

Equality and Human Rights Screening Template

The BSO is required to address the 4 questions below in relation to all its policies.

What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? (minor/major/none)

Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?

To what extent is the policy likely to impact on good relations between people of a different religious belief, political opinion or racial group? (minor/major/none)

Are there opportunities to better promote good relations between people of a different religious belief, political opinion or racial group?

As part of the audit trail documentation needs to be made available for all policies and decisions examined for equality and human rights implications. The screening template is a pro forma to document consideration of each screening question.

For information (evidence, data, research etc.) on the Section 75 equality groups see the Equality and Human Rights Information Bank on the BSO website:

<http://www.hscbusiness.hscni.net/services/1798.htm>

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

Policy on validation and monitoring of professional registration (HSC Clinical Education Centre)

1.2 Description of policy or decision

Aims of Policy

The aims of this policy are to ensure that:

- Nurses, Midwives, AHPs, managers and human resources personnel are clear as to their responsibilities regarding the validation and monitoring of professionally regulated posts (Appendix 1 details renewal registration dates for AHPs).
- Clear arrangements are in place to validate the regulatory status of Nurses, Midwives and AHPs at the point of employment.
- Processes are in place to facilitate the recording and monitoring of Nurses, Midwives and AHPs renewal registration status and to provide assurances that these processes are working effectively.
- Management arrangements are in place to deal with incidents of lapsed registration.

The aims of the policy will be achieved as follows:

It is the policy of the HSC Clinical Education Centre (CEC) that all Nurses, Midwives and AHPs who have a statutory requirement to be registered in order to practice must hold a valid registration at all times.

Staff required to be professionally registered to undertake the post to which they have been appointed will be personally responsible for ensuring their registration

remains valid at all times.

Where professional registration is no longer valid (has lapsed or been withdrawn) the staff member will not be permitted to continue to work in a post.

Scope of Policy

This policy applies to all staff required to be registered with the NMC or HCPC as the relevant regulatory body in order to undertake the duties of their posts.

1.3 Main stakeholders affected (internal and external)

All Clinical Education Centre staff required to be registered with the NMC or HCPC as the relevant regulatory body in order to undertake the duties of their posts.

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

- Individual contract and/or terms and conditions of employment
- BSO policy on Dealing with Capability/Competence

(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 policy was reviewed and updated in April 2017 and discussed with Senior Managers within the CEC. It is current practice within CEC that staff are invited to attend feedback sessions which involve an update on CEC SMT discussions.
- This policy was also discussed with BSO SMT.

2.2 Quantitative Data

Who is affected by the policy or decision? Please provide a statistical profile. Note if policy affects both staff and service users, please provide profile for both. Also give consideration to multiple identities.

There is no history of lapsed registrations within CEC. Nurses and Midwives must renew their registration each year.

A process of revalidation for Nurses and Midwives was introduced by NMC in 2015 which means that nurses and midwives must revalidate every 3 years, providing evidence to the confirmer, usually the line manager. The confirmer will sign off the nurse or midwife and the information is sent to NMC for continuous admission to the register. HCPC regulated staff must renew their registration on a yearly basis.

NMC and HCPC work with the registrant if they have been on long term sick or lengthy maternity leave and assist them to maintain their registration.

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	The majority of CEC staff who will be affected by this policy are female (84.85% female 15.15% male) (33 total)
Age	The % of staff falling into the group 50 years or more is 45.45%

Religion	The majority of staff in the affected group are either roman catholic or perceived as roman catholic (69.70%). 24.24% are categorised as protestant or perceived as protestant and 6.06% being unassigned to a particular religious group
Political Opinion	
Marital Status	The majority of the staff affected by this policy are married/civil partnership (66.67%) The remainder are described as either divorced, single, separated, unknown or unassigned.
Dependent Status	
Disability	The majority of staff affected by this policy are reported as having no disability (66.67%) The remainder are 'unassigned'
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. Also give consideration to multiple identities (such as single parents for example).

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

2.4 Making Changes

Based on the equality issues you identified in 2.2 and 2.3, what changes did you make or do you intend to make in relation to the policy or decision in order to promote equality of opportunity?

<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>

2.5 Good Relations

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

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

(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	<input type="checkbox"/>
Minor impact	<input type="checkbox"/>
No further impact	<input checked="" type="checkbox"/>

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

Please tick:

Yes	<input type="checkbox"/>
No	<input checked="" type="checkbox"/>

Please give reasons for your decisions.

To practice in NI as a nurse, midwife or Allied Health Professional the individual registrant must hold current valid registration. No members of staff to date have let their registrations lapse and we are commitment to monitoring any lapses on section 75 grounds.

(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>

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>

(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
We will monitor any lapses against section 75 characteristics		

Approved Lead Officer: Caroline Lee
Position: Head of HSC CEC
Date: 27th April 2017
Policy/Decision Screened by: Caroline Lee

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**

Any request for the document in another format or language will be considered. Please contact the Equality Unit:

2 Franklin Street; Belfast; BT2 8DQ; Email: Anne.Basten@hscni.net or Matthew.McDermott@hscni.net; Phone: 028 9536 3814/ 9536 3023