

Equality, Good Relations and Human Rights Screening Template

*****Completed Screening Templates are public documents and will be posted on the Trust's website*****

See 'Equality, Good Relations and Human Rights Guidance Notes' (on Intranet) for further background information on the relevant legislation and for help in answering the questions on this template.

(1) Information about the Policy/Proposal

(1.1) Name of the policy/proposal

Disability Equality Policy - Regional Employment Policy

(1.2) Is this a new, existing or revised policy/proposal?

Revised Policy

(1.3) What is it trying to achieve (intended aims/outcomes)?

The purpose of this policy is:

- To set out the approach of HSC organisations in their aim to embrace a 'social model of disability' in line with the legislative framework including their duties to promote positive attitudes towards people with disabilities and to encourage their participation in employment.
- To set out what HSC organisations will do to ensure that disabled staff and job applicants do not experience barriers to employment in HSC.
- To promote a supportive working environment for people with disabilities and for those staff who provide assistance to employees with disabilities.
- To ensure that existing employees who become disabled are retained and supported in their current role, wherever possible, or in alternative suitable employment if available and provide retraining where necessary.

- To develop and extend work placement programmes and volunteering opportunities to make sure that people with disabilities can gain real work experience within the HSC to improve their likelihood of securing future employment.

(1.4) Are there any Section 75 categories which might be expected to benefit from the intended policy/proposal?

Persons with a disability primarily

(1.5) Who owns and who implements the policy/proposal - where does it originate, for example DoH, HSCB, the Trust?

HSC organisations – Regional Policy

(1.6) Are there any factors that could contribute to/detract from the intended aim/outcome of the policy/proposal/decision? (Financial, legislative or other constraints?)

Commitment of Management, Trade Unions and Employees will be instrumental in realising the stated purpose of this policy set out in 1.3.

(1.7) Who are the internal and external stakeholders (actual or potential) that the policy/proposal/decision could impact upon? (staff, service users, other public sector organisations, trade unions, professional bodies, independent sector, voluntary and community groups etc)

Internal: HSC Managers and staff, Trade Unions and Business Services Organisation.

External: Persons with disabilities – both existing and future applicants/ employees, collaboration with external organisations within the Disability Sector, Educational Sector, statutory agencies e.g. Equality Commission for NI.

NB: This list is not intended to be exhaustive.

(1.8) Other policies with a bearing on this policy/proposal (for example regional policies) - what are they and who owns them?

- HSC Equal Opportunity Policies
- HSC Recruitment and Selection Framework
- HSC Redeployment and Retention Policies
- HSC Work Life Balance Policies
- HSC Time Off/Special Leave Policies
- HSC Volunteering Policies
- Disability Tool Kit for Managers and Employees which includes Reasonable Adjustment Guidelines for Managers to ensure the timely consideration and provision of reasonable adjustments in the workplace for persons with a disability
- HSC Placement Schemes, Participation in Job Shadow Day, together with Positive Action initiatives aimed at promoting experiential and employment opportunities for persons with a disability within the HSC
- Convention of the Rights of Persons with Disabilities

(2) Available evidence

2.1 HSC Staff Affected by this Policy/Proposal

**Existing staff and future employees i.e. those with a disability and those who may acquire a disability throughout their working life, as well as those seeking placement/training, are likely to be affected by this policy. HSC organisations recognise that many staff choose not to disclose their disability thus the prevalence of disability is likely to be under-reported.*

Section 75 Group	Make up of Staff Affected	Percentage
Gender	Female Male	*See note above and also table 2.2 for details of staff who have self-declared they have a disability in accordance with the DDA 1995
Religion	Protestant Roman Catholic Not Known/Other	
Political Opinion	Broadly Unionist Broadly Nationalist Other Do Not Wish To Answer/Not Known	
Age	16-24 25-34 35-44 45-54 55-64 65+	
Marital Status	Single Married/Civil Partnership Other/Not Known	
Caring Responsibility	Caring for a Child/Children/Dependant Older Person/Person(s) With a Disability None Not Known	
Disability	Yes No Not Known	2.2 64.0 33.8
Ethnicity	Bangladeshi Black African Black Caribbean Black Other Chinese Filipino Indian Irish Traveller Mixed Ethnic Pakistani White Not Known	
Sexual Orientation towards:	Opposite Sex Same Sex Same and Opposite Sex Do Not Wish To Answer/Not Known	

2.2 Composition of HSC Workforce – table includes aggregated data for all 6 HSC Organisations (includes NI Ambulance Service and Business Services Organisation).

Section 75 Group	HSC Workforce Profile 2018	Percentage
Gender	Female	79.9
	Male	20.1
Religion	Protestant	40.4
	Roman Catholic	46.4
	Neither	13.2
Political Opinion	Broadly Unionist	9.0
	Broadly Nationalist	7.6
	Other	8.4
	Do Not Wish To Answer/Not Known	75.0
Age	16-24	4.1
	25-34	23.3
	35-44	24.8
	45-54	27.2
	55-64	18.0
	65+	2.6
Marital Status	Single	30.2
	Married	59.7
	Not Known	10.1
Dependent Status	Caring for a Child/Children / Dependant	
	Older Person / Person With a Disability	24.4
	None	20.0
	Not Known	55.6
Disability	Yes	2.2
	No	64.0
	Not Known	33.8
Ethnicity	Bangladeshi	0.01
	Black African	0.11
	Black Caribbean	0.01
	Black Other	0.02
	Chinese	0.14
	Filipino	0.53
	Indian	0.86
	Irish Traveller	0.02
	Mixed Ethnic	0.14
	Pakistani	0.12
	Other	0.14
	White	70.18
	Not Known	27.72
Sexual Orientation towards:	Opposite Sex	44.9
	Same Sex	1.0
	Same and Opposite Sex	0.1
	Do Not Wish To Answer/Not Known	54.0

2.3 Patients / Clients Affected

(complete as far as possible with information available to you)

Section 75 Group	Make up of Patients/Clients Affected	Percentage
Gender	Female Male	N/A
Religion	Protestant Roman Catholic Other	N/A
Political Opinion	Broadly Unionist Broadly Nationalist Other Do Not Wish To Answer/Not Known	N/A
Age	0-15 16-24 25-44 45-64 65-84 85+	N/A
Marital Status	Single Married/Civil Partnership Other/Not Known	N/A
Caring Responsibility	Caring for a Child/Children/Dependant Older Person/Person(s) With a Disability None Not Known	N/A
Disability	Yes No Not Known	N/A
Ethnicity	Bangladeshi Black African Black Caribbean Black Other Chinese Filipino Indian Irish Traveller Mixed Ethnic Pakistani White Not Known	N/A
Sexual Orientation towards:	Opposite Sex Same Sex Same and Opposite Sex Do Not Wish To Answer/Not Known	N/A

2.4 NI Population Profile – Census 2011

Section 75 Group	NI Population Profile (Pop. 1810863)	Percentage
Gender	Female	51.0
	Male	49.0
Religion	Protestant	48.4
	Roman Catholic	45.1
	Other	6.5
Political Opinion	Not collected	
Age	0-15	20.9
	16-24	12.6
	25-44	27.5
	45-64	24.4
	65-84	12.8
	85+	1.7
Marital Status (aged 16+)	Single	36.1
	Married	47.7
	Other	16.2
Dependent Status	Caring for a Child/Children/Dependant Older Person/Person(s) With a Disability	11.82% of usually resident population provide unpaid care
Disability	Yes	20.69
	No	79.31
Ethnicity	Asian Other	0.28
	Bangladeshi	0.03
	Black African	0.13
	Black Caribbean	0.02
	Black Other	0.05
	Chinese	0.35
	Indian	0.34
	Irish Traveller	0.07
	Mixed Ethnic Group	0.33
	Other	0.13
	Pakistani	0.06
	White	98.21
Sexual Orientation	Estimated 6-10% of persons identify as lesbian, gay, bisexual – <i>Source: 2012 report by Disability Action & Rainbow Project</i>	

(3) Needs, experiences and priorities

(3.1) Taking into account the information above what are the different needs, experiences and priorities of each of the Section 75 categories and for both service users and staff. ***(NB: Use relevant statistical and qualitative data to complete the table below)***

Section 75 Category	Details of Needs, Experiences and Priorities	
	Staff	Service Users
Gender		
Age		
Religion		
Political Opinion		
Marital Status		
Dependent Status		
Disability	This policy aims to increase the participation of disabled persons in HSC organisations e.g. via job placement opportunities, employment and learning. In so doing the HSC will adhere to their statutory obligations set down in the DDA – which includes ensuring that arrangements made for determining the participation of disabled people are accessible e.g. use of accessible formats, provision of sign language interpreters, provision of accessible venues, etc. to ensure that buildings/premises are made as accessible as possible to enable employees with disabilities to gain access. According to table 2.2 - 2.2% of HSC staff have declared they have a disability. Of note the Northern Ireland 2011 Census, undertaken by NI Statistics and Research Agency (NISRA), reported that of a Northern Ireland population of 1,810,863; 20.6% (374,646) reported that	

Section 75 Category	Details of Needs, Experiences and Priorities	
	Staff	Service Users
	their day-to-day activities were limited because of a long-standing health problem or disability. The projected number of people with disabilities based on NISRA population projections and NI Survey of people with Activity Limitations and Disabilities (NISALD) prevalence of disability estimates will increase by approximately 30% from 337,000 in 2011 to 437,000 in 2031. This policy is intended to have a positive impact on the lives of disabled persons.	
Ethnicity		
Sexual Orientation		

(3.2) Provide details of how you have involved stakeholders, views of colleagues, service users and staff etc when screening this policy/proposal.

The policy has been developed in collaboration with the Disability Sector and with input from Management, Staff and Trade Unions. The policy screening has been reviewed at the Regional Employment Equality Network and endorsed by same.

(4) Screening Questions

You now have to assess whether the impact of the policy/proposal is major, minor or none. You will need to make an informed judgement based on the information you have gathered.

(4.1) What is the likely impact of equality of opportunity for those affected by this policy/proposal, for each of the Section 75 equality categories?

Section 75 category	Details of policy/proposal impact		Level of impact? Minor/major/none
	Staff	Service Users	
Gender			None
Age			None
Religion			None
Political Opinion			None
Marital Status			None
Dependent Status			None
Disability	Positive impact		Positive impact for staff with a disability and for staff who may acquire a disability during the course of their working life. Positive impact on colleagues who work alongside staff with a disability as they will have a growing understanding of the needs of individuals with a disability and HSC policy and supporting guidelines e.g. Disability Tool Kit etc. aimed at promoting positive attitudes toward persons with a disability as well as an inclusive workplace for everyone.
Ethnicity			None
Sexual Orientation			None

(4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?	
Section 75 category	<i>Please provide details</i>
Gender	
Age	
Religion	
Political Opinion	
Marital Status	
Dependent Status	
Disability	This policy is aimed at promoting social inclusion and integration whilst promoting positive attitudes towards individuals with a disability. (See also 1.3 above)
Ethnicity	
Sexual Orientation	

(4.3) To what extent is the policy/proposal likely to impact on good relations between people of different religious belief, political opinion or racial group? minor/major/none		
<i>Good relations category</i>	<i>Details of policy/proposal impact</i>	<i>Level of impact Minor/major/none</i>
Religious belief		This policy will have a positive impact as it furthers the HSC's Equality and Disability Duties and associated Action Plans.
Political opinion		As above
Racial group		As above

(4.4) Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?	
<i>Good relations category</i>	<i>Please provide details</i>
Religious belief	
Political opinion	
Racial group	

(5) Consideration of Disability Duties

(5.1) How does the policy/proposal encourage disabled people to participate in public life and promote positive attitudes towards disabled people?

The policy furthers a number of actions in HSC's Equality and Disability Action Plans aimed at promoting the inclusion and integration of persons with a disability. Further, it aims to promote positive attitudes towards persons with a disability and a supportive work environment where everyone is encouraged to make a positive contribution.

(6) Consideration of Human Rights

The Trust has a duty to act compatibly and must take Human Rights considerations into account in its day-to-day functions/activities.

(6.1) How does the policy/proposal impact on Human Rights?
Complete for each of the articles

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

Please note: If you have identified potential negative impact in relation to any of the Articles in the table above, speak to your line manager and/or Equality Unit. It may also be necessary to seek legal advice.

(6.2) Please outline any actions you will take to promote awareness of human rights and evidence that human rights have been taken into consideration in decision making processes.

Ongoing disability awareness training e.g. completion of mandatory Making a Difference eLearning modules and reading of Equality, Good Relations and Human Rights – A Training Manual for Staff.

Active consideration of human rights values and principles as an integral part of policy development, implementation and decision making processes.

(7) Screening Decision

(7.1) Given the answers in Section 4 of this template, how would you categorise the impacts of this decision or policy/proposal? *(Please tick one option below and list your reasons for the decision in 7.2 below)*

Major impact		EQIA Required? <i>(Delete as appropriate)</i>	
		Yes	No

Minor impact		Mitigation Required	Alternative Policy Required
		Yes/No	Yes/No

No impact	x	Screened Out
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(7.2) Please give reasons for your decision and detail any mitigation or alternative policies considered.

This policy is intended to have a positive impact on the lives of persons with a disability. The policy aims to improve the likelihood of persons with a disability securing future employment within the HSC or elsewhere. It aims to promote social inclusion and integration via e.g. outreach and positive action measures aimed at increasing the participation of disabled persons in the workplace by promoting opportunities such as work placement programmes, volunteering, Job Shadowing, Positive Action initiatives (such as Employability Schemes) thereby providing both experiential learning opportunities as well as substantial employment within the HSC or elsewhere. The policy embraces a 'social model of disability' in line with the legislative framework including the *disability duties* to promote positive attitudes towards people with disabilities and to encourage their participation in employment.

The policy sets out what HSC organisations will do to ensure that disabled staff and job applicants do not experience barriers to gainful employment within the HSC. It aims to promote a supportive working environment for people with disabilities and for those staff who provide assistance to employees with disabilities. It also seeks to ensure that existing employees who become disabled are retained and supported in their current role, wherever possible, or in alternative suitable employment if available and provide retraining where necessary.

(7.3) Do you consider the policy/proposal needs to be subjected to ongoing screening? NB: for strategies/policies that are to be put in place through a series of stages – screen at various stages during implementation.

Yes	
No	See monitoring 8.1 below

(8) Monitoring

(8.1) Please detail how you will monitor the effect of the policy/proposal for equality of opportunity and good relations, disability duties and human rights?

Production of Equality Monitoring Reports which will map the participation of persons with a disability in the workplace. Via Section 75 Annual Progress Reports to the Equality Commission for NI.

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Date:	February 2019
Policy/proposal screened by:	Regional Employment Equality Network

**This completed screening template will be uploaded to the local
HSC Trusts, NIAS and BSO websites**