

# Equality and Human Rights Screening Template



## ***Equality and Disability Action Plans*** **2023-28**

*March 2023*

NIPEC is required to consider the likely equality implications of any policies or decisions. In particular it is asked to consider:

1. 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)?
2. Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?
3. 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)?
4. Are there opportunities to better promote good relations between people of a different religious belief, political opinion or racial group?

For advice on screening please contact: staff in the Equality Unit Business Services Organisation, [equality.unit@hscni.net](mailto:equality.unit@hscni.net) or Telephone 028 9536 3961

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>

As part of the audit trail documentation needs to be made available for all policies as decisions examined for equality and human rights implications.

The screening template is a pro forma to document consideration of each screening question.

**(1) INFORMATION ABOUT THE POLICY OR DECISION 1.1**      **Title of policy or decision**

**Equality and Disability Action Plans 2023-28**

**1.2 Description of policy or decision**

- **what is it trying to achieve? (aims and objectives)**
- **how will this be achieved? (key elements)**
- **what are the key constraints? (for example, financial, legislative or other)**

In line with our commitments under Section 75 of the Northern Ireland Act 1998 and our Equality Scheme, the Equality Action Plan 2023-28 identifies a number of key actions to promote equality.

This Disability Action Plan for the period 2023-28 represents our organisation's responsibilities under the Disability Discrimination Act (1995) as amended by the Disability Order 2006. This law requires us to carry out our functions giving due regard to two specific duties. These duties are: to promote positive attitudes towards disabled people and promote the participation by disabled people in public life. The purpose of this action plan is to outline some key actions that we are going to deliver upon to make a difference to people with disabilities including staff and people who use our services, and where relevant, their carers.

In developing the action plan we paid particular attention to:

- Physical disabilities;
- Sensory disabilities;
- Autism Spectrum Disorder; Dyslexia; Cognitive Impairment; Learning disability;
- Mental health conditions; and,
- Long-term conditions.

**1.3 Main stakeholders affected (internal and external)**

**For example, staff, actual or potential service users, other public sector organisations, voluntary and community groups, trade unions or professional organisations or private sector organisations or others**

Those most immediately impacted by these action plans are people who use our services as well as staff and those considering to apply for jobs with us.

These include:

NIPEC key stakeholders including:

- Nursing and Midwifery registrants;
- Nursing and Midwifery Council (NMC);
- DoH;
- HSC Trusts;
- Higher Education Institutions, i.e. Queens University Belfast, Ulster University, Open University;
- Independent / Voluntary Sector;
- Professional bodies / staff side organisations;
- Other regional HSC organisations.

Those impacted also ultimately include members of the public.

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

- what are they?
- who owns them?

Legal requirements under the Human Rights Act 1998 and the European Convention on the Rights of People with Disabilities have a bearing.

## **(2) CONSIDERATION OF EQUALITY AND GOOD RELATIONS ISSUES AND EVIDENCE USED**

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>

### **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.**

We participated in a focus group with Tapestry – our Disability Staff Network – asking members to tell us what key issues they think the BSO and partner

organisations should address in the new Disability Action Plans in relation to employment and training.

We also considered information from a range of previous activities where issues in relation to equality and disability were raised, including our Five-Year Review of Equality Scheme in 2021 and a series of focus groups which were facilitated by BSO Equality Unit with Tapestry members as well as other staff groups.

In starting to develop the Equality and Disability Action Plan we looked at what we have done so far to promote equality and good relations, to promote positive attitudes towards disabled people and to encourage their participation in public life.

As part of the Five-Year Review, we thought through the following questions:

- What has worked well?
- What hasn't worked well?
- What lessons have we learned?
- Did we do what we said we would do?
- Has this made a difference for people in the way we thought it would?

For the new plans, two questions were considered:

- What are the key issues for people in the equality groupings relating to our functions?
- What can we do to address these issues?

We encouraged our staff to look at a range of sources of information such as:

- our Five-Year Review of Equality Scheme;
- monitoring data;
- new research and data;
- equality screening exercises that have been completed;
- their professional experience and knowledge;
- issues raised in consultations or through other engagement with staff and service users.

We also read up on what the Equality Commission says would be good to do. All this helped us think about what else we could do to make a difference.

We engaged with BSO's Equality Unit to hold a focus group with all NIPEC senior staff in relation to the importance of the Equality and Disability Action

Plans and for their contribution towards the creation of meaningful actions for NIPEC's Equality and Disability Action Plan's.

Other sources of equality data include:

- Census 2021 and 2011 data
- Section 75 equality profile of our staff (Dec 2022)
- Research Reports including from GIRES (Gender Identity Research and Education Society) and **Getting and staying in work - LLTI 2001 - Research Report (nisra.gov.uk)**
- Reports from various disability organisations for example RNIB, Action on Hearing Loss, Disability Action, Mencap, Carers Northern Ireland. Older Person's Organisations and Children and Young People's Organisations.
- Previous screening and equality impact assessment analysis where equality issues were highlighted.
- Previous work in relation to our Plans.
- Reports and guidance by the Equality Commission on Equality and Disability Action Plans.
- NMC Equality and Diversity NI data 2021/22
- NI HSC Workforce Census as at March 2022
- NI Life and Times Survey (NILT) 2017 / 2018
- NISRA
- Office for National Statistics (ONS) Sexual Orientation UK 2017
- The Gender Identity Research and Education Society (GIREs)
- Office for National Statistics (ONS) 2019 – [www.ons.gov.uk](http://www.ons.gov.uk)
- Carers NI
- Registrar General Annual Report for NI 2020. Available at <https://www.nisra.gov.uk/system/files/statistics/RG%20Annual%20Report%202020%20Accessible.pdf>
- Research Reports
- Reports from various disability organisations for example RNIB, Action on Hearing Loss, Disability Action, Mencap, Carers Northern Ireland. Older Person's Organisations and Children and Young People's Organisations
- Previous work in relation to our Plans
- <http://www.carersuk.org/northernireland/news-ni/facts-and-figures>
- Northern Ireland Statistics and Research Agency
- <https://www.ark.ac.uk/nilt/2018/Background/RMARST.html>
- <https://www.nisra.gov.uk/statistics/births-deaths-and-marriages/registrar-general-annual-report>
- [https://www.ark.ac.uk/nilt/2018/Political Attitudes/UNINATID.html](https://www.ark.ac.uk/nilt/2018/Political_Attitudes/UNINATID.html)

- <https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/MYE18-Bulletin.pdf>
- McBride, Ruari Santiago (2011): Healthcare Issues for Transgender People Living in Northern Ireland. Institute for Conflict Research.
- <http://www.gires.org.uk/prevalence.php>
- <https://www.nisra.gov.uk/statistics/population/mid-year-population-estimates>
- <https://www.ark.ac.uk/nilt/2018/Background/ANYHCOND.html>
- <https://www.cso.ie/en/releasesandpublications/ep/p-cp8iter/p8iter/p8iti/>
- <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2019>
- [Mid Year Population Estimates | Northern Ireland Statistics and Research Agency \(nisra.gov.uk\)](#)
- [traveller.pdf \(hse.ie\)](#)

## 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.

| <b>Category</b> | <b><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></b>   |
|-----------------|--|
| Gender          | <p><b>Equality</b></p> <p>The proportion of females in 2021 was 50.8% (967,043) and of males was 49.2% (936,132) (total population of 1,903,175)</p> <p><b>GIRES 2014</b> estimate the number of gender nonconforming employees and service users, based on the information that GIRES assembled for the Home Office and subsequently updated:</p> <ul style="list-style-type: none"> <li>• gender nonconforming to some degree (1%)</li> <li>• likely to seek medical treatment for their condition at some stage (0.2%)</li> </ul> |

- receiving such treatment already (0.03%)
- having already undergone transition (0.02%)
- having a GRC (0.005%)
- likely to begin treatment during the year (0.004%).

The number who have sought treatment seems likely to continue growing at 20% per annum or even faster. Few younger people present for treatment despite the fact that most gender variant adults report experiencing the condition from a very early age. Yet, presentation for treatment among youngsters is growing even more rapidly (50% p.a.).

Organisations should assume that there may be nearly equal numbers of people transitioning from male to female (trans women) and from female to male (trans men).

Applying GIRES figures to NI population n=1,810,900 (Census 2011):

- 18109 people who do not identify with gender assigned to them at birth
- 3622 likely to seek treatment
- 362 have undergone transition
- 91 have a Gender Recognition Certificate

### **Disability**

The Northern Ireland Statistics and Research Agency (NISRA) in its 2007 report on disability – whilst it is recognised that the report is dated – indicated that:

There is a higher prevalence of disability among adult females with 23% of females indicating that they had some degree of disability compared with 19% of adult males;

- Male prevalence rates are only higher than female rates amongst the youngest adults (16 to 25): 6% of males compared with 4% of females;
- 8% of boys aged 15 and under were found to have a disability, compared with 4% of girls of the same age.

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|     | <p>Figures from the Census 2011 show that there is a higher prevalence of females whose activities are 'limited a lot' – 13% of females compared to 11% of males due to their disability. However, this is to be expected given their longer life expectancy.</p> <p><b>Staff Profile</b></p> <p>As at June 2021, figures indicate 91.67% of NIPEC workforce is female and 8.33% is male.</p>  |
| Age | <p>Age profile of the NI population (Census 2021):</p> <p>Age band Population Percentage</p> <p>0-14 365,200 19.2%<br/>(15-64 1,211,500 63.7%)</p> <p>15-39 594,400 31.2%</p> <p>40-64 617,100 32.4%</p> <p>(65+ 326,500 17.2%)</p> <p>65-84 287,100 15.1%</p> <p>85+ 39,400 2.1%</p> <p>All ages 1,903,200 100%</p> <p><b>Disability</b></p> <p>Northern Ireland Statistics and Research Agency (NISRA) in its 2007 report indicated that prevalence of disability increases with age: ranging from 5% among young adults to 67% among those who are very old (85+);</p> <p>As the population ages, so does the likelihood of having a disability that limits the day to day activities 'a lot'. Figures from 2011 Census of people who are limited a lot by their disability are as follows within the following categories;</p> <p><b>Male</b></p> <p>0-15 – 3%<br/>16-44 – 5%<br/>45 – 64 – 16%<br/>65 and over – 33%</p> <p><b>Female</b></p> <p>0 – 15 – 2%<br/>16 – 44 – 5%<br/>45 – 64 – 17%</p> |



65 and over – 38%

Overall there are greater proportions of older people with a disability.

### **Staff Profile**

As at June 2021, figures indicate NIPEC's workforce falls within the following age groups:

35-39 – 8.33%

40-44 – 8.33%

45-49 – 0%

50-54 – 25%

55-59 – 25%

60-64 – 25%

>65 – 8.33%

NMC Equality and Diversity data for NI in 2021/22 reports 9.05% on the permanent register are aged 61 and over; 12.57% are aged 56-60; 12.49% are aged 51-55; 22.56% are aged 41-50; 25.47% are aged 31-40; and 17.85% are aged between 21 and 30. (**NB:** there was a 5.2% rise in the combined number of people aged 21-40 and the combined number of people aged 56 and above also increased by 2.9%)

NI HSC Workforce Census as at March 2022 reports that 46% of nursing and midwifery staff were aged under 40; 24% were aged 40-49; and 30% were over 50 years of age.

Census 2021 population estimates published in May 2022 indicates NI population has increased to 1,903,100 - 50% of those aged 0-64 are female whilst 50% are male; and 54% of those aged 65+ are female whilst 46% are male (May 2022). Overall, estimates show 19% of the population are aged 0-14 years, 64% are aged 15-64 years and 17% are aged 65+ years.

NISRA estimated and projected population by age, mid-2016 to mid-2041 show that in 2016, 20.8% of the NI Population were aged 0-15 years, and this is projected to decrease 18.2% in 2041. The proportion of adults aged 16-64 in 2016 was 63.2% of the whole population, set to decrease to 57.2 by 2041. However, the proportion of people aged 65 years and over is projected to rise from 16.0% in 2016 to 24.5% in 2041, overtaking the numbers of children.

<https://www.nisra.gov.uk/publications/2016-based-population-projections-northern-ireland-statistical-bulletin-charts>

Religion

As at June 2021, figures for NIPEC workforce indicate 41.67% are Protestant, 33.33% are Catholic, 8.33% are neither and 16.67% are unknown.

NMC Equality and Diversity data for NI in 2021/22 reports 78.4% on the permanent register are Christian; 6.7% are either unknown or prefer not to answer; 12.1% state no religion; 0.2% are Muslim; 0.6% are Hindu/ Buddhist/Jewish/Sikh; and 2% other.

NI HSC Workforce Census for this group is unavailable.

**Census 2021**

Current Religion

- 'no religion' (17.4%)
- 'religion not stated' (1.6%)
- Catholic (42.3%)
- Presbyterian Church in Ireland (16.6%)
- Church of Ireland (11.5%)
- Methodist (2.4%)
- Other Christian denominations (6.9%)
- Other non-Christian Religions (1.3%).

Religion/religion of upbringing (Number - Percentage)

Catholic 869,800 45.7%

Current religion 805,200 42.3%

Religion of upbringing 64,600 3.4%

Protestant and other Christian (including Christian related)  
827,500 43.5%

Current religion 711,000 37.4%

Religion of upbringing 116,600 6.1%

Other religions 28,500 1.5%

Current religion 25,500 1.3%

Religion of upbringing 3,000 0.2%

None 177,400 9.3%

All usual residents 1,903,200 100.0%

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|                   | <p><b>Disability</b></p> <p>Not available broken down by disability.</p> <p><b>Staff Profile</b></p> <p>As at June 2021, figures for NIPEC workforce indicate 41.67% are Protestant, 33.33% are Catholic, 8.33% are neither and 16.67% are unknown.</p>  |
| Political Opinion | <p>As at June 2021, the political opinion of 66.67% of NIPEC's workforce was unknown, 16.67% stated they were broadly Unionist, whilst 16.66% of the workforce stated 'other' or did not wish to answer.</p> <p>There is no NMC Equality and Diversity NI or UK data for this group.</p> <p><b>Census 2021</b></p> <p>National identity (nationality based) (Number – Percentage)</p> <ul style="list-style-type: none"> <li>• British 814,600 42.8%</li> <li>• Irish 634,000 33.3%</li> <li>• Northern Irish 598,800 31.5%</li> <li>• English 16,800 0.9%</li> <li>• Scottish 10,200 0.5%</li> <li>• Welsh 2,000 0.1%</li> <li>• Other national identities 113,400 6.0%</li> </ul> <p>National identity (person based) (Number – Percentage)</p> <ul style="list-style-type: none"> <li>• British only 606,300 31.9%</li> <li>• Irish only 554,400 29.1%</li> <li>• Northern Irish only 376,400 19.8%</li> <li>• British &amp; Northern Irish only 151,300 8.0%</li> <li>• Irish &amp; Northern Irish only 33,600 1.8%</li> <li>• British, Irish &amp; Northern Irish only 28,100 1.5%</li> <li>• British &amp; Irish only 11,800 0.6%</li> <li>• English only/Scottish only/Welsh only 16,200 0.9%</li> <li>• Other combination of British/Irish/Northern Irish/English/Scottish/Welsh only 11,700 0.6%</li> <li>• Other national identities 113,400 6.0%</li> <li>• Polish only 23,900 1.3%</li> <li>• Lithuanian only 11,900 0.6%</li> <li>• Romanian only 7,100 0.4%</li> </ul> |

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|                | <ul style="list-style-type: none"> <li>• Portuguese only 6,900 0.4%</li> <li>• Bulgarian only 4,300 0.2%</li> <li>• Indian only 4,100 0.2%</li> <li>• Other national identity with one or more of British/Irish/Northern Irish/English/Scottish/Welsh only 12,700 0.7%</li> <li>• Other national identities 42,600 2.2%</li> <li>• All usual residents 1,903,200 100.0%</li> </ul> <p><b>Disability</b></p> <p>Not available broken down by disability.</p>   |
| Marital Status | <p>As at June 2021, figures indicate 66.67% of NIPEC’s workforce is married or in a civil partnership, whilst 33.33% are unknown. There is no NMC Equality and Diversity NI or UK data for this group. NI HSC Workforce Census for this group is unavailable.</p> <p>[Please note: Census 2021 data relating to marital status has not yet been released (as of the date of this screening)]</p> <p>Census 2011:</p> <ul style="list-style-type: none"> <li>• 47.56% (680, 840) of those aged 16 or over were married</li> <li>• 36.14% (517, 359) were single</li> <li>• 0.09% (1288) were registered in same-sex civil partnerships</li> <li>• 9.43% (134, 994) were either divorced, separated or formerly in a same – sex partnership</li> <li>• 6.78% (97, 058) were either widowed or a surviving partner</li> </ul> <p><b>Disability</b></p> <p>Not available broken down by disability.</p> <p>Civil partnerships:</p> <p>Annual Reports of the Registrar General for NI published in 2021 show that up to 2020, there have been 1441 civil partnerships registered in NI</p> |

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|-------------------------|--|
| <p>Dependent Status</p> | <p>Full data not available, however, the majority of NIPEC staff are female plus anecdotal evidence indicates about half of NIPEC's workforce have some form of caring responsibilities for family member(s), e.g. spouse, elderly parent(s), and/or children in full time education.</p> <p>There is no NMC Equality and Diversity NI or UK data for this group.</p> <p><b>Census 2021</b></p> <p>Table 17: Provision of unpaid care<br/>(‘Provision of unpaid care’ covers looking after, giving help or support to anyone because they have long-term physical or mental health conditions or illnesses, or problems related to old age. It excludes any activities carried out in paid employment.)</p> <p>Northern Ireland All usual residents aged 5 and over 1,789,348<br/>Percentage of usual residents aged 5 and over who provide:</p> <p>No unpaid care 87.58%<br/>1-19 hours unpaid care per week 5.63%<br/>20-34 hours unpaid care per week 1.38%<br/>35-49 hours unpaid care per week 1.57%<br/>50+ hours unpaid care per week 3.84%</p> <p><b>Carers NI (State of Caring 2022 report)</b></p> <p>There are over 290,000 people providing some form of unpaid care for a sick or disabled family member or friend in Northern Ireland – around 1 in 5 adults. (Carers UK (2022). Carers Week research report 2022.)</p> <p>Of those participating in the survey...</p> <ul style="list-style-type: none"> <li>• 82% identified as female and 17% identified as male.</li> <li>• 4% are aged 25-34, 17% are aged 35-44, 33% are aged 45-54, 31% are aged 55-64 and 14% are aged 65+.</li> <li>• 24% have a disability.</li> <li>• 98% described their ethnicity as white.</li> <li>• 28% have childcare responsibilities for a non-disabled child under the age of 18 alongside their caring role.</li> </ul> |
|-------------------------|--|

- 56% are in some form of employment and 18% are retired from work.
- 31% have been caring for 15 year or more, 16% for between 10-14 years, 25% for 5-9 years, 25% for 1-4 years, and 3% for less than a year.
- 46% provide 90 hours or more of care per week, 13% care for 50-89 hours, 23% care for 20-49 hours, and 19% care for 1-19 hours per week.
- 67% care for one person, 25% care for two people, 5% care for three people and 3% care for four or more people.

**Disability**

It may be concluded that a considerable share of people with a disability are carers themselves.

Disability

As at June 2021, 75% of NIPEC’s workforce stated they do not have a disability, no-one stated they have a disability, whilst 25% of the workforce was unknown.

NMC Equality and Diversity data for NI in 2021/22 reports 94.6% on the permanent register state they do not have a disability, 2.5% state they do, and 2.9% are unknown or prefer not to answer.

Out of all usual residents (n=1,903,179), the Percentage of usual residents whose day-to-day activities are:

- Limited a lot – 11.45%
- Limited a little – 12.88%
- Not limited – 75.67%

('Day-to-day activities limited' covers any health problem or disability (including problems related to old age) which has lasted or is expected to last for at least 12 months.)

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

| Type of long-term condition                                   | Percentage of population with condition % |
|---|---|
| Deafness or partial hearing loss                              | 5.75                                      |
| Blindness or partial sight loss                               | 1.78                                      |
| Mobility of Dexterity Difficulty that requires wheelchair use | 1.48                                      |

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| Mobility of Dexterity Difficulty that limits basic physical activities | 10.91 |
| Intellectual or learning disability                                    | 0.89  |
| Learning difficulty  | 3.5   |
| Autism or Asperger syndrome  | 1.86  |
| An emotional, psychological or mental health condition                 | 8.68  |
| Frequent periods of confusion or memory loss                           | 1.99  |
| Long – term pain or discomfort.  | 11.58 |
| Shortness of breath or difficulty breathing                            | 10.29 |
| Other condition  | 8.81  |

Information on rare diseases provided by NI Rare Diseases Partnership [www.nirdp.org.uk](http://www.nirdp.org.uk) suggests 1 in 17 people is likely to be affected by a rare disease at some point in their lives; that is around 110,000 people in Northern Ireland. A disease is “rare” if it affects fewer than 1 people per 2,000.

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

- The disability employment gap in 2011 was 52.3 percentage points (pps) – the difference in employment rate between those with (31.4%) and without a long-term health problem or disability (83.7%) of the household population aged 30 to 59 years.
- A statistical modelling exercise found that general health explains around a quarter (25.7%) of the disability employment gap (13.4 out of 52.3pps). Other large contributors are educational qualifications (6.4pps) and providing unpaid care (5.6pps). The unexplained part (15.4pps) accounts for 29.5% of the disability employment gap.
- This analysis was repeated for several disabilities or health conditions. The employment gap ranges from 14.5pps for deafness or partial hearing loss, to 61.8pps for those with frequent periods of confusion or memory loss.
- The combination of general health, other health conditions and highest educational qualifications explained more than half of the employment gap for each condition except for those with an emotional, psychological or mental health

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|           | <p>condition (42.4%), which also has the largest proportion of the employment gap (31.7%) that could not be explained.</p> <p>The employment gap differences by health condition were calculated as:</p> <p>Employment gap in 2011 by health condition</p> <p>Disability or health condition - Raw employment gap (pps)</p> <p>Confusion or memory loss – 61.8</p> <p>Communication difficulty – 55.9</p> <p>Learning/ behavioural difficulty – 54.5</p> <p>Mobility or dexterity difficulty – 53.4</p> <p>Mental health – 51.3</p> <p>Long-term pain or discomfort – 42.0</p> <p>Blindness or partial sight loss – 31.9</p> <p>Chronic illness – 27.7</p> <p>Difficulty breathing – 25.1</p> <p>Deafness / partial hearing loss – 14.5</p> <p>Other health condition – 24.7</p>  |
| Ethnicity | <p>Full data on NIPEC’s workforce is not available, however, anecdotal evidence suggests staff are white and/or of European origin.</p> <p>NMC Equality and Diversity data for NI in 2021/22 reports 88.08% on the permanent register are white, 1.88% are unknown or prefer not to say, 1.58% are Black/African/Caribbean, 7.82% are Asian Bangladeshi/ Chinese/Indian/Pakistani/Filipino or Arab, and 0.64% are mixed/multiple Ethnic/other Ethnic group.</p> <p><b>Equality</b></p> <p>In the general population the 2021 Census indicated that 3.4% (65,600) of the usual resident population belonged to minority ethnic groups.</p> <p><b>Ethnic Group</b></p> <p>Ethnic Group Number Percentage</p> <p>White 1,837,600 96.6%</p> <p>Minority Ethnic Group 65,600 3.4%</p> <p>Black 11,000 0.6%</p> <p>Indian 9,900 0.5%</p> <p>Chinese 9,500 0.5%</p> <p>Filipino 4,500 0.2%</p> |



Irish Traveller 2,600 0.1%  
 Arab 1,800 0.1%  
 Pakistani 1,600 0.1%  
 Roma 1,500 0.1%  
 Mixed Ethnicities 14,400 0.8%  
 Other Asian 5,200 0.3%  
 Other Ethnicities 3,600 0.2%  
 All usual residents 1,903,200 100.0%

**Country of birth**

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

**Main language of usual residents aged 3 and over**

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

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

**Percentage of those whose disability limits their day to day activities a lot**

All – 12%  
 Irish Traveller – 20%

White other – 12%  
Chinese – 3%  
Indian – 3%  
Pakistani – 6%  
Bangladeshi – 4%  
Other Asian – 2%

Considering the 2011 Census figures for the ethnic composition of the General Population alongside those of People whose disability limits their day to day activities a lot, it shows that, with the exception of Irish Travellers, black and minority ethnic people are underrepresented amongst those with a disability when compared with their share amongst the general population.

**White** – 98.21% (1, 778, 449) – 99.40%  
**Chinese** – 0.35% (6, 338) – 0.10%  
**Irish Traveller** – 0.07% (1, 268) – 0.12%  
**Indian** – 0.34% (6, 157) – 0.08%  
**Pakistani** – 0.06% (1, 087) – 0.03%  
**Bangladeshi** – 0.03% (543) – 0.01%  
**Other Asian** – 0.28% (5, 070) – 0.03%  
**Black Caribbean** – 0.02% (362) – 0.01%  
**Black African** – 0.13% (2354) – 0.03%  
**Black Other** – 0.05% (905) – 0.02%  
**Mixed** – 0.33% (5976) – 0.10%  
**Other** – 0.13% (2354) – 0.08%

In addition, Census 2021 figures for NI report Number of all usual residents aged 3 and over; Number and percentage of all usual residents aged 3 and over: English, Polish, Lithuanian, Irish, Romanian, Portuguese, Arabic, Bulgarian, Chinese (not otherwise specified), Slovak, Hungarian, Spanish, Latvian, Russian, Tetun, Malayalam, Tagalog/Filipino, Cantonese, Other languages

The following languages are spoken by those aged 3 and over:

English: 1,751,510  
Polish: 20,134  
Lithuanian: 8,978  
Irish: 5,969  
Romanian: 5,627  
Portuguese: 4,982

|                    |   |
|--------------------|---|
|                    | <p>Arabic: 3,627<br/> Bulgarian: 3,572<br/> Chinese (not otherwise specified) [note 2]: 3,329<br/> Slovak: 2,333<br/> Hungarian: 2,172<br/> Spanish: 1,860<br/> Latvian: 1,700<br/> Russian: 1,605<br/> Tetun: 1,576<br/> Malayalam: 1,478<br/> Tagalog/ Filipino: 1,339<br/> Cantonese: 1,247<br/> Other languages:13,578</p>  |
| Sexual orientation | <p>Full data not available for NIPEC’s workforce.</p> <p>NMC Equality and Diversity data for NI in 2020/21 reports that 91.4% on the permanent register identify as Heterosexual or straight, 1.2% are Gay or Lesbian, 1.1% are Bisexual, 6.2% are unknown or prefer not to say, and 0.1% other.</p> <p>NI HSC Workforce Census for this group is unavailable.</p> <p>[Please note: Census 2021 data relating to sexual orientation has not yet been released (as of the date of this screening)]</p> <p>Not available by disability though if the general population shows figures between 7-10% of the population who are gay, lesbian or bisexual assumptions have to be made in relation to dual issues of sexual orientation and disability (see also qualitative issues in section 2.4 )</p> <p>This assumption is also supported by research in Northern Ireland on people with a disability who identify as lesbian, gay or bisexual - McClenahan, Simon (2013): Multiple identity; Multiple Exclusions and Human Rights: The Experiences of people with disabilities who identify as Lesbian, Gay, Bisexual and Transgender people living in Northern Ireland. Belfast: Disability Action.</p> <p>Younger people (aged 16 to 24 years) were most likely to identify as LGB in 2019 (6.6% of all 16 to 24 year olds, an increase from 4.4% in 2018); older people (aged 65 years and over) also showed an increase in those identifying as LGB, from 0.7% to 1.0% of this age category.</p> |



## 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.

### Equality Action Plan

|  |  |
|--|--|
| <p><b>Action Measure</b></p>   | <p><b>An identification of different needs, experiences and priorities of any of the equality categories in relation to this action and what equality issues emerge from this.</b></p> <p><b>Specify the Section 75 equality categories where there are different needs.</b></p> <p><b>Note if staff or service users.</b></p>   |
| <p><b>Stakeholder engagement</b></p> <p>Benchmark what other HSC Organisations have done to improve engagement with Section 75 groups in particular members of the Global Majority Community working in NI. Implement learning from other HSC Organisations as to how they engage with registrants from this group.</p> <p>Pilot collecting equality/diversity information on a voluntary basis as part of our online events booking system and NIPEC Surveys.</p> | <p><b>Multiple needs</b></p> <p>Older people and people with a disability may be less likely to be computer literate and have access to a computer and the internet.</p> <p>Younger people (registrants, service users and carers) may have a preference for social media (Facebook, Twitter, etc.) as a means of communication.</p> <p>There will be a need to consider providing information in a range of accessible and alternative formats including the use of Plain English.</p> <p>In planning engagement events and meetings, there is a need to consider: a neutral venue/location or appropriate alternative option if a venue is used that is associated with one particular community; some flexibility in terms of timing and location of meetings for those with dependents; access to buildings/venues for meetings for those with physical disability; people with a learning disability or sensory impairment may require some form of additional support when attending meetings or engagement events.</p> <p>Some potential issues relating to people whose first language is not English.</p> |

|  |   |
|--|---|
|  | <p>During the Pandemic, there has been a move to conducting most business online using Zoom and other online platforms. This need to move to virtual meetings during Covid 19 highlighted the need for organisers to consider any additional impact on Section 75 groups.</p> <p>However, in normal times, when planning engagement events and meetings, NIPEC will consider their timing and location and the need for a neutral venue/location. Where applicable, assistance with travel expenses will also be considered.</p> <p>NIPEC is a regional body and organises engagement events and meetings on a geographical spread where possible – it will arrange for tele and video conferencing to facilitate those unable to travel.</p> |
| <p>Provide advice and guidance on postgraduate access to education for Global Majority Community members working in NI.</p>  | <p>There will be a need to consider providing information in a range of accessible and alternative formats including the use of Plain English.</p> <p>Some potential issues relating to people whose first language is not English.</p> <p>As part of HSCNI, NIPEC can access the regional contract for interpreting, translation and transcription services.</p>   |
| <p><b>Workforce / Human Resources</b></p> <p>Work in partnership with BSO and other HSC organisations in undertaking a Carers’ survey of our staff.</p> <p>Develop an Action Plan and amend NIPEC’s Flexible Working Policy if required.</p> | <p>There will be a need to work in partnership with BSO and other HSC organisations in undertaking a Carers’ survey of our staff.</p> <p>As part of the survey NIPEC will ensure that the survey will include people within the section 75 categories to ensure full inclusion.</p> <p>There will be a need to consider providing information in a range of accessible and alternative formats including the use of Plain English.</p>  |

## Disability Action Plan

|  |   |
|--|---|
| <p><b>Action Measure</b></p>   | <p><b>An identification of different needs, experiences and priorities of any of the equality categories in relation to this action and what equality issues emerge from this.</b></p> <p><b>Specify the Section 75 equality categories where there are different needs.</b></p> <p><b>Note if staff or service users.</b></p>  |
| <p><b>Monitoring</b></p> <p>Continue to reassure and encourage staff to complete equality and diversity information to strengthen data.</p> <p>The need to complete equality and diversity information will be included as part of the NIPEC Induction pack and added as an agenda item to the Health and Wellbeing Committee.</p> | <p>Evidence from our local employment records indicates that the numbers of people declaring that they have a disability is low.</p> <p>This is in keeping with more general evidence which suggests under reporting of disability in employment. A range of issues can cause this, including for example negative attitudes from others, fear of the perceived repercussions, fear of the perceived stigma, less than positive responses from unsympathetic managers or employers or previous negative experiences, lack of understanding of the benefits of doing so and not seeing oneself as having a disability.</p> |
| <p><b>Training</b></p> <p>Train Council members on their responsibilities on disability equality and disability legislation.</p>   | <p>People with disabilities face many barriers every day—from physical obstacles in buildings to systemic barriers in employment and civic programs. Yet, often, the most difficult barriers to overcome are attitudes other people carry regarding people with disabilities. Whether born from ignorance, fear, misunderstanding or hate, these attitudes keep people from appreciating and experiencing the full potential a person with a disability can achieve.</p> <p>The most pervasive negative attitude is focusing on a person's disability rather than on an individual's abilities.</p>                       |

|   |   |
|---|---|
|   | <p>Training will need to take account therefore of the social model of disability developed by disabled people themselves.</p>  |
| <p><b>Communication</b><br/>Carry out an accessibility audit on both of NIPEC's websites to include disability testing for users.</p> | <p><b>Multiple needs</b><br/>Whilst our website is primarily accessed by the nursing and midwifery profession, there is a need to ensure those with a disability are able to access our resources and have particular needs.<br/><br/>Where required consideration needs to be given to providing information in a range of accessible and alternative formats including the use of Plain English.<br/>Additional work is required to ensure our publications support the principles of inclusion and access by people with a physical, sensory and/or learning disability.</p>   |
| <p><b>Awareness Days</b><br/>Raise awareness of the lived experience of people with specific disabilities and conditions.</p>         | <p><b>Multiple needs</b><br/>Prevalence of some disabilities differs between and within some of the equality groupings, such as by age, gender and disability. In a similar way, the experience of barriers may differ, including that of black and minority ethnic people who have a disability, carers, those identifying as gay, lesbian and bisexual, and those identifying as transgender or non-binary.<br/><br/>As to needs of staff, those who have a disability themselves may have particular communication support needs to allow them to fully access the information and any events. Staff who are carers and work part-time may have needs as to the timing of events and the mode of delivery.</p> |



**Placement Scheme**

Create and promote a meaningful placement opportunity for people with disabilities.

There were 4.9m disabled people in employment in the UK in July to September 2022. This is an increase of 240,000 on the year and an overall increase of 2.0m since the same quarter in 2013. The Disability employment rate was 52.6% in July to September 2022, compared to 82.5% for non-disabled people. For disabled people this is a decrease of 0.8 percentage points on the year and an overall increase of 9.2 percentage points since the same quarter in 2013. (www.gov.uk )

Over one in five adults in Britain today is disabled, yet only half are likely to be in work compared to four-fifths of non-disabled adults. High numbers of disabled people continue to be excluded from work opportunities that open the door to wealth, worth and wellbeing.

See report by Equality and Human Rights Commission

[http://www.equalityhumanrights.com/uploaded\\_files/Employers/wb\\_approved\\_lo.pdf](http://www.equalityhumanrights.com/uploaded_files/Employers/wb_approved_lo.pdf)

The shift in recent years towards a high qualification, high skill economy to compete globally, has meant that the employment penalty for those with low or no skills has increased dramatically over time.

**Multiple needs**

It is likely that unemployment rates will differ depending on the type of disability. Likewise, some people with a disability may face double marginalisation from the labour market, such as depending on their age, sexual orientation, ethnicity or gender identity.

The placement scheme will need to take account of the range of disabilities, to ensure fair access to the scheme.

People with sensory loss may have particular communication needs, both in relation to accessing the scheme (such as accessibility of information materials) and to the day-to-day operation of the placement.

## **Tapestry**

NIPEC Business Team to approach Tapestry to attend a NIPEC staff meeting to talk about Tapestry, its aims and objectives.

In the United Kingdom over the last decade there has been a growth of Disabled Employee Networks across all sectors.

According to Kate Nash Associates (2009) [www.katenashassociates.com](http://www.katenashassociates.com) Disabled Employee Networks - a practical guide - "this is partly because organisations are becoming more disability and diversity confident but also because disabled people are becoming more comfortable about expressing their needs at work and feel more able to come together in networks of support.

Disabled people are also increasingly aware of their economic influence as employees, as customers, as shareholders, as voters and as citizens.

To become employers of choice for talented disabled people, organisations need to demonstrate a good track record in accommodating the needs of disabled employees in more sophisticated ways.

### **Multiple needs**

The staff network needs to be accessible to people with a range of disabilities, including sensory disabilities and learning disabilities who may have particular needs as to the way the network operates.

Staff with hidden disabilities, in particular younger staff, may be more reluctant to become involved if they have concerns about negative attitudes and negative implications for their chances of career progression.

Other factors such as age or ethnicity are also added to the equation.

The encouragement on declaration also needs to acknowledge the importance of choice and to ensure disabled employees can be as open about their disability as they want to be either to declare or not.

## 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.

These have been identified in 2.3 above

Department of Works and Pensions - carried out research on diversity and disability <http://research.dwp.gov.uk/asd/asd5/summ20032004/188summ.pdf>

People varied as to whether, and how, they felt they had experienced disadvantage resulting from their disability, gender, age, ethnicity or sexuality. The causes of such discrimination were widely assumed to be ignorance, fear and a lack of awareness on the part of those responsible.

Reactions were mixed around the concept of 'multiple' disadvantage. It had the most resonance for African, Caribbean and gay and lesbian disabled people. The extent to which people had felt able to overcome disadvantage was attributed to their access to personal, emotional, practical or financial resources.

## 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> |
|--|--|

|  |  |
|--|--|
| <p>Work Placements</p> <ul style="list-style-type: none"> <li>• We work with a range of disability organisations to ensure opportunities are offered to people from a wide spectrum of disabilities, as well as different gender and age groups.</li> <li>• Ensuring that reasonable adjustments are at the heart of placements.</li> </ul> <p>Tapestry Disability Staff Network</p> <ul style="list-style-type: none"> <li>• We ensure that the way the forum operates allows people with a range of disabilities and from a range of age and ethnic backgrounds to be involved (for example, by providing information in accessible formats and choosing accessible venues).</li> <li>• Accessible formats and inclusiveness integrated into Terms of Reference</li> <li>• Strict confidentiality provisions apply</li> </ul> <p>Stakeholder engagement / Communication</p> <ul style="list-style-type: none"> <li>• NIPEC's Accessible Formats Policy outlines how those developing information should consider alternative formats, and how information and publications can be requested in alternative formats.</li> </ul> | <p>Monitoring</p> <ul style="list-style-type: none"> <li>• Continue to reassure and encourage staff to complete equality and diversity information to strengthen data.</li> </ul> <p>Carers</p> <ul style="list-style-type: none"> <li>• Work in partnership with BSO and other HSC organisations in undertaking a Carers' survey of our staff.</li> </ul> <p>Awareness Days</p> <ul style="list-style-type: none"> <li>• Work to feature specific disabilities will take into consideration the need to include a range of age groups, ethnic groups and genders when testimonials and case studies are selected.</li> <li>• Information distributed to staff will take on board the needs of both</li> </ul> |
|--|--|

- As part of HSCNI, NIPEC can access the regional contract for translation and interpreting.

NIPEC's procedure for booking external venues requires those responsible for organising events and meetings ensure that venues are fully accessible, their timing and location and the need for a neutral venue/location.

staff with a particular disability and staff who are carers.

- This is important for the selection of disabilities to be featured and the information distributed, including support services in the community signposted to.

#### Work Placements

- Create and promote a meaningful placement opportunity for people with disabilities.

#### Training

- Train Council members on their responsibilities on disability equality and disability legislation.

#### Stakeholder engagement / Communication

- Provisions for Information materials in accessible formats; provision of interpreters at events.
- Organisation of external meetings with stakeholders who may have particular needs regarding timing and location of meetings, and access to buildings and information will be considered at the time of organising meetings, booking venues and developing information to be shared. In doing so, reference will be made to NIPEC's procedure for booking of external and internal venues and its checklist for accessibility of meetings, venues and information.
- Self-assessment against a recognised standard will ensure any accessibility issues are identified in relation to our website.

## 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)

| <b>Group</b>      | <b>Impact</b> | <b>Suggestions</b> |
|-------------------|---------------|--------------------|
| Religion          | N/A           | N/A                |
| Political Opinion | N/A           | N/A                |
| Ethnicity         | N/A           | N/A                |

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

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

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

**Please tick:**

|                   |                                     |   |
|-------------------|-------------------------------------|---|
| Major impact      | <input type="checkbox"/>            | ? |
| Minor impact      | <input checked="" type="checkbox"/> |   |
| No further impact | <input 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:

The development of the Equality and Disability Action Plans is a statutory requirement in its own right. Actions identified all relate to good practice and positive action. We consider that the Plans take account of the diverse needs of people identified to date, based on their multiple identities. Review of its implementation through agreed processes and through reports to Business Team, Council and the Equality Commission will keep this issue live and profiled.

Our plans will be updated every year and a progress report submitted to the ECNI on progress against our Equality and Disability Action Plan.

#### **(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?**

| <b><i>How does the policy or decision currently encourage disabled people to participate in public life?</i></b>   | <b><i>What else could you do to encourage disabled people to participate in public life?</i></b> |
|--|--|
| <p>People with a disability have been involved in the development of the Disability Action Plan – through Tapestry and our Disability Staff Network.</p> <p>We will also engage with them directly in relation to the Equality Action Plan during the consultation period.</p> |  |

##### **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?**

| <b><i>How does the policy or decision currently promote positive attitudes towards disabled people?</i></b> | <b><i>What else could you do to promote positive attitudes towards disabled people?</i></b> |
|---|---|
|   |   |

|  |  |
|--|--|
| The plans include key actions relating to Council member training on Equality and Diversity and awareness raising. |  |
|--|--|

## (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 <sup>st</sup> protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property | No     |
| 1 <sup>st</sup> 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.**

Giving cognisance of human rights based approach in the implementation and monitoring arrangements associated with both action plans.

## (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  |
|--|--|---|
| See action plans under performance indicators for details on quantitative and qualitative equality monitoring for individual actions.<br><br>Staff equality data to improve the information data set in relation to employment is key.<br>Specific equality monitoring data on disability work placements. | Monitoring data in relation to actions as specified within the plan. | Monitoring data from review of the plans to consider human rights issues. |

Approved lead officer:

Jill Jackson

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Position:

Head of Corporate Services

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Date:

March 2023

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Policy/decision screened by:

Lisa McEneaney, Business Manager,  
NIPEC

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**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](mailto:equality.unit@hscni.net)**

If you require this document in an alternative format (such as large print, Braille, disk, audio file, audio cassette, Easy Read or in minority languages to meet the needs of those not fluent in English), please contact:

Email: [enquiries@nipec.hscni.net](mailto:enquiries@nipec.hscni.net) Tel:  
0300 300 0066

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