on the protection of children and young people
- Northern Ireland Executive: Keeping Children and Young People safe: An Online Safety Strategy for Northern Ireland 2020-2025
- Online Safety – 3Year Action Plan
- Department of Health Protect Life 2: A Strategy for preventing Suicide and Self Harm in Northern Ireland 2019-2024
- Department of Health Anti-Poverty Practice framework for Social Work in Northern Ireland 2019
- Northern Ireland Executive: Child Poverty Strategy 2016
- Department of Health Mental Health Strategy 2021-2031

(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.

- SBNI Statistics Snapshot 2020-2021,2021-2022, 2022-2023
- SBNI Annual Report 2022-2023
- 2021 Census published by the Northern Ireland Statistics and Research Agency
- Northern Ireland Statistical Research Agency Mid-Year Population Estimates for Northern Ireland 11 June 2021 release
- Department of Health Children's Social Care Statistics for Northern Ireland 2020-2021
- Department of Education School Enrolments 2020-2021 statistical bulletins
- NI Young Life and Times Survey 2019 – Religion
- Youth and Wellbeing Prevalence Study (2020) Northern Ireland Fundamental Facts October 2023.pdf (mentalhealth.org.uk)
- https://www.health-ni.gov.uk/publications/tables-health-survey-northern-ireland
- https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2019
- Registrar General Annual Report for NI 2020. Available at https://www.nisra.gov.uk/system/files/statistics/RG%20Annual%20Report%202020%20Accessible.pdf
- https://www.nspcc.org.uk/about-us/news-opinion/2022/online-grooming-crimes-rise/
- NISRA Suicide Statistics 2022 report Suicide statistics 2022 | Northern Ireland Statistics and Research Agency (nisra.gov.uk)
- Office for Statistics Regulation: Systemic Review programme Review of mental health statistics in NI Review of mental health statistics in Northern Ireland (statisticsauthority.gov.uk)
- Mental Health in Northern Ireland Fundamental Facts 2023 report launched | Mental Health Champion Northern Ireland (mentalhealthchampion-ni.org.uk)
- Equality Commission for NI (2022) Shadow Report from the Equality Commission for Northern Ireland to the Advisory Committee for the Framework Convention for the Protection of National Minorities on the Fifth Monitoring Report of the United Kingdom.
- National Suicide Research Foundation: PHA Northern Ireland Registry of Self-harm (NIRSH)
- https://www.equalityni.org/ECNI/media/ECNI/Publications/Delivering%20Equality/AdvisoryCommittee-FCNM-5thMonitoringReportUK.pdf?ext=.pdf20

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?***
Gender and identity	**General population:** 1,903,175 – people in Northern Ireland 967,043 (50.8%) – female 936,132 (49.2%) – male (NB. There are no reliable statistic on the number of transgender people in NI. NI Life and Times(NILT) 2021 survey suggested 0.1% of people in NI are transgender.) **SBNI Statistics**: 2,298 – Children on the Child Protection Register • 1220 Males • 1087 Females 3,281 Children in Care of HSC Trusts (LAC) • 53% Male • 47% Female **Population Statistics:** There is a higher level of disability among adult females (23%) compared to adult males (19%). Girls (4%) are less likely to be disabled than boys (8%). • Male prevalence rates are only higher than female rates amongst the youngest adults (16 to 25): 6% of males compared with 4% of females; • 8% of boys aged 15 and under were found to have a disability, compared with 4% of girls of the same age.
Age	**General Population** (data from the **Census 2021** unless stated): Age profile of the NI population): Age band Population Percentage 0-14 365,200 19.2% (15-64 1,211,500 63.7%) 15-39 594,400 31.2% 40-64 617,100 32.4% (65+ 326,500 17.2%) 65-84 287,100 15.1% 85+ 39,400 2.1% All ages 1,903,200 100%

	Northern Ireland Statistics and Research Agency (NISRA) in its 2007 report indicated that prevalence of disability increases with age: ranging from 5% among young adults to 67% among those who are very old (85+); As the population ages, so does the likelihood of having a disability that limits the day to day activities 'a lot'. Figures from 2011 Census of people who are limited a lot by their disability are as follows within the following categories; Male 0-15 – 3% 16-44 – 5% 45 – 64 – 16% 65 and over – 33% Female 0 – 15 – 2% 16 – 44 – 5% 45 – 64 – 17% 65 and over – 38% Overall there are greater proportions of older people with a disability**.** **SBNI Statistics:** 438,384 – children under 18 years old (23% of total NI population) • Children 0-4 years 124,400 - 6.87% of the total population • 5 to 9 years – 111,300 - 6.15% • 10 to 14 years - 119,000 – 6.57% • Young people 15 to 19 years- 126,200 – 6.97% 24,289 – Children known to Social Services as a Child in Need 3,281 Children in Care of HSC Trusts (LAC) 2,298 – Children on the Child Protection Register 342,700 – pupils in schools 173,856 – pupils in primary schools 145,085 – pupils in post-primary schools 23,759 – pupils in funded pre-school education
Religion	Current Religion • 'no religion' (17.4%) • 'religion not stated' (1.6%) • Catholic (42.3%) • Presbyterian Church in Ireland (16.6%) • Church of Ireland (11.5%) • Methodist (2.4%) • Other Christian denominations (6.9%) • Other non-Christian Religions (1.3%). Religion/religion of upbringing (Number - Percentage) Catholic 869,800 45.7% Current religion 805,200 42.3% Religion of upbringing 64,600 3.4% Protestant and other Christian (including Christian related) 827,500 43.5% Current religion 711,000 37.4%

	Religion of upbringing 116,600 6.1% Other religions 28,500 1.5% Current religion 25,500 1.3% Religion of upbringing 3,000 0.2% None 177,400 9.3% All usual residents 1,903,200 100.0% The NI Young Life and Times Survey 2020-2021, for those who responded to belonging to a religion, gave the following percentages: Church of Ireland (Anglican) 7% Catholic 60% Presbyterian 19% Methodist 2% Baptist 2% Free Presbyterian 2% Brethren 1% Muslim 2% Other 6%
Political Opinion	National identity (nationality based) (Number – Percentage) • British 814,600 42.8% • Irish 634,000 33.3% • Northern Irish 598,800 31.5% • English 16,800 0.9% • Scottish 10,200 0.5% • Welsh 2,000 0.1% • Other national identities 113,400 6.0% National identity (person based) (Number – Percentage) • British only 606,300 31.9% • Irish only 554,400 29.1% • Northern Irish only 376,400 19.8% • British & Northern Irish only 151,300 8.0% • Irish & Northern Irish only 33,600 1.8% • British, Irish & Northern Irish only 28,100 1.5% • British & Irish only 11,800 0.6% • English only/Scottish only/Welsh only 16,200 0.9% • Other combination of British/Irish/Northern Irish/English/Scottish/Welsh only 11,700 0.6% • Other national identities 113,400 6.0% • Polish only 23,900 1.3% • Lithuanian only 11,900 0.6% • Romanian only 7,100 0.4% • Portuguese only 6,900 0.4% • Bulgarian only 4,300 0.2% • Indian only 4,100 0.2% • Other national identity with one or more of British/Irish/Northern Irish/English/Scottish/Welsh only 12,700 0.7% • Other national identities 42,600 2.2%

	• All usual residents 1,903,200 100.0%
Marital Status	**Northern Ireland Life and Times (2018)** • Single (never married) 32% • 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 6% • Widowed 7% Please note: Census 2021 data relating to marital status has not yet been released (as of the date of this screening) Data from the **2011 Census** informs us that: • Married 47.56% • Single never married 36.14% • Separated 3.98% • Divorced 5.45% • Same Sex Civil Partnership 0.09% • Widowed or Surviving partner from SSCP 6.78 % NB: the SBNI considers these as relevant for children and young people as they relate to aspects of identity, adversity, masculinity and understanding of social norms.
Dependent Status	**Census 2021** 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% Information from Carers NI suggests that: • 1 in every 8 adults is a carer • 2% of 0-17 year olds are carers, based on the 2011 Census • There are approximately 220,000 carers in Northern Ireland • Any one of us has a 6.6% chance of becoming a carer in any year • One quarter of all carers provide over 50 hours of care per week • People providing high levels of care are twice as likely to be permanently sick or disabled than the average person • 64% of carers are women; 36% are men.

	Carers NI (State of Caring 2022 report) There are over 290,000 people providing some form of unpaid care for a sick or disabled family member or friend in Northern Ireland – around 1 in 5 adults. (Carers UK (2022). Carers Week research report 2022.) Of those participating in the survey… • 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. It may be concluded that a considerable share of people with a disability are carers themselves. **Young Carers** As many as 1 in 5 C&YP are carers in the UK (Barnardos report). This role can be positive but can also impact on their mental health, increasing isolation, they may experience stigma and the link between disability and poverty will also impact. School attendance may be impacted and this may result in fewer choices regarding further education, careers etc. 1in 3 young carers say that caring makes them feel stressed. All these factors if not mitigated against can impact their wellbeing negatively.
Disability	One in 8 children in NI have a probable mental health illness. People in the most deprived areas (30%) are more likely to have a probable mental illness compared those in least deprived areas (20%) and poverty particularly child poverty is a key contributor...one in four (24%) children in NI live in poverty. The link between poor mental health outcomes and Adverse Childhood Experiences (ACEs) is reflected in international research and emerging local research. “47.5% of young people aged 11-19 years experienced at least one ACE”. Mental Health in NI Fundamental report (2023) states: • 45.2% of 16-year olds had a probable mental illness • Wellbeing measured by KIDSCREEN-10 among 11-year olds has declined and in 2022/2023 was at its lowest level The 2021 NI Census data provides information on the number of people who reported having an emotional or mental health condition expected to last 12 months or more: • 1.39% (5,404) of 0-15-year-olds. • 9.74% (55,629) of 16-39-year-olds.

	NB: The Office for Statistics Regulation state “the scarcity of robust mental health data in Northern Ireland has led to significant data gaps**.** Users told us that Section 75 indicators are very poorly collected in health data; therefore, it is really difficult to identify the prevalence of poor mental health in sub population groups, e.g. BAME and LGBT+ groups, older adults, homeless people, refugees and asylum seekers.” The Northern Ireland Commissioner for Children and Young People (NICCY) concluded in the 2018 ‘Still Waiting report’ that there were ‘alarming gaps’ in operational data to efficiently plan, commission and deliver mental health services for children and young people in Northern Ireland.

<table>
<tr>
<td>Disability ctd</td>
<td>
Census 2021

Out of all usual residents (n=1,903,179), the Percentage of usual residents whose day-to-day activities are:
Limited a lot – 11.45%
Limited a little – 12.88%
Not limited – 75.67%
('Day-to-day activities limited' covers any health problem or disability (including problems related to old age) which has lasted or is expected to last for at least 12 months.)

The breakdown of the various long-term conditions as outlined in the 2021 Census is:

<table>
<tr><th>Type of long-term condition</th><th>Percentage of population with condition %</th></tr>
<tr><td>Deafness or partial hearing loss</td><td>5.75</td></tr>
<tr><td>Blindness or partial sight loss</td><td>1.78</td></tr>
<tr><td>Mobility of Dexterity Difficulty that requires wheelchair use</td><td>1.48</td></tr>
<tr><td>Mobility of Dexterity Difficulty that limits basic physical activities</td><td>10.91</td></tr>
<tr><td>Intellectual or learning disability</td><td>0.89</td></tr>
<tr><td>Learning difficulty</td><td>3.5</td></tr>
<tr><td>Autism or Asperger syndrome</td><td>1.86</td></tr>
<tr><td>An emotional, psychological or mental health condition</td><td>8.68</td></tr>
<tr><td>Frequent periods of confusion or memory loss</td><td>1.99</td></tr>
<tr><td>Long – term pain or discomfort.</td><td>11.58</td></tr>
<tr><td>Shortness of breath or difficulty breathing</td><td>10.29</td></tr>
<tr><td>Other condition</td><td>8.81</td></tr>
</table>
Information on rare diseases provided by NI Rare Diseases Partnership www.nirdp.org.uk suggests 1 in 17 people is likely to be affected by a rare disease at some point in their lives; that is around 110,000 people in Northern Ireland. A disease is “rare” if it affects fewer than 1 people per 2,000.

Research using data from 2011 (Getting and staying in work - LLTI 2001 - Research Report (nisra.gov.uk)) suggests that

The disability employment gap in 2011 was 52.3 percentage points (pps) – the difference in employment rate between those with (31.4%) and without

</td>
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<tr>
<td>Ethnicity</td>
<td>
Equality

In the general population the 2021 Census indicated that 3.4% (65,600) of the us population belonged to minority ethnic groups.

Ethnic Group

Ethnic Group Number Percentage
White 1,837,600 96.6%
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Minority Ethnic Group 65,600 3.4%
Black 11,000 0.6%
Indian 9,900 0.5%
Chinese 9,500 0.5%
Filipino 4,500 0.2%
Irish Traveller 2,600 0.1%
Arab 1,800 0.1%
Pakistani 1,600 0.1%
Roma 1,500 0.1%
Mixed Ethnicities 14,400 0.8%
Other Asian 5,200 0.3%
Other Ethnicities 3,600 0.2%
All usual residents 1,903,200 100.0%

Country of birth

Country of birth Number Percentage
Northern Ireland 1,646,300 86.5%
Great Britain 92,300 4.8%
England 72,900 3.8%
Scotland 16,500 0.9%
Wales 2,800 0.2%
Republic of Ireland 40,400 2.1%
Outside United Kingdom and Ireland 124,300 6.5%
Europe (other EU countries) 67,500 3.5%
Europe (other non-EU countries) 3,700 0.2%
Other Countries in the World 53,100 2.8%
All usual residents 1,903,200 100.0%

Main language of usual residents aged 3 and over

Main language Number Percentage
English 1,751,500 95.4%
Main language not English 85,100 4.6%
Polish 20,100 1.1%
Lithuanian 9,000 0.5%
Irish 6,000 0.3%
Romanian 5,600 0.3%
Portuguese 5,000 0.3%
Arabic 3,600 0.2%
Bulgarian 3,600 0.2%
Other languages 32,200 1.8%
All usual residents aged 3 and over 1,836,600 100.0%

Figures from the 2011 Census provide the prevalence of disability am
following ethnic groups

Percentage of those whose disability limits their day to day activities a lot
All – 12%
Irish Traveller – 20%

	White other – 12% Chinese – 3% Indian – 3% Pakistani – 6% Bangladeshi – 4% Other Asian – 2% Considering the 2011 Census figures for the ethnic composition of the General P alongside those of People whose disability limits their day to day activities a lot, it with the exception of Irish Travellers, black and minority ethnic people are underr amongst those with a disability when compared with their share amongst the gen **White –** 98.21% (1, 778, 449) – 99.40% **Chinese** – 0.35% (6, 338) – 0.10% **Irish Traveller** – 0.07% (1, 268) – 0.12% **Indian –** 0.34% (6, 157) – 0.08% **Pakistani –** 0.06% (1, 087) – 0.03% **Bangladeshi** – 0.03% (543) – 0.01% **Other Asian** – 0.28% (5, 070) – 0.03% **Black Caribbean** – 0.02% (362) – 0.01% **Black African** – 0.13% (2354) – 0.03% **Black Other** – 0.05% (905) – 0.02% **Mixed** – 0.33% (5976) – 0.10% **Other** – 0.13% (2354) – 0.08% The five most popularly requested languages in HSC settings (as reported by the HSC Translation Service) 1st July – 30th September 2021 were: 1. Polish (4515 requests); 2. Arabic (3518 requests); 3. Lithuanian (2382 requests); 4. Romanian (2316 requests) and 5. Bulgarian (1516 requests) Department of Education School Enrolments 2019-2020 statistical bulletins: Schools are increasingly becoming more ethnically diverse. There are more than 17,500 pupils in schools in Northern Ireland recorded as “non-white”, and this represents 5.0% of the school population. A newcomer pupil is one who has enrolled in a school but who does not have the satisfactory language skills to participate fully in the school curriculum. In 2019/20, there were nearly 17,400 newcomer pupils accounting for 5.0% of the school population. This has risen by nearly 5,500 pupils from five years prior. The growth in diversity in the school system may be explained by increased levels of migration among school age children over the last number of years. The top languages spoken by newcomers are: Polish, Lithuanian and Portuguese
Sexual Orientation	[Please note: Census 2021 data relating to sexual orientation has not yet been released (as of the date of this screening)]

	There are no accurate statistics on sexual orientation in the population as a whole, it is however estimated that between 5% and 10% of the population would identify as lesbian, gay or bisexual. Between 2005 and 2017, there were 1202 recorded Civil Partnerships regionally. However, this is not indicative of the LGB population A report published by the Rainbow Project (O'Hara, 2013), based on research conducted with more than 500 individuals reported common experiences of invisibility, homophobia/transphobia, and a range of violence from threats to physical violence, whether direct or indirect. As a result of their actual or perceived sexual orientation and/or gender identity: - 65.8% had been verbally assaulted at least once; - 43.3% had been threatened with physical violence at least once; - 33% had been threatened to be 'outed' at least once; - 34.7% had experienced discrimination in accessing goods, facilities or services at least once. **ONS Sexual Orientation 2019 (released May 2021)** • An estimated 2.7% of the UK population aged 16 years and over identified as lesbian, gay or bisexual (LGB) in 2019, an increase from 2.2% in 2018. • Younger people (aged 16 to 24 years) were most likely to identify as LGB in 2019 (6.6% of all 16 to 24 year olds, an increase from 4.4% in 2018); older people (aged 65 years and over) also showed an increase in those identifying as LGB, from 0.7% to 1.0% of this age category.

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.

Target Audience

The target audience for the SBNI Mental Health Learning and Development Framework regarding the Needs of Children and Young People (the framework) is: SBNI member agencies, any agencies providing services to a member agency under contractual/service level agreement and is applicable and relevant to all organisations and workforces (paid or voluntary) who come into contact with children and young people, and their families. It also includes those who work with adults who are parents or have contact with children and young people through the course of their work and/or service users who have contact with children. Safeguarding and protecting children and young people is the responsibility of every individual in Northern Ireland across all disciplines and sectors. The framework aims to contribute to the improvement in recognition and support for children, young people and their families affected by reduced psychological and emotional wellbeing.

Consequently, it is the responsibility of individual SBNI member agencies and other relevant agencies to operationalise this framework in respect of their own members of staff and volunteers, where relevant. The SBNI does not have operational/oversight control of any of the particular possible equality impacts the application and management of this framework, in respect of those members of staff, may have on those members of staff. As a result, it is not possible to identify any specific needs and experiences (and subsequent mitigations) particular to the SBNI in respect of the screening of this framework.

However, it is apposite for this screening to highlight and focus on those general equality impact issues that are evidence-based and that SBNI member agencies and other relevant agencies will need to take cognisance of when they apply the framework in their operational contexts. It is expected that all relevant agencies, dependent on the context of their work, engagement with service users and the nature of service delivery will consider the generalities of the particular needs and experiences below in respect of the impacts on the different categories and adjust, change and mitigate where appropriate.

Category	*Needs and Experiences*
Gender	There is no evidence of a differential impact on the grounds of gender.
Age	There is no evidence of a differential impact on the grounds of age.
Religion	There is no evidence of a differential impact on the grounds of religion.
Political Opinion	There is no evidence of a differential impact on the grounds of political opinion.
Marital Status	There is no evidence of a differential impact on the grounds of marital status.
Dependent Status	There is no evidence of a differential impact on the grounds of dependent status
Disability	The L&D framework will be fully accessible when hosted on the SBNI website e.g. in a format that supports browse aloud.
Ethnicity	Consideration will be to given requests for making the guidance available in alternative formats as issues relating to children and young people, their parents and carers whose first language in not English. When the framework is hosted on the SBNI website translation into languages other than English is facilitated by the 'Reachdeck' button.
Sexual Orientation	There is no evidence of a differential impact 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.

Evidence would suggest that the intersectionality of these factors may impact negatively on the mental health of C&YP due to societal response, potential increased isolation and discrimination. Multiples of adversities in childhood are linked to impact negatively upon the mental health of C&YP, which if not mitigated against can impact across their life course. (Bellis 2016; Anda & Felitti 1998). The learning and development framework guides organisations to consider these issues when delivering workforce development programmes at every level.

2.5 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?***
Awareness of the impact adversities- in all forms individual,economic and societal- need to be included in the MH L&D framework, as they potentially impact upon C&YP's wellbeing. The wellbeing of workforces must aslo be concsdered- their own adverisities and the potentila impact of sceondary and vicarious trauma through their service delivery.	Through regular review of the framework, ensure our understanding of the impact of adversities is updated in line with research and statistical data.

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)

Group	***Impact***	***Suggestions***
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	

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

Please tick:

Yes	
No	✓

Please give reasons for your decisions.

It is not felt that an EQIA will illustrate any further equality issues with the policy.

(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?***
	Not applicable

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?***
Not applicable	Not applicable

(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	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
1st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property	No
1st 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*

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
N/A			

** 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.

N/A

(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
Evaluation of the framework by member agencies Number of member agencies completing evaluations of the framework Number of member agencies evaluating the framework as 'good' or 'very good'.	Evaluation of the framework by member agencies Number of member agencies completing evaluations of the framework Number of member agencies evaluating the framework as 'good' or 'very good'.	Evaluation of the framework by member agencies Number of member agencies completing evaluations of the framework Number of member agencies evaluating the framework as 'good' or 'very good'.

Approved Lead Officer: Sheina Rigg

Position: SBNI Professional Officer

Date: 09 February 2024

Policy/Decision Screened by:

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 June 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 Business Services Organisation's Equality Unit: Equality.Unit@hscni.net;

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