



Appendix B

Equality Screening, Disability Duties and Human Rights Assessment Template

Part 1 – Policy scoping

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Part 3 – Screening decision

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[Guidance on completion of the template can be found on the Equality Commission website at S75 screening template 2010 \(web access checked 230920\) .docx](#)

Part 1. Policy scoping

1.1 Information about the policy

Name of the policy:

The Council of the Pharmaceutical Society of Northern Ireland (General) (Fitness to Practise and Disqualification) and (Continuing Professional Development) (Amendment) Regulations (Northern Ireland) 2023

Is this an existing, revised or a new policy?

New

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

The policy aim is to ensure that all pharmacists have a sufficient knowledge of the English language to enable them to practise safely and effectively in Northern Ireland. The policy will provide further assurance to patients and pharmacy service users that pharmacists can practise safely.

The regulations will introduce new provisions requiring a person who wishes to be registered with the Society to satisfy the Registrar that they have the necessary knowledge of English for safe and effective practise. The regulations will also introduce a new ground for fitness to practise proceedings of not having the necessary knowledge of English.

Although all applicants and registrants must be able to show that they have sufficient knowledge of English for safe and effective practice, the evidence which can be used to demonstrate their language competence may vary depending on where the person qualified or has worked as a pharmacist.

Are there any Section 75 categories which might be expected to benefit from the intended policy?

If so, explain how.

Applies equally to all Section 75 categories.

Who initiated or wrote the policy?

The Pharmacy (Northern Ireland) Order 1976 ('the 1976 Order') is the main legislation governing the regulation of pharmacists in Northern Ireland. This legislation was amended by the Health Care and Associated Professions (Knowledge of English) Order 2015 (the '2015 Order') to ensure that pharmacists in Northern Ireland have adequate knowledge of English to perform their roles safely and effectively. The 2015 Order is UK-wide legislation and applies to a range of healthcare professionals including pharmacists, nurses and dentists. Similar legislation has also been introduced in respect of doctors. This policy will bring the regulation of Pharmacists in Northern Ireland in line with the Regulation of Pharmacists in Great Britain and with the regulation of other healthcare professionals across the UK.

As a result of these amendments, the 1976 Order now provides that a person is not entitled to be registered as a pharmacist in Northern Ireland unless they satisfy any conditions as to their knowledge of English which are prescribed by the Society in regulations. The Council of the Pharmaceutical Society has powers to make regulations in relation to language conditions and must make regulations requiring persons who wish to be registered with the Society to satisfy the registrar that they have the necessary knowledge of English. The Society must also consult on and publish guidance in relation to the evidence, information or documents to be provided for the purpose of satisfying the registrar.

Who owns and who implements the policy?

These are statutory regulations of the Council of the Pharmaceutical Society of Northern Ireland. The Department of Health is required, under the Pharmacy (Northern Ireland) Order 1976 (the '1976 Order') to approve such regulations. The Society will be responsible for implementing the regulations and the underlying policy intention.

1.2 Implementation factors

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?

If yes, are they (please delete as appropriate)

Financial

There will be a cost to the applicant sitting the test. There will also be a cost to the Society should they undertake fitness to practice investigations.

Legislative

These regulations provide guidance setting out the evidence, information or documents an applicant must provide to demonstrate having the necessary knowledge of English to practice safely in Northern Ireland and the process to be followed by the Registrar when making that determination.

Other

1.3 Main stakeholders affected

Who are the internal and external stakeholders (actual or potential) that the policy will impact upon? (please delete as appropriate)

Staff

Service users

Other public sector organisations

Voluntary/community/trade unions

Other, please specify

The NI regulator, Pharmaceutical Society Northern Ireland, (PSNI, The Society). The policy also affects registrants, applicants, Pharmacy owners, the Society

staff and Committees, and will benefit patients, carers and service users.

1.4 Other policies with a bearing on this policy

• what are they?	• who owns them?
<p>The Health Care and Associated Professions (Knowledge of English) Order 2015 SI 2015/806</p> <p>The European Qualifications (Pharmacists) (Amendment etc) (EU Exit) Regulations (NI) 2019 SI 2019/585</p>	<p>The 4 UK Departments of Health</p> <p>Department of Health</p>

1.5 Available evidence

What evidence/information (both qualitative and quantitative¹) have you gathered to inform this policy? Specify details for each of the Section 75 categories.

Religious belief	The regulations will apply equally to all pharmacists practising or applicants seeking to practise in Northern Ireland. Religious belief will have no bearing on the Regulations.	
		%
	Christian Roman Catholic	51.29
	Christian Protestant	31.11
	Christian Other	2.58
	Buddhist	0.00
	Hindu	0.15
	Jewish	0.00
	Muslim	0.30
	Sikh	0.00
	No religion	11.99
	Other	0.61

¹ * **Qualitative data** – refers to the experiences of individuals related in their own terms, and based on their own experiences and attitudes. Qualitative data is often used to complement quantitative data to determine why policies are successful or unsuccessful and the reasons for this.

Quantitative data - refers to numbers (that is, quantities), typically derived from either a population in general or samples of that population. This information is often analysed either using descriptive statistics (which summarise patterns), or inferential statistics (which are used to infer from a sample about the wider population).

Political opinion	The regulations will apply equally to all pharmacists practising or applicants seeking to practise in Northern Ireland. Political opinion will have no bearing on the Regulations. No data available.																						
Racial group	<p>The Department has considered evidence from the Consultation Analysis report prepared by the Department of Health in England following consultation on the primary legislation (The Health Care and Associated Professions (Knowledge of English) Order 2015/806.</p> <p>In compiling that report DH England considered responses and relevant statistics by the Regulatory Bodies affected by the proposals. It also considered evidence from the other respondents to the consultation. A copy of the Consultation Report can be found at:</p> <p>https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/399314/Consultation_report.pdf</p> <p>Although all applicants and registrants must be able to show that they have sufficient knowledge of English for safe and effective practice, the evidence which can be used to demonstrate their language competence may vary depending on where the person qualified or has worked as a pharmacist.</p> <p>Pharmaceutical Society NI register 2022/23:</p> <table border="1" data-bbox="367 1094 1487 1896"> <thead> <tr> <th></th> <th style="text-align: right;">%</th> </tr> </thead> <tbody> <tr> <td>White</td> <td style="text-align: right;">95.60</td> </tr> <tr> <td>Irish Traveller</td> <td style="text-align: right;">0.15</td> </tr> <tr> <td>Pakistani</td> <td style="text-align: right;">0.00</td> </tr> <tr> <td>Black Carribbean</td> <td style="text-align: right;">0.15</td> </tr> <tr> <td>Black Other</td> <td style="text-align: right;">0.15</td> </tr> <tr> <td>Chinese</td> <td style="text-align: right;">1.06</td> </tr> <tr> <td>Indian</td> <td style="text-align: right;">0.46</td> </tr> <tr> <td>Bangladeshi</td> <td style="text-align: right;">0.00</td> </tr> <tr> <td>Black African</td> <td style="text-align: right;">1.06</td> </tr> <tr> <td>Other</td> <td style="text-align: right;">0.76</td> </tr> </tbody> </table>		%	White	95.60	Irish Traveller	0.15	Pakistani	0.00	Black Carribbean	0.15	Black Other	0.15	Chinese	1.06	Indian	0.46	Bangladeshi	0.00	Black African	1.06	Other	0.76
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Age	The regulations will apply equally to all pharmacists practising or applicants seeking to practise in Northern Ireland. Age will have no bearing on the Regulations.	
		%
	Under 25	6.53
	25-34	35.05
	35-44	28.68
	45-54	17.91
	55-64	10.02
	65-74	1.37
Marital status	The regulations will apply equally to all pharmacists practising or applicants seeking to practise in Northern Ireland. Marital status will have no bearing on the Regulations.	
		%
	Single, that is never married or in a civil partnership	35.20
	Married	59.79
	Separated, but still legally married	1.06
	Divorced	1.67
	Widowed	0.46

	In a civil partnership	1.06	
	Separated, but still legally in a civil partnership	0.00	
	Formerly, in a civil partnership which is now legally dissolved	0.00	
	Surviving partner from a Civil Partnership	0.00	
Sexual orientation	The regulations will apply equally to all pharmacists practising or applicants seeking to practise in Northern Ireland. Sexual orientation will have no bearing on the Regulations.		
		%	
	Of the same sex (this covers gay men & lesbians)	3.50	
	Of a different sex (this covers heterosexual men & women)	91.64	
	Of the same sex and of the opposite sex (this covers bisexual men & women)	1.52	
Gender (Men and women generally)	The regulations will apply equally to all pharmacists practising or applicants seeking to practise in Northern Ireland. Gender will have no bearing on the Regulations.		
		%	
	Female	72.69	

	Male	26.40
	Non binary	0.15
	Transgender	0.15
Disability (with or without)	The regulations will apply equally to all practising pharmacists or applicants seeking to practise in Northern Ireland. The regulations may have a potential impact on Disability. For example, in relation to people with speech and language difficulties at the initial registration stage and participation in fitness to practise processes.	
		%
	With a disability	1.52
	Without a disability	97.26
Dependants (with or without)	The regulations will apply equally to all pharmacists practising or applicants seeking to practise in Northern Ireland. Dependants will have no bearing on the Regulations.	
		%
	A child (or children)	55.78
	Prefer not to say	1.06
	None of the above	47.87

1.6 Needs, experiences and priorities

Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision?

Specify details of the needs, experiences and priorities for each of the Section 75 categories below:

Religious belief	No evidence of specific need has been identified	
Political opinion	No evidence of specific need has been identified	
Racial group	No particular needs have been identified. Although all applicants and registrants must be able to show that they have sufficient knowledge of English for safe and effective practice, the evidence which can be used to demonstrate their language competence may vary depending on where the person qualified or has worked as a pharmacist.	
Age	No particular needs have been identified.	
Marital status	There is no differential impact on the priorities and needs in relation to marital status.	
Sexual orientation	There is no differential impact on the priorities and needs in relation to sexual orientation.	
Gender (Men and women generally)	While there is some evidence that women are more likely to be affected by the policy this is driven by the employment levels in Pharmacy rather than their gender. Below data has been shared by Pharmaceutical Society as of 22/23.	
		%
	Female	72.69

	Male	26.40
	Non binary	0.15
	Transgender	0.15
Disability (with or without)	<p>The Regulations may impact people with speech and language difficulties.</p> <p>With regards to representation in fitness to practise processes of people with speech and language difficulties, the decision makers involved in the fitness to practise processes, when determining an individual's fitness to practise, will take into account a number of factors, including the impact of any disability or health condition. That will not change upon the introduction of this policy.</p> <p>With regards to the completion of the language assessment, the providers of the assessment would need to take into account any disability or health condition that the person might have when conducting that assessment and would need to consider any request for a reasonable adjustment to the process.</p>	
Dependants (with or without)	<p>There is no differential impact on the priorities and needs in relation to persons with caring responsibilities.</p>	

Part 2. Screening questions

2.1 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

Details of the likely policy impacts on Religious belief: (insert text here)

What is the level of impact? Minor / Major / None (circle as appropriate)

Details of the likely policy impacts on Political Opinion: (insert text here)

What is the level of impact? Minor / Major / None (circle as appropriate)

Details of the likely policy impacts on Racial Group: (insert text here)

What is the level of impact? Minor / Major / None (circle as appropriate)

Although all applicants and registrants must be able to show that they have sufficient knowledge of English for safe and effective practice, the evidence which can be used to demonstrate their language competence may vary depending on where the person qualified or has worked as a pharmacist.

Depending on where a person qualified or worked as a Pharmacist, they might be required to undertake a language test or be prevented from practising in Northern Ireland if their knowledge of English is not at the required level. This group might also be more likely to have an allegation made against them on the grounds of lacking the necessary knowledge of English compared to a registrant who is a national of the UK (for whom English will often be the first language).

The Department is of the view that these regulations will address the current disparity between the existing controls available to the Society. The policy should therefore provide a more consistent approach and enhance patient safety.

Despite the fact that there are new potential impacts on nationals of outside of the UK, the view of the Department is that it is a proportionate and legitimate mechanism of achieving an important policy aim of ensuring that all those who practise pharmacy in Northern Ireland have the language skills

to practise safely and effectively. This view is shared by the Pharmaceutical Society.

The policy has already been implemented with other regulators and as a result proportionate language controls are already in use, where necessary, by the General Medical Council, the Nursing and Midwifery Council and the General Dental Council (who regulate Doctors, Nurses and Midwives, and Dentists respectively) and by the General Pharmaceutical Council (who regulate Pharmacists practising in England, Scotland and Wales). These regulations will bring the Pharmaceutical Society into line with those other regulators.

Details of the likely policy impacts on Age: (insert text here)

What is the level of impact? Minor / Major / None (circle as appropriate)

Details of the likely policy impacts on Marital Status: (insert text here)

What is the level of impact? Minor / Major / None (circle as appropriate)

Details of the likely policy impacts on Sexual Orientation:

What is the level of impact? Minor / Major / None (circle as appropriate)

Details of the likely policy impacts on Men and Women: (insert text here)

What is the level of impact? Minor / Major / None (circle as appropriate)

While there is some evidence that women are more likely to be affected by the policy this is driven by the employment levels in Pharmacy rather than their gender. Below data has been shared by Pharmaceutical Society as of 22/23.

	%
Female	72.69
Male	26.40

Non binary	0.15
Transgender	0.15

Details of the likely policy impacts on Disability: (insert text here)

What is the level of impact? Minor / Major / None (circle as appropriate)

The regulations will make a lack of competence in the English language a separate ground of impairment of fitness to practise. This could potentially have some impact on people with speech and language difficulties.

The decision makers involved in the fitness to practise processes, when determining an individual’s fitness to practise, will take into account a number of factors, including the impact of any disability or health condition. That will not change upon the introduction of this policy. The Society will consider the need for further guidance to its statutory committee, and will also monitors the impact of the policy.

Under the Disability Discrimination Act, the Society must make any necessary reasonable adjustments to its procedures to ensure that any potential negative impacts for those who have a speech or hearing disability are minimised, both at the registration stage and in relation to any fitness to practise proceedings.

The Society’s draft guidance provides for a language assessment to be undertaken to assess whether a person has the necessary knowledge of English for safe and effective practise. The providers of such assessments will also need to take into account any disability or health condition that the person might have when conducting an assessment and would need to consider any request for a reasonable adjustment to the process.

Details of the likely policy impacts on Dependants:

What is the level of impact? Minor / Major / None (circle as appropriate)

2.2 Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories? Yes/ No

Detail opportunities of how this policy could promote equality of opportunity for people within each of the Section 75 Categories below:

Religious Belief - If Yes, provide details:

If No, provide reasons:

No, the policy will apply to all irrespective of religious belief.

Political Opinion - If Yes, provide details:

If No, provide reasons

No, the policy will apply to all irrespective of political opinion.

Racial Group - If Yes, provide details:

If No, provide reasons

No, the policy will apply to all irrespective of racial group.

Age - If Yes, provide details:

If No, provide reasons:

No, the policy will apply to all irrespective of age.

Marital Status - If Yes, provide details:

If No, provide reasons

No, the policy will apply to all irrespective of marital status.

Sexual Orientation - If Yes, provide details:

If No, provide reasons:

No, the policy will apply to all irrespective of sexual orientation.

Men and Women generally - If Yes, provide details:

If No, provide reasons:

No, the policy will apply to all irrespective of men and women generally.

Disability - If Yes, provide details:

If No, provide reasons:

No, the policy will apply to all irrespective of disability.

Dependants - If Yes, provide details:

If No, provide reasons:

No, the policy will apply to all irrespective of dependants.

2.3 To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?

Please provide details of the likely policy impact and determine the level of impact for each of the categories below i.e. either minor, major or none.

Details of the likely policy impacts on Religious belief: (insert text here)

What is the level of impact? Minor / Major / None (circle as appropriate)

Details of the likely policy impacts on Political Opinion: (insert text here)

What is the level of impact? Minor / Major / None (circle as appropriate)

Details of the likely policy impacts on Racial Group: (insert text here)

What is the level of impact? Minor / Major / None (circle as appropriate)

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

Detail opportunities of how this policy could better promote good relations for people within each of the Section 75 Categories below:

Religious Belief - If Yes, provide details:

If No, provide reasons:

No, there is no opportunities to promote good relations between people of different religious beliefs.

Political Opinion - If Yes, provide details:

If No, provide reasons

No, there is no opportunities to promote good relations between people of different political opinions.

Racial Group - If Yes, provide details:

If No, provide reasons

No, there is no opportunities to promote good relations between people of different religious beliefs.

2.5 Additional considerations

Multiple identity

Generally speaking, people can fall into more than one Section 75 category.

Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities?

(For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).

There is no data available on the impact of the policy on people with multiple identities. The policy will apply equally across all Section 75 categories. We do not consider that the policy will have any differential impacts on those with multiple identities.

Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

None

2.6 Was the original policy / decision changed in any way to address any adverse impacts identified either through the screening process or from consultation feedback. If so please provide details.

No however the policy will be reviewed and amended if any impacts are identified during consultation.

Part 3. Screening decision

3.1 Would you summarise the impact of the policy as; No Impact/ Minor Impact/ Major Impact?

Minor impact

3.2 Do you consider that this policy/ decision needs to be subjected to a full equality impact assessment (EQIA)?

No

3.3 Please explain your reason.

The Department is of the view that these proposals will address this current disparity between the existing controls available to the Society. The policy should therefore provide a more consistent approach and enhance patient safety.

Despite the fact that there are potential impacts on nationals of countries outside of the UK, the view of the Department is that the regulations are a proportionate and legitimate mechanism of achieving an important policy aim of ensuring that all those who practise pharmacy in Northern Ireland have the language skills to practise safely and effectively. This view is shared by the Pharmaceutical Society.

The regulations will make a lack of competence in the English language a separate ground of impairment of fitness to practise. This could potentially have some impact on people with speech and language difficulties. The Society will consider the need for further guidance and will also monitor the impact of the policy.

Under the Disability Discrimination Act, the Society must make any necessary reasonable adjustments to its procedures to ensure that any potential negative impacts for those who have a speech or hearing disability are minimised, both at the registration stage and in relation to any fitness to practise proceedings.

The policy has already been implemented and is in use by the General Medical Council, the Nursing and Midwifery Council and the General dental Council, who regulate Doctors, Nurses and Midwives, and Dentists respectively, and by the General Pharmaceutical Council who regulate Pharmacists practicing in England, Scotland and Wales. These regulations will bring the Pharmaceutical Society into line with those other regulators.

3.4 Mitigation

When the public authority concludes that the likely impact is 'minor' and an equality impact assessment is not to be conducted, the public authority may consider mitigation to lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality of opportunity or good relations.

Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity and/or good relations?

Yes, policy can be amended after consultation responses have been considered.

If so, give the reasons to support your decision, together with the proposed changes/amendments or alternative policy.

As with any policy consultation, there is scope for change at this stage should sufficient evidence be presented that such change will enhance the policy.

Part 4. Monitoring

Monitoring is an important part of policy development and implementation. Through monitoring it is possible to assess the impacts of the policy / decision both beneficial and adverse.

4.1 Please detail how you will monitor the effect of the policy / decision?

This equality analysis will be published alongside the planned consultation on the proposals. The Pharmaceutical Society will monitor the impact of the regulations. This Equality Analysis does not suggest action is required at this stage to improve the proposals or to address specific equality issues. We will keep this under review and in the light of responses received to the planned consultation.

4.2 What data will you collect in the future in order to monitor the effect of the policy / decision?

The Society will publish data in relation to:

- decisions to refuse entry to its register on the basis of inadequate knowledge of English language, and
- any fitness to practise action decisions on the basis of inadequate knowledge of English language, and any decisions

Please note: - *For the purposes of the annual progress report to the Equality Commission you may later be asked about the monitoring you have done in relation to this policy and whether that has identified any Equality issues.*

Part 5. Disability Duties

5.1 Does the policy/decision in any way promote positive attitudes towards disabled people and/or encourage their participation in public life?

The policy applies equally to all section 75 categories.

There is the potential for some minor impacts however, as outlined above, the mitigating measures will contribute to ensuring that positive attitudes towards disabled people are upheld.

5.2 Is there an opportunity to better promote positive attitudes towards disabled people or encourage their participation in public life by making changes to the policy/decision or introducing additional measures?

As with any policy consultation, there is scope for change at this stage should sufficient evidence be presented that such change will enhance the policy.

Part 6. Human Rights

6.1 Does the policy / decision affects anyone's Human Rights?

Details of the likely policy impacts on Article 2 – Right to life: (insert text here)

What is the impact? Positive / Negative (human right interfered with or restricted) / Neutral (circle as appropriate)

Details of the likely policy impacts on Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment: (insert text here)

What is the impact? Positive / Negative / Neutral (circle as appropriate)

Details of the likely policy impacts on Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour: (insert text here)

What is the impact? Positive / Negative / Neutral (circle as appropriate)

Details of the likely policy impacts on Article 5 – Right to liberty & security of person: (insert text here)

What is the impact? Positive / Negative / Neutral (circle as appropriate)

Details of the likely policy impacts on Article 6 – Right to a fair & public trial within a reasonable time: (insert text here)

What is the impact? Positive / Negative / Neutral (circle as appropriate)

Details of the likely policy impacts on Article 7 – Right to freedom from retrospective criminal law & no punishment without law: (insert text here)

What is the impact? Positive / Negative / Neutral (circle as appropriate)

Details of the likely policy impacts on Article 8 – Right to respect for private & family life, home and correspondence: (insert text here)

What is the impact? Positive / Negative / Neutral (circle as appropriate)

Details of the likely policy impacts on Article 9 – Right to freedom of thought, conscience & religion: (insert text here)

What is the impact? Positive / Negative / Neutral (circle as appropriate)

Details of the likely policy impacts on Article 10 – Right to freedom of expression: (insert text here)

What is the impact? Positive / Negative / Neutral (circle as appropriate)

Details of the likely policy impacts on Article 11 – Right to freedom of assembly & association: (insert text here)

What is the impact? Positive / Negative / Neutral (circle as appropriate)

Details of the likely policy impacts on Article 12 – Right to marry & found a family: (insert text here)

What is the impact? Positive / Negative / Neutral (circle as appropriate)

Details of the likely policy impacts on Article 14 – Prohibition of discrimination in the enjoyment of the convention rights: (insert text here)

What is the impact? Positive / Negative / Neutral (circle as appropriate)

Details of the likely policy impacts on 1st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property: (insert text here)

What is the impact? Positive / Negative / Neutral (circle as appropriate)

Details of the likely policy impacts on 1st protocol Article 2 – Right of access to education: (insert text here)

What is the impact? Positive / Negative / Neutral (circle as appropriate)

6.2 If you have identified a likely negative impact who is affected and how?

At this stage we would recommend that you consult with your line manager to determine whether to seek legal advice and to refer to Human Rights Guidance to consider:

- *whether there is a law which allows you to interfere with or restrict rights*
- *whether this interference or restriction is necessary and proportionate*
- *what action would be required to reduce the level of interference or restriction in order to comply with the Human Rights Act (1998).*

NA

6.3 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/decision.

NA

Part 7 - Approval and authorisation

Screened by:	Position/Job Title	Date
Aislinn McAlister	DP/ Professional Regulation	
Approved by:		
Peter Barbour	Assistant Director/ Workforce Policy Directorate	
Copied to EHRU:		

The Screening Template is 'signed off' and approved by a senior manager responsible for the policy (at least Grade 7), made easily accessible on the public authority's website as soon as possible following completion and made available on request.

ADDITIONAL INFORMATION TO INFORM THE ANNUAL PROGRESS REPORT TO THE EQUALITY COMMISSION

**(PLEASE NOTE : THIS IS NOT PART OF THE SCREENING TEMPLATE BUT MUST BE
COMPLETED AND RETURNED WITH THE SCREENING)**

1. Please provide details of any measures taken to enhance the level of engagement with individuals and representative groups. Please include any use of the Equality Commissions guidance on consulting with and involving children and young people.

2. In developing this policy / decision were any changes made as a result of equality issues raised during :
 - (a) pre-consultation / engagement;
 - (b) formal consultation;
 - (c) the screening process; and/or
 - (d) monitoring / research findings.

If so, please provide a brief summary including how the issue was identified, what changes were made, and what will be the expected outcomes / impacts for those effected.

3. Does this policy / decision include any measure(s) to improve access to services including the provision of information in accessible formats? If so please provide a short summary.

Thank you for your co-operation.
Equality and Human Rights Unit.