

Equality, Good Relations and Human Rights SCREENING

The Health and Social Care Board 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 or 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 or none)
- 4) Are there opportunities to better promote good relations between people of a different religious belief, political opinion or racial group?

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.

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>

Equality, Good Relations and Human Rights SCREENING TEMPLATE

(1) INFORMATION ABOUT THE POLICY OR DECISION

1.1 Title of policy or decision

Social Work Research Strategy 2015-2020

1.2 Description of policy or decision

This document outlines a five year Research Strategy for Social Work in Northern Ireland from 2015-2020. It reflects the joint leadership shown by the Office of Social Services (OSS) (Department of Health and Social Services) and the Director of Social Care and Children of the Health and Social Board (HSCB) and Executive Directors of Social Work in the five Health and Social Care trusts (Trusts) who requested and supported its development .

This framework is one that supports a research minded culture with better linkages and accessibility of “research to practice and of practice to research” each linked to agreed research needs and priorities, inclusive of evaluation and audit. It has been endorsed by the Association of Executive Directors of Social Work. The purpose of the Research Strategy is to demonstrate, both internally and externally, organisational commitment for the coordination of social work related research activity across the wider context of social care service provision.

Our vision for the future is that the social work profession in Northern Ireland becomes a confident player in the areas of research, evidence and knowledge transfer. We will know our strengths and unique contribution in the pursuit of excellence in service user and carer outcomes.

The aim is to build an organisational culture that recognises the importance contribution that undertaking, understanding, critically appraising and applying research evidence, makes understand “what works” in services. It will support work to help understand and tackle barriers to evidence informed practice, including how to make research evidence more accessible to those who use it. The strategy is about increasing the quantity and quality of research, relevant to Northern Ireland, to inform policy and practice in the delivery of services and so support both the visibility of the social work profession and better outcomes for service users and carers

The principles behind the strategy are that the development and use of research and evidence should increasingly be driven by, and owned by, the sector itself. The approach in the strategy therefore is one that encourages the fostering of reciprocal relationships between the traditional producers of research and evidence, primarily academics, and the diverse range of end users of research. These end users include: policy makers; leaders at commissioning and provider levels; practitioners and service user and carers. It is based on the premise that to be successful in its intent the strategy needs to support the creation of opportunities for end users, relevant to their needs, to build their confidence to proactively engage with and influence the research agenda. Equally importantly are the opportunities that need to be created for greater collaboration and engagement between and within each of these key stakeholders.

Social work professionals work with some of the most disadvantaged and marginalised individuals, families and communities and often at the most difficult points in their lives. Equality issues are therefore an integral part of social work activity and ultimately integral to any proposed research or evaluation activity.

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

The intent of the Research Strategy is to increase the research and evidence base amongst social work practice at policy, commissioning and provider levels in order to improve service and carer outcomes. The main stakeholders who are affected by its content are those who also had a part to play in its development including those who regulate and register the social work workforce.

Internal

The Statutory Social Work sector

Office of Social Services (OSS) (Department of Health and Social Services)
Health and Social Care Board (HSCB) Social Care and Children's Directorate
Executive Directors of Social Work in the five Health and Social Care Trusts
(Trusts) Managers and Practitioners in HSCB and Trust

A range of other statutory organizations including: Northern Ireland Social Care Council (NISCC), Patient Client Council (PCC), Northern Ireland Guardian Ad Litem (NIGALA) and Regional and Quality Improvement Authority (RQIA)

The HSC Research and Development Division of the Public Health Agency who carry responsibility for the development of an overall strategy for research in health and social care in Northern Ireland are also a key stakeholder

External

The impact and the implications of the Social Work Research Strategy is intended to have wider impact and will be of particular interest to service users and carers, those with an interest in Personal and Public Involvement including section 75 equality categories.

Universities and other academic institutions.

Other statutory and the voluntary sector organisations who employ social workers

A range of organisations engaged in Research Development and Knowledge Exchange

Community and Voluntary Sectors some of whom provide services on behalf of the HSCB and Trust

Section 75 equality groups and other members of the public

Politicians

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

- DHSSPSNI (2012) Social Work Strategy 2012-2012 Improving Social Wellbeing in Northern Ireland
- DHSSPSNI 2007 Research Governance framework document: Belfast: DHSSPS. www.dhsspsni.net
- ORECNI Office for Research Ethics Committee in Northern Ireland www.orecni.org.uk
- SCIE (2013) Social Care Governance. A practice workbook for Northern Ireland

(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.

Between October 2013 and April 2014 a range of engagement meetings were organised with key stakeholders

A Research Conference was jointly hosted by the HSCB and the R&D Division of the Public Health Agency - February 2014 to establish a base line interest in the development of the strategy and to begin the dialogue about key issues that a Social Work Research Strategy could address.

A full conference report was published and is available

Desk research that looked at social work research commentary and reports primarily from outside of Northern Ireland including equality, ethics and human rights issues. This work highlighted the need for social workers need to be aware of power dynamics and be proactive in addressing these through anti-discriminatory and anti-oppressive approaches. Working with diversity and becoming a culturally competent practitioner are core tools in the social worker's toolkit and thus integral to the Social Work Research Strategy and to this screening exercise.

Engagement of service users and carers undertaken as part of Personal and Public Involvement activity.

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.

Commentary

The Social Work Research Strategy impacts primarily on two groups: social work staff working at policy, commissioning and practice levels, and service users and carers. Ultimately the purpose of research and evidence in practice is about securing best outcomes for the diverse range of individuals and groups who use social work and social care services

Staff

In terms of the social work workforce this equates to approximately 3,500 social workers employed by Trusts, approximately 47% who work in Children's Services and 32% in Adult Services and the remainder in management posts. In Adult Services a number of social workers work in teams with other professionals delivering a diverse range of services to people over 18 years with a mental or physical illness or disability, people with learning disabilities, sensory impairment and older people aged 65 and over (DHSSPSNI 2010).

Limited monitoring data on the workforce makes connections to the section 75 equality groupings difficult. The Social Work Research Strategy however relates to all staff and differential uptake by staff because of their specific equality characteristic is not anticipated. Age may be one issue that requires attention. Length of time qualified might be loosely considered as a proxy for age (though only a proxy). An important aspect of the Assessed Year in Practice (first year post qualifying for social workers) offers opportunities for the continuation of academic debate and discussion and how this is carried through into social work practice. Social work theory should not be left at the door as students leave university for the last time. There is a need for social work theory and research to be better disseminated into practice and for frontline practitioners to be more involved in that research and evidence. The Assessed Year in Practice for newly qualified staff should help breed a research-hungry social work profession, which will foster the principles of evidence-based practice, with

practitioners helping to raise the profile of the profession as a whole and the needs of service users and carers.

The strategy also recognises the role of senior and practitioner staff and managers who at senior and principle practitioner levels are also instrumental in the research and evidence agenda.

Category	<i>What is the makeup of the affected group? (%) Are there any issue or problems? For example, a lower uptake that needs to be addressed or greater involvement of a particular group?</i>
General comment	<p>The Social Work Research Strategy relates to a number of the groupings in terms of service user and carers and their outcomes as covered by section 75 equality categories. Though reporting is not always complete or inclusive of all the equality categories.</p> <p>Data presented in this Table relates to data provided by the HSCB as @ 31st March 2014 in respect of reporting on Delegated Statutory Functions (DSF). This is collated on the basis of Programmes of Care. Mental Health, Learning Disability, Physical and Sensory Disability, Older People and relates to client information.</p>
Gender	<p>Census data is relevant as proxy but greater emphasis on qualitative issues in next Table</p>
Age	<p>In terms of social work research needs a key driver is the change in population structures whereby in Northern Ireland, as elsewhere projections, indicate that the most significant change in age structure will occur in the older age bands. This was confirmed by the Census results 2011 which indicated that there were 360,272 people sixty years and over living in Northern Ireland, representing 20% of the population and projected to increase substantially. 232,300 people were aged 65-84 years, an increase of 16 per cent compared to 2001 Census and representing 13% of the NI population. 31,400 were people aged 85 years and over (85+), an increase of 35 per cent compared to 2001 Census.</p> <p>These population changes requires a response from how social work services are best delivered hence the need for any discussion on research priorities to consider gaps in the evidence base for the adult population where it is considered that research</p>

evidence is less readily available.

The following data relates specifically to the number of people to accessing social work services across age bands as reported in March 2014 under Delegated Statutory Functions a reporting requirement on Trusts to provide information to the HSCB. Not all the equality categories are covered.

Older People

Number of people in receipt of social work and social care services as at 31st March 2014

Less 65 Years	Over 65 Years
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85	32475
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Children and Young people

Number of children and young in receipt of social work and social care services as at 31st March 2014

	Total	Male	Female
Child Protection Register	343	180	163
Children in Need	25998	13752	12246
*Looked after Children	2858	1462	1396

* Of the Looked after Population the majority, approximately three quarters, are placed in Foster Care,

Religion	Census data is relevant as proxy but greater emphasis on qualitative issues presented in next Table
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Political Opinion	Census data is relevant as proxy but greater emphasis on qualitative issues presented in next Table
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Marital	Census data is relevant as proxy but greater emphasis on
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Status	qualitative issues in next Table	
Dependent Status	Census data is relevant as proxy but greater emphasis on qualitative issues in next Table	
Disability	Mental Health	
	Number of people in receipt of social work and social care services as at 31 st March 2014	
	Less 65 Years	Over 65 Years
	7660	5358
	Learning Disability	
	Number of people in receipt of social work and social care services as at 31 st March 2014	
	Less 65 Years	Over 65 years
	7364	959
	Physical Disability and Sensory Impairment	
	Number of people in receipt of social work and social care services as at 31 st March 2014	
	Less 65 Years	Over 65 Years
	7499	3803
	Inclusive in this Programme of people in receipt of Blind and Partially Sighted services	
	2011	4407
	Inclusive in this Programme of people in receipt of Deaf and Hard of Hearing services	
	3127	6869
	Ethnicity	Census data and data from regional interpreting services and ethnic monitoring is relevant as proxy but greater emphasis on qualitative issues presented in next Table
Sexual Orientation	Survey data and data presented as per general population estimates for example estimates suggest 1:7 of population	

	relevant as proxy but greater emphasis on qualitative issues in next Table
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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.

Social work research is increasingly taking place in an ever increasing diverse society. Increasingly with expansion of legislation there is growing awareness of the wider cultural, social, and historical experiences that shape the lives of so many people who use social work and social care services, including gender, religious and spirituals beliefs, race and ethnicity, age, disability including physical and sensory , mental health and learning disabilities, carers and sexual orientation.

Just as social work practitioners are expected to engage in the culturally competent practice in the context of their day to day engagement with clients, it is also important that when research is conducted that researchers recognise that cultural norms also impact on the research process from decisions on research priorities through to its conduct and implementation of outcomes. This whole process includes, terminology used, sampling, methods used for data collection, interpretation of findings and dissemination. The failure by researchers to adequately address cultural contexts impacts at various levels and ultimately impacts on the validity, reliability and generalizability of the findings.

The quality of information obtained via research depends on the quality of the question asked in the first instance. Assumptions are often made that respondents share a common understanding of the meaning of a question and a willingness or unwillingness to answer. Questions however may have different meanings in different groups. In addition when research is engaging with, for example black and minority ethnic groups, it is also necessary to be aware that some concepts may not be culturally appropriate and may not in fact translate into a different language from English.

Research needs to consider its strength in empowerment and not contribute to a reinforcement of stereotypes and notions of deficits in different groups.

The Social Work Research Strategy Research Strategy in its development viewed equality, human rights and involvement as integral elements and therefore were incorporated into the strategy itself as mainstream issues. In addition specific priorities within the strategy (Priority 1, 6 and 7) relate to equality, human rights and personal and public involvement.

(Some equality issues drawn from evidence by: Jo Moriarty, research fellow at the Social Care Workforce Research Unit, King's College London, and Community Care 2010).

There is no systematic body of research evidence that focuses on whether social work and social care have a direct effect on the distribution of health outcomes at the individual or population level. However, the health of most users of social care services is already damaged and for many this is a central factor in their involvement with social care services. Social work and care interventions targeted at social care clients, and at the general population, can reduce health disadvantage across the life course. <http://www.scie.org.uk/publications/briefings/files/briefing33.pdf> SCIE Report 33 (2110)

Decisions have not been reached as yet on specific research priorities. This will be undertaken as part of the roll out of the Social Work Research Strategy. The equality issues as noted below will therefore be important factors for consideration in future discussions about research priorities and any decisions about any new areas of research or evaluation activity to engage in within social care and social work.

Ethical issues which are crucial in research studies also need also to be considered in the context of equality and human rights issues. This will be relevant in future research activity.

Category	Needs and Experiences
Gender	Historically woman has been underrepresented in research

	<p>studies. This can impact on the validity of the study particularly if not included in aspects of design of measurement instruments.</p>
Age	<p>Among younger people, research carried out by the Office of the Children’s Commissioner for England (2012) found that 16- to 17-year-olds found it difficult to access social care and mental health services, and experienced difficulties with transition between provision for children and adults.</p> <p>In their survey of people using personal budgets, Hatton and Waters (2011) found no differences in outcomes between participants on the basis of their gender, ethnicity, or religion. However, older adults tended to report less positive outcomes. There were too few participants who recorded their sexual orientation to enable the authors to examine this aspect. As personalisation is a key issue in contemporary social work discussions it is necessary to see the importance of equality issues as part of any future decisions on personalisation activity which will be subject to further research, reviews and evaluations over time.</p>
Religion	<p>Although research participants are getting more familiar with being asked questions about ethnicity there are some circumstances where ethno-religious information is more important in revealing inequalities than questions about ethnicity alone. In an increasingly religiously diverse society, social workers are in a strong position to document the links between religious belief (including having no religion) and equality. This is also key in research related activity.</p>
Political Opinion	
Marital Status	
Dependent Status	<p>A key means whereby carers find support is via a carers assessment as per the duty of the Direct Payments NI Act 2002. Carers NI suggest that a key problem is that carers are not informed of their entitlements and suggest that this reflects a flaw</p>

	<p>in the system. If any decision s taken to progress the evidence base on Direct Payments such equality issues will also be important issues to consider.</p>
Disability	<p>The mission of the social work profession and the development of social policy are rooted in a set of core values and are the foundation of social work’s unique purpose and perspective.</p> <p>Social care should be a means for enabling disabled people to participate in society on an equal basis to other citizens. Disabled people have long recognised that equality will only be achieved if the focus is on the barriers that disabled people face in society, rather than on disabled people’s impairments. This concept of a social model of disability and the related framework of ‘independent living’, developed by disabled people, are now accepted as key principles by government and in the personalisation agenda in social care. Legislation covers and protects a wide range of people using social care services, including people who have not always viewed themselves as disabled people, such as people using mental health services and older people who have physical or sensory impairments, dementia or mental health issues.</p> <p>Disabled people experience barriers to equality in relation to social care services: These include:</p> <ul style="list-style-type: none"> • Physical barriers • Communication barriers • Social inclusion barriers • Attitudinal barriers <p>(From In Focus Putting people first: c 2009 Commission for Social Care Inspection (CSCI) Commission for Social Care Inspection Equality and Diversity Matters 3: Achieving disability equality in social care services). Any research activity needs to take account of these known barriers that can impinge on the quality of research and evaluation activity undertaken or who is involved in such activity.</p>
Ethnicity	<p>Historically people from black and minority ethnic groups have been underrepresented in research studies. This can impact on the validity of the study particularly if not included in aspects of</p>

design of measurement instruments.

Social workers need to be especially aware of particular needs of black and minority ethnic service users and carers. Likewise those engaging in research and evaluation activity need to be aware of the needs of this group of people.

These needs may include:

- Language and communication, which may require access to high quality interpreting and translating support in their preferred language
- Exploration of how religious needs impact on day-to-day existence and functioning
- The core values they hold
- Impact of culture or traditional beliefs
- Previous experience of state intervention
- The impact and experience of racism
- Family structures, roles and responsibilities
- Help-seeking behaviour
- Lifestyle
- Cultural parenting practices.

The impact of these factors on social wellbeing mean that a universal, one-size-fits-all approach is not only not a valid way to work, but could also be considered to be oppressive and discriminatory.

Children who are mixed race are twice as likely to be a recipient of social services as their white counterparts (DfES, 2006)

Bignall and Butt (2000) in a survey carried out on behalf of the Joseph Rowntree Foundation spoke to young black people with disabilities. Many of their participants thought they had been treated 'differently', although it was not always clear if they had been made to feel 'different' because of their ethnicity or their disability. This study is based on interviews with 44 young people of Asian, African and Caribbean origin. The work took place in four local authorities: one inner city authority in London, two

	<p>county councils and a city council. The young people were aged between 16 and 30. The majority had a range of learning difficulties but others were deaf or hard of hearing, or had visual impairments, and some had multiple disabilities. Whilst a small study it helps in highlighting the evidence mix of the factors that need to be considered when research and evidence activity is being commissioned, planned, designed, undertaken and reported upon.</p>
<p>Sexual Orientation</p>	<p>Researchers tend to use two main ways to measure discrimination. The first considers whether people from certain groups are more or less likely to use a particular service. Stonewall (2011) surveyed a group of heterosexual, gay, lesbian, and bisexual people aged 55 and over living in Britain and found that past experiences of discrimination meant lesbian, gay and bisexual respondents were less willing to use social and health services than their heterosexual counterparts. This is also a factor that researchers as well as anyone commissioning research needs to be aware of and also in the context of research ethics..</p>

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-

The information presented in respect of some of the categories in 2.3 provide evidence of inter dependent relationships and often how at different times and in different circumstances these can cause multiple forms of disadvantage when accessing social work and social care services. Future work in relation to the Social Work Research Strategy needs to keep issues of multiple equality issues to the fore.

2.5 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>Equality and Human Rights were considered as an integral part of the development of the Social Work Research Strategy.</p> <p>Given the overarching and integral importance of these issues a key Section in the research strategy considers equality, human rights and personal and public involvement activity and what needs to be considered to ensure greater synergy between these overlapping agendas albeit acknowledging specific and distinct legislative requirements.</p> <p>Collaborative engagement with others with a track record in service user involvement – personal and public involvement to develop a plan to work towards more sustainable activity in the longer term.</p> <p>A specific objective and associated action is included in the strategy that looks at better ways to involve and engage service users and carers in the whole research process and exploring way to build capacity</p>	<p>Expand on work commenced as part of the strategy development for pro-actively involving service users and carers. Work collaboratively with colleagues with a track record in service user and carer involvement and Personal and Public Involvement to deliver on this objective</p> <p>Section 75 equality lens to be kept as a focus in any discussions or decisions on strategic research priorities.</p> <p>Further work required in respect of sustainability</p> <p>Progress activity in this area</p>

2.6 Good Relations

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

<i>Group</i>	<i>Impact</i>	<i>Suggestions</i>
Religion	Nothing additional	
Political Opinion	Nothing additional	
Ethnicity	Nothing additional	

(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)

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

Please tick:

Major impact	
Minor impact	
No further impact	X At this stage

Please tick:

Yes	
No	X

Please give reasons for your decisions.

The development of the Research Strategy for Social Work is about building the necessary foundations within the health and social care sector to build a research and evidence base relevant to Northern Ireland. At this stage the identification of specific research priorities has not been undertaken hence it is considered that a full equality impact assessment beyond this screening activity is not necessary at this stage.

A number of issues were highlighted and noted as part of the developmental aspects of the Social Work Research Strategy. These issues will be given due regard in the decision making process associated with any future research and evaluation priorities. It is fully recognised that equality, human rights and personal and public engagement will be integral in the implementation process.

An associated action plan will which will be developed as part of the implementation process will highlight these aspects and in so doing associated reporting processes will keep the issues profiled

As part of the work to date some initial work has commenced to discuss the capacity amongst service users and carers to secure better engagement in the processes now and in the future. This work will need to be further progressed to take account of specific section 75 duties. It will be kept under review.

(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>
Engagement with people with disabilities was part of the engagement with Personal and Public Involvement activity	As per a number of the strategic priorities this activity will be on going and has the potential to realise this Disability Equality Duty

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>
Engagement with people with disabilities was encouraged was part of the engagement with Personal and Public Involvement	As above and as part of the implementation of the strategy activity will be on going and has the potential to realise this Disability Equality Duty

(5) CONSIDERATION OF HUMAN RIGHTS

5.1 Does the policy or decision affect anyone's Human Rights? Complete for each of the articles

Issues in relation to human rights are integral to all aspects of social care provision. In the context of doing research issues in respect of Article 8 will be important. But in the context of the developmental aspects of the social work research strategy there are no human rights issues emerging.

ARTICLE	Yes/No
Article 2 – Right to life	
Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment	
Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour	
Article 5 – Right to liberty & security of person	
Article 6 – Right to a fair & public trial within a reasonable time	
Article 7 – Right to freedom from retrospective criminal law & no punishment without law	
Article 8 – Right to respect for private & family life, home and correspondence.	
Article 9 – Right to freedom of thought, conscience & religion	
Article 10 – Right to freedom of expression	
Article 11 – Right to freedom of assembly & association	
Article 12 – Right to marry & found a family	
Article 14 – Prohibition of discrimination in the enjoyment of the convention rights	
1 st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property	
1 st protocol Article 2 – Right of access to education	

*If you have answered no to all of the above please move onto to 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?

No interference in respect of the developmental aspects of the Social Work Research Strategy

List the Article Number	Interfered with? Yes/No	What is the interference and who does it impact upon?	Does this raise any 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.

The quality of life and wellbeing of individuals, groups and communities are the intrinsic value of a diverse society. Concepts of power, and how groups use power to achieve their mutual aims, underpin the ideas of oppression and anti-oppressive practice seeks to redistribute power by challenging structures and championing rights.

A core standard of social work is to 'alleviate poverty; liberate vulnerable and oppressed people with the ultimate aim to promote social inclusion' (International Federation of Social Workers, 2012).

The mission of the social work profession and the development of social policy are rooted in a set of core values and are the foundation of social work's unique purpose and perspective.

Human rights offer a normative base for social work and for the formation of inclusive social policies. In a debate about how can social work and social policies contribute in the endeavor to respect, protect and fulfill human rights? It is important to see that Social Work Research Strategy has a part to play in champion human rights and how research activity can also promote a human rights based approach.

(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
<p>Initially in discussions about priority areas keep cognisance of emerging equality data and information from qualitative research studies elsewhere to help inform discussions about any new research to be undertaken or evidence to be utilised.</p> <p>Implementation plan and reporting mechanisms will include equality and human rights issues as well as personal and public involvement</p>		<p>Implementation plan and reporting mechanism</p>

Approved Lead Officer:

Fionnuala McAndrew

Position:

Director of Social Care and Children
Health and Social Care Board

Policy/Decision Screened by:

Anne McGlade

Signed:

Social Care Research Lead
Health and Social Care Board

Date:

October 2014

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**

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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 the Equality Unit:

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phone: 028 90535531 (for Text Relay prefix with 18001); fax: 028 9023
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