

## 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/Sharepoint) 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

Equality, Diversity and Inclusion Policy (Regional Policy)

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

Revised January 2019 (Replacing HSC Equal Opportunity Policies)

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

HSC organisations are committed to the promotion of equality and to creating and sustaining an environment that values and celebrates the diversity of its staff and service users. The HSC aims to be representative of the community it serves and for each employee to feel respected and able to give of their best.

HSC organisations are also committed to the provision of equality for all staff regardless of gender, including gender identity and expression, religious belief, political opinion, marital/civil partnership or family status, race, age, sexual orientation, disability and whether or not they have dependants. Selection for employment and advancement will be on the basis of ability, qualifications and aptitude for the work.

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

All nine Section 75 equality groups and in particular marginalised groups where their under-representation is evident in the workplace e.g. persons with a disability, BME communities, young persons in transition from care, long term unemployed, those with dependants and those without who require consideration to be given to flexible patterns of working to enable them to reconcile their work life balance responsibilities etc. and to continue working in the organisation.

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

HSC Organisations

(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?)

Factors such as significant organisational change i.e. transformation programme and the on-going challenging financial climate impacts on the intended outcomes of the policy. The effects of wholesale on-going organisational change and financial constraints have the overall effect of reducing the organisation's ability to influence the composition of its workforce due to the need to preserve jobs. The use of vacancy controls, use of internal trawls and low labour turnover, together with the need to redeploy staff affects the organisation's ability to progress toward goals set as a consequence of affirmative action measures to address under-representation in the workforce. Further, the availability of suitably qualified staff and skills shortages can detract from the overall aim of this policy.

(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)

Management, existing employees, job applicants, contract workers, agency workers, trainees/students on placement, volunteers, former employees, trade unions, Board members and statutory bodies such as Equality Commission for NI, Human Rights Commission, voluntary and community sector.

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

HSC Workforce Strategy 2026

Equality Scheme

Conflict, Bullying and Harassment Policy

Harmonious Working Environment Statement / Guidelines

Grievance Procedure

Disciplinary Procedure

HSC Work Life Balance Policy

HSC Recruitment and Selection Framework

HSC Time Off/Special Leave Policy

HSC Volunteering Policy

HSC 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

Placement Scheme, 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

This list is not intended to be exhaustive.

## **(2) Available evidence**

Evidence to help inform the screening process may take many forms. What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? *NB: Specify the details for each of the Section 75 categories for any staff affected, the Trust Workforce, any patients/clients affected and the Trust general population in the following tables **if appropriate**.*

### **2.1 HSC Staff Affected by this Policy/Proposal – see table 2.2**

| <b>Section 75 Group</b>            | <b>Make up of Staff Affected</b>                                                                                                                                      | <b>Percentage</b> |
|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| <b>Gender</b>                      | Female<br>Male                                                                                                                                                        |                   |
| <b>Religion</b>                    | Protestant<br>Roman Catholic<br>Not Known/Other                                                                                                                       |                   |
| <b>Political Opinion</b>           | Broadly Unionist<br>Broadly Nationalist<br>Other<br>Do Not Wish To Answer/Not Known                                                                                   |                   |
| <b>Age</b>                         | 16-24<br>25-34<br>35-44<br>45-54<br>55-64<br>65+                                                                                                                      |                   |
| <b>Marital Status</b>              | Single<br>Married/Civil Partnership<br>Other/Not Known                                                                                                                |                   |
| <b>Caring Responsibility</b>       | Caring for a Child/Children/Dependant Older Person/Person(s) With a Disability<br>None<br>Not Known                                                                   |                   |
| <b>Disability</b>                  | Yes<br>No<br>Not Known                                                                                                                                                |                   |
| <b>Ethnicity</b>                   | Bangladeshi<br>Black African<br>Black Caribbean<br>Black Other<br>Chinese<br>Filipino<br>Indian<br>Irish Traveller<br>Mixed Ethnic<br>Pakistani<br>White<br>Not Known |                   |
| <b>Sexual Orientation towards:</b> | Opposite Sex<br>Same Sex<br>Same and Opposite Sex<br>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).

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

## 2.3 Patients / Clients Affected

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

## 2.4 NI Population Profile – Census 2011

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

| <b>Section 75 Category</b> | <b>Details of Needs, Experiences and Priorities</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                      |
|----------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|
|                            | <b>Staff</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <b>Service Users</b> |
| <b>Gender</b>              | HSC organisations have in place a range of work life balance provisions to complement this policy. These provisions are available to all staff as well as job applicants to enable them to reconcile their individual needs and circumstances, thus enabling them to continue working in the organisation and to facilitate individual career progression.                                                                                                                                                                                 |                      |
| <b>Age</b>                 | In furtherance of their equality duties HSC organisations have introduced various arrangements to promote meaningful placement opportunities as well as positive action measures aimed at providing both experiential and substantive employment opportunities with HSC organisations and elsewhere. Examples include young persons in transition from care project, job shadowing and initiatives to tackle the long term unemployed e.g. Workable NI. As at 2018 the figure for youth unemployment fell to 8.4% compared to 20% in 2013. |                      |
| <b>Religion</b>            | Where equal opportunity monitoring indicates the need for affirmative action (at both local and regional level) HSC organisations will continue to highlight emergent trends via their annual monitoring returns and tri-annual reviews and where necessary and appropriate will take affirmative action to ensure the fair participation of both main communities in the workplace.                                                                                                                                                       |                      |
| <b>Political Opinion</b>   | As above given the correlation between religion and political opinion.                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                      |

| <b>Section 75 Category</b> | <b>Details of Needs, Experiences and Priorities</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                      |
|----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|
|                            | <b>Staff</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <b>Service Users</b> |
| <b>Marital Status</b>      | See correlation with gender and dependants.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                      |
| <b>Dependent Status</b>    | See correlation with gender i.e. needs and experience defined in relation to work life balance commitments.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                      |
| <b>Disability</b>          | The prevalence of disability is generally under reported. That said HSC organisations have developed a range of resources to support both managers and staff in dealing effectively and sensitively with disability matters in the workplace. These resources seek to increase management's and staff's understanding of the DDA and in particular the duty to put in place timely reasonable adjustments. HSC organisations via their Regional and local Equality & Disability Action Plans are actively seeking to encourage the participation of persons with a disability in public life and to promote positive attitudes toward disabled persons. HSC organisations have a range of schemes designed to encourage the participation of disabled persons in the workplace - examples include placement schemes, job shadow days, mentoring and positive action measures leading to gainful employment. HSC organisations have made Equality, Good Relations and Human Rights : Making a Difference training a mandatory requirement for all staff – which incorporates disability equality training. |                      |
| <b>Ethnicity</b>           | HSC organisations have committed to making workplaces a welcoming place for all who choose to work here regardless of difference. This is underpinned by the Equality, Diversity and Inclusion Policy and other guidelines e.g. Joint Declaration of Protection aimed at promoting a harmonious working environment free                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                      |

| <b>Section 75<br/>Category</b> | <b>Details of Needs, Experiences and Priorities</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                      |
|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|
|                                | <b>Staff</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>Service Users</b> |
|                                | from harassment and intimidation. This is further backed up with on-going Equality, Good Relations and Human Rights training which is mandatory for all staff. HSC organisations have a range of resources to promote positive attitudes – examples include Irish Traveller staff information leaflet, Cultural Diversity and Etiquette Booklet, Good Relations Strategy, etc. HSC organisations also have in place regional contracts for the provision of information in alternative languages for staff who do not speak English as a first language – to promote inclusivity. |                      |
| <b>Sexual Orientation</b>      | The Trust has a range of resources and training interventions to promote an inclusive workplace for all staff. HSC organisations also support the LGBT Staff Forum in partnership with recognised Trade Unions. A regional policy i.e. Gender Identity and Expression Policy has been drawn up to promote respect for the members of staff who have undergone, are undergoing or intend to undergo gender reassignment, as well as those who are gender fluid etc.                                                                                                                |                      |

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

Management, Trade Unions, Equality Commission for NI, HSC Equality Leads and HR Practitioners. The policy has been bench marked against best practice and relevant codes of practice produced by the Equality Commission.

#### **(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?**

| <b>Section 75 category</b> | <b>Details of policy/proposal impact</b> |                      | <b>Level of impact?<br/>Minor/major/none</b>                                                                   |
|----------------------------|------------------------------------------|----------------------|----------------------------------------------------------------------------------------------------------------|
|                            | <b>Staff</b>                             | <b>Service Users</b> |                                                                                                                |
| <b>Gender</b>              |                                          |                      | None - having paid due regard to the needs and experiences of the 9 Section 75 Equality groups – see table 3.1 |
| <b>Age</b>                 |                                          |                      | See above                                                                                                      |
| <b>Religion</b>            |                                          |                      | See above                                                                                                      |
| <b>Political Opinion</b>   |                                          |                      | See above                                                                                                      |
| <b>Marital Status</b>      |                                          |                      | See above                                                                                                      |
| <b>Dependent Status</b>    |                                          |                      | See above                                                                                                      |
| <b>Disability</b>          |                                          |                      | See above                                                                                                      |
| <b>Ethnicity</b>           |                                          |                      | See above                                                                                                      |
| <b>Sexual Orientation</b>  |                                          |                      | See above                                                                                                      |

##### **(4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?**

| <b>Section 75 category</b> | <b>Please provide details</b>                                |
|----------------------------|--------------------------------------------------------------|
| <b>Gender</b>              | Promotion of work life balance and flexible working patterns |
| <b>Age</b>                 | See table 3.1                                                |

| <b>(4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?</b> |                                                                                                                                               |
|----------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Section 75 category</b>                                                                                                       | <b>Please provide details</b>                                                                                                                 |
| <b>Religion</b>                                                                                                                  | Promotion of fair participation via Article 55 Review (FETO 1998 refers) and the setting of goals and timetables as necessary and appropriate |
| <b>Political Opinion</b>                                                                                                         | As above – see religion                                                                                                                       |
| <b>Marital Status</b>                                                                                                            | See gender and dependants – table 3.1 refers                                                                                                  |
| <b>Dependent Status</b>                                                                                                          | By taking seriously requests for work life balance in line with the relevant legislative provisions/ requirements                             |
| <b>Disability</b>                                                                                                                | Provision of timely reasonable adjustments in the workplace. Continued implementation of the disability duties – DDA 1995 refers              |
| <b>Ethnicity</b>                                                                                                                 | Promoting of a good and harmonious working environment – table 3.1 refers                                                                     |
| <b>Sexual Orientation</b>                                                                                                        | Ongoing staff training and awareness. Participation in LGBT Staff Forum                                                                       |

| <b>(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</b> |                                          |                                                                       |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|-----------------------------------------------------------------------|
| <b>Good relations category</b>                                                                                                                                                          | <b>Details of policy/proposal impact</b> | <b>Level of impact<br/>Minor/major/none</b>                           |
| <b>Religious belief</b>                                                                                                                                                                 |                                          | The policy will have a positive impact on all 9 Section 75 categories |
| <b>Political opinion</b>                                                                                                                                                                |                                          | As above                                                              |
| <b>Racial group</b>                                                                                                                                                                     |                                          | As above                                                              |

| <b>(4.4) Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?</b> |                                      |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|
| <b><i>Good relations category</i></b>                                                                                                                  | <b><i>Please provide details</i></b> |
| <b>Religious belief</b>                                                                                                                                | See table 4.3 above                  |
| <b>Political opinion</b>                                                                                                                               | See table 4.3 above                  |
| <b>Racial group</b>                                                                                                                                    | See table 4.3 above                  |

## **(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 will have a positive impact on the disability duties in that it will seek to encourage the participation of persons with a disability in public life (including employment) via e.g. work placement, job shadowing, positive action training programmes leading onto substantive employment with the Trust and elsewhere e.g. Workable NI programme.

## **(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

| <b>Article</b>                   | <b>Positive impact</b> | <b>Negative impact = human right interfered with or restricted</b> | <b>Neutral impact</b> |
|----------------------------------|------------------------|--------------------------------------------------------------------|-----------------------|
| <b>Article 2 – Right to life</b> |                        |                                                                    | x                     |

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

(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 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.

Compliance with the Human Rights Act 1998.

Recruitment and Selection Training.

Management and supervisory development programmes.

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)*

| <b>Major impact</b> |  | <b>EQIA Required? <i>(Delete as appropriate)</i></b> |           |
|---------------------|--|------------------------------------------------------|-----------|
|                     |  |                                                      | <b>No</b> |

| <b>Minor impact</b> |  | Mitigation Required | Alternative Policy Required |
|---------------------|--|---------------------|-----------------------------|
|                     |  |                     |                             |

| <b>No impact</b> | X | <b>Screened Out</b> |
|------------------|---|---------------------|
|------------------|---|---------------------|

(7.2) Please give reasons for your decision and detail any mitigation or alternative policies considered.

The Equality, Diversity and Inclusion Policy is designed to promote equality of opportunity in the workplace and has given rise to a range of policy initiatives and training interventions to tackle inequalities and to promote fair participation in the workplace including the promotion of a good and harmonious working environment for all staff regardless of their background or personal identity.

(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  | X |

## **(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?

Annual Monitoring Returns to the ECNI, completion of Article 55 Review Reports, monitoring of uptake of Work Life Balance Provisions, monitoring of placements under the Trust's Disability Action Plan, complaints management and learning from same. Keeping pace with on-going legislative developments and relevant case law, and review of policy and practice in light of best practice.

|                                     |                                                                   |
|-------------------------------------|-------------------------------------------------------------------|
| <b>Approved Lead Officer:</b>       | <u>Vivienne Toal</u>                                              |
| <b>Position:</b>                    | <u>Director of Human Resources and Organisational Development</u> |
| <b>Email:</b>                       | <u>Vivienne.Toal@southerntrust.hscni.net</u>                      |
| <b>Date:</b>                        | <u>February 2019</u>                                              |
| <b>Policy/proposal screened by:</b> | <u>Lynda Gordon, SHSCT and Jane Brady, NHSCT</u>                  |

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