

Equality and Human Rights Screening Template

The PHA 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?

For advice & support on screening contact:

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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 Public Health Agency – Partnership and Engagement Strategy

1.2 Description of policy or decision

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

The Public Health Agency's (PHA) Partnership and Engagement Strategy (2025-2030) incorporates the Regional Personal and Public Involvement (PPI) and the Regional Patient Client Experience (PCE) programmes, into one integrated plan. This is a key document in guiding the PHA and the wider HSC to further embed Experience and Involvement into the culture and practice of the HSC.

• how will this be achieved? (key elements)

The Strategy reflects a renewed commitment within the PHA to working in partnership through the two distinct functions of Experience and Involvement programmes, working in partnership with service users, carers, families, communities and the wider public, in our endeavors to improve Public Health.

• what are the key constraints? (for example financial, legislative or other)

There are no obvious constraints to the adoption of the strategy. Once approved at AMT it will go out for public consultation and any comments will be taken into account.

1.3 Main stakeholders affected (internal and external)

The main stakeholders that this strategy will affect is the P&E team within the PHA.

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

- **what are they?**

A joint letter from the CMO & CNO's office advising HSC organisation to have a integrated plan for Experience and Involvement.

- **who owns them?**

DoH

(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.

This strategy was informed by members of the Regional HSC PPI Forum, who had input into its development. This Forum is made up of members from across the HSC as well as service users and carers. It has had input from the wider Experience and Involvement teams, where views and opinions have been taken into account and included in the final version.

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	<i>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?</i>
Gender	
Age	
Religion	
Political Opinion	
Marital Status	
Dependent Status	
Disability	

Ethnicity	
Sexual Orientation	

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.

Category	<i>Needs and Experiences</i>
Gender	
Age	
Religion	
Political Opinion	
Marital Status	
Dependent Status	
Disability	
Ethnicity	
Sexual Orientation	

2.4 Multiple Identities

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

NO

2.5 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?

<i>In developing the policy or decision what did you do or change to address the equality issues you identified?</i>	<i>What do you intend to do in future to address the equality issues you identified?</i>
No issues have been identified to date.	Following a period of public consultation, should any equality issues be identified, time will be allocated to make amendments to alleviate any issues.

2.6 Good Relations

What changes to the policy or decision – if any – or what additional measures would you suggest to ensure that it promotes good relations? (refer to guidance notes for guidance on impact)

<i>Group</i>	<i>Impact</i>	<i>Suggestions</i>
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Religion	N/A	
Political Opinion	N/A	
Ethnicity	N/A	

(3) SHOULD THE POLICY OR DECISION BE SUBJECT TO A FULL EQUALITY IMPACT ASSESSMENT?

A full equality impact assessment (EQIA) is usually confined to those policies or decisions considered to have major implications for equality of opportunity.

How would you categorise the impacts of this decision or policy? (refer to guidance notes for guidance on impact)

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

Please tick:

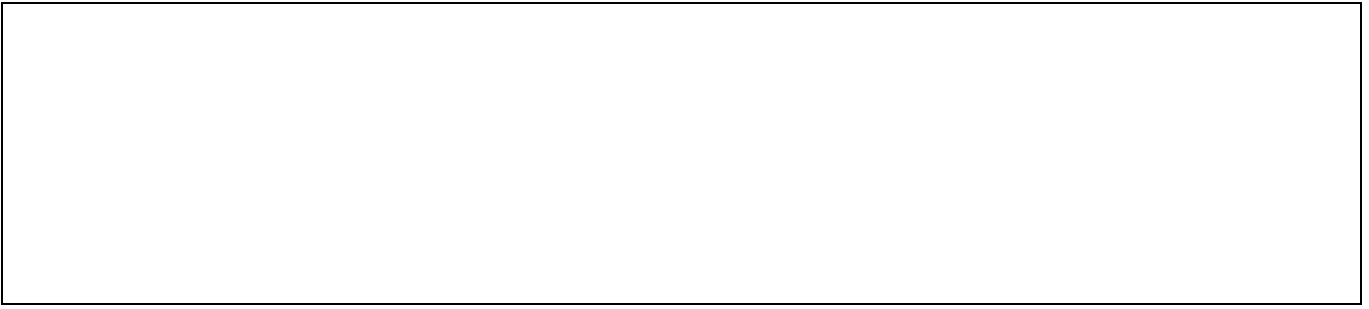
Major impact	
Minor impact	
No further impact	/

Please tick:

Yes	
No	/

Please give reasons for your decisions.

This is a strategy that outlines the strategic direction for the newly formed Partnership and Engagement team. Both programme of work will continue to operate as per usual but with a more integrated approach to how we do our business.



(4) CONSIDERATION OF DISABILITY DUTIES

4.1 In what ways does the policy or decision encourage disabled people to participate in public life and what else could you do to do so?

<i>How does the policy or decision currently encourage disabled people to participate in public life?</i>	<i>What else could you do to encourage disabled people to participate in public life?</i>
The P&E strategy is an inclusive strategy and at the heart of the work of Experience and Involvement is ensuring that any member of the public who wish to share their experience or get involved in shaping the HSC has the opportunity to do so, this includes people with disabilities.	Following a period of public consultation, should any issues regarding disability be identified, time will be allocated to make amendments to alleviate any issues and to ensure disabled people can participate in public life.

4.2 In what ways does the policy or decision promote positive attitudes towards disabled people and what else could you do to do so?

<i>How does the policy or decision currently promote positive attitudes towards disabled people?</i>	<i>What else could you do to promote positive attitudes towards disabled people?</i>
The P&E strategy is an inclusive strategy and at the heart of the work of Experience and Involvement is ensuring that any member of the public who wish to share their experience or get involved in shaping the HSC has the opportunity to do so, this includes people with disabilities.	Following a period of public consultation, should any issues regarding disability be identified, time will be allocated to make amendments to alleviate any issues and to ensure disabled people can participate in public life.

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

** It is important to speak to your line manager on this and if necessary seek legal opinion to clarify this*

5.3 Outline any actions which could be taken to promote or raise awareness of human rights or to ensure compliance with the legislation in relation to the policy or decision.

(6) MONITORING

6.1 What data will you collect in the future in order to monitor the effect of the policy or decision on any of the categories (for equality of opportunity and good relations, disability duties and human rights)?

Equality & Good Relations	Disability Duties	Human Rights
Data on Involvement monitoring returns. Data on training.	Data on Involvement monitoring returns. Data on training	Data on Involvement monitoring returns. Data on training

Approved Lead Officer: Bronagh Donnelly

Position: Senior PPI Officer

Date: 07/08/2025

Policy/Decision Screened by:

Business Unit and contact details _____

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 updated January 2015

Any request for this document in another format or language will be considered. Please contact us (see contact details provided above).

