

Screening Template

PART 1 - POLICY INFORMATION

1.1. Strategy Title

EA Health and Wellbeing Strategy (2019 – 22)

1.2. Description of Strategy, policy or decision

- *What are you seeking to achieve?*
- *How will you achieve it?*
- *Are there any key constraints?*

The aim of this document is to introduce a focused health and wellbeing strategy and action plan for EA, which will provide health and wellbeing initiatives and bring existing initiatives under one banner. The ultimate aim is to improve the health and wellbeing of all staff.

Presently Health and Wellbeing efforts are not adequately streamlined and promoted to reflect business and customer needs. At present sickness related absence levels are unsustainably high in certain schools and services. Reducing the level of sickness absence is crucial throughout EA and has been identified as a crucial business objective. A number of services have highlighted unsustainable levels of absence in functional areas.

EA has identified the potential to improve service provisions by reducing sickness absence and improving the health and wellbeing of staff while at the same time making effective use of resources. In addition, feedback from schools and other stakeholders suggest more needs to be done to support staff Health and Wellbeing.

With high levels of Mental Health and Musculoskeletal related absence recorded throughout EA we recognise the need to ensure a holistic approach to attendance management and employee wellbeing. An outcome of this is provisions to ensure that managers are developed and enabled to manage resources, including attendance, effectively.

With this in mind we have baselined, researched, benchmarked, and consulted to develop the proposed 3 year Health and Wellbeing Strategy (2019-22).

1.3. Who are the main stakeholders impacted? (Internal and external as well as actual and potential)

Primarily All EA staff however we recognise others who will benefit from this work will include our learners and local charities.

1.4. Is the Strategy/ policy likely to impact people living in rural areas?

Yes	✓
No	

If yes, please complete the rural sections of the template

1.5. Other policies or decisions with a bearing on this Strategy, policy or decision?

- *What are they and who owns them?*

Supporting policy/ regulations
 Attendance management procedures (Health and Wellbeing team)
 Health and Safety Policies and Procedures (Health and Safety team)
 Equality of opportunity and good relations under Section 75 and Schedule 9 of the Northern Ireland Act 1998. We are also obliged to ensure that all decisions comply with the Human Rights Act 1998.

PART 2 – EVIDENCE AND MITIGATION

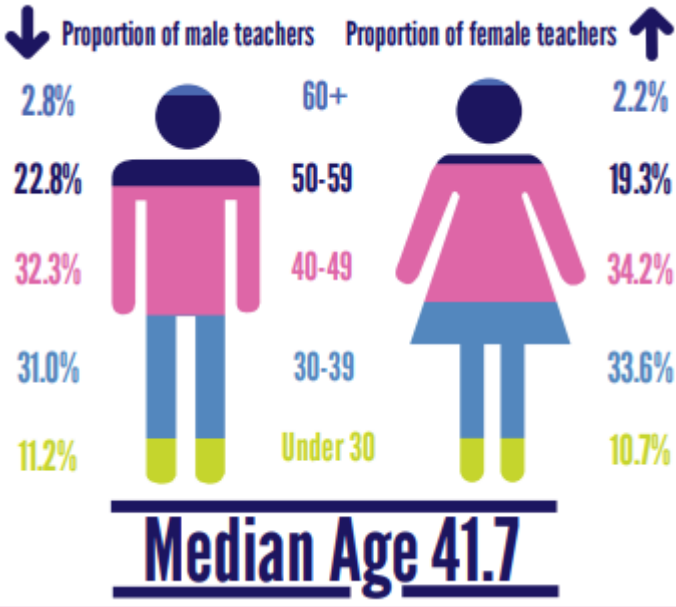
2.1. What information did you use to inform this screening? E.g. census data, Equality Impact Assessments (EQIAs), consultation reports, service level data?

Absence figures (produced using Cognos) and via DE reporting.
 EA demographic analysis
 EA Staff Data 2019
 DE Teaching Workforce Data 2018/19
 ONS Data
 Census Data 2011
 Labour force survey data

2.2. Quantitative Data

What is the profile of the people that are impacted by this policy or decision?

Please provide a statistic breakdown of the people impacted by this policy or decision. Note, if the policy or decision impacts both staff and service users, please provide data on both.

Section 75 Group	Make up of affected groups?																																							
Age	<div style="text-align: center;">  <p>↓ Proportion of male teachers Proportion of female teachers ↑</p> <p>Median Age 41.7</p> </div> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>All EA Staff (including some school based staff) 2019:</p> <p>Age Profile Breakdown:</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th>ALL EA</th> <th>Age <20</th> <th>Age 20-29</th> <th>Age 30-39</th> <th>Age 40-49</th> <th>Age 50-59</th> <th>Age 60-69</th> <th>Age 70+</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td></td> <td>257</td> <td>3566</td> <td>5630</td> <td>8223</td> <td>9667</td> <td>3800</td> <td>599</td> <td>31742</td> </tr> </tbody> </table> </div>	ALL EA	Age <20	Age 20-29	Age 30-39	Age 40-49	Age 50-59	Age 60-69	Age 70+	Total		257	3566	5630	8223	9667	3800	599	31742																					
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	DATA NOT YET GATHERED	20987	66.12%		31742
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Family type	With dependent children
Married couple family ¹	4,944
Opposite sex married couple family	4,938
Same sex married couple family	6
Civil partner couple family ³	8
Cohabiting couple family ¹	1,251
Opposite sex cohabiting couple family	1,246
Same sex cohabiting couple family	4
Lone parent family	1,781
All families	7,983

Source: Labour Force Survey, Office for National Statistics

Families by family type and presence of children

Northern Ireland, 2017 *Thousands*

Number of families	2017
	Estimate
Married couple family and civil partner couple family	369
No children	176
Dependent children	138
Non-dependent children only	55
Opposite sex and same sex cohabiting couple family	59
No children	33
Dependent children	22
Non-dependent children only	5
Lone parent family	107
Dependent children	64
Non-dependent children only	43
Lone mother family	93
Dependent children	56
Non-dependent children only	37
Lone father family	15
Dependent children	8
Non-dependent children only	6
All families	536
No children	209
Dependent children	224
Non-dependent children only	103

Source: Labour Force Survey (LFS), Office for National Statistics

	<p>ONS: Families and Households in the UK: 2019</p> <p>Over the last decade the number of families with dependent children has increased by 4.1%, while the number of families with non-dependent children only has grown more than twice as fast. These both represent statistically significant increases. This reflects the fact fewer people are having children and those that do tend to have fewer children than in the past.</p> <p>In 2019, married and civil partner couple families accounted for the largest share of families with dependent children (61.4%), followed by lone parent families (22.3%) and cohabiting couples (16.3%).</p> <p>----</p> <p>On Census Day 2011, there were a total of 238,071 households with dependent children in Northern Ireland. This figure represents a third (33.8%) of all households.</p> <p>92,000 of these families in NI are lone parents families and they incorporate around 150,000 children. <i>Gingerbread 2017/18</i></p> <p>Based on ONS 2018 population statistics for Northern Ireland (1.882m), there could be around 226,000 people in Northern Ireland with some form of caring role.</p>				
Disability	EA Staff (including school based staff) Jan 2019				
	Disability Breakdown:				
	PHYSICAL IMPAIRMENT	61	0.19%	0.480%	12700
	SENSORY IMPAIRMENT	67	0.21%	0.528%	% Declared
	MENTAL HEALTH CONDITION	115	0.36%	0.906%	40.01%
	LEARNING DISABILITY	122	0.38%	0.961%	
	LONG-STANDING ILLNESS	213	0.67%	1.677%	
	MULTIPLE DISABILITIES	51	0.16%	0.402%	
	OTHER	228	0.72%	1.795%	% Disability Declared
	NO DISABILITY	11843	37.31%	93.252%	6.75%
	NO DECLARATION	1041	3.28%		Grand Total
	NOT YET GATHERED	18001	56.71%		31742

	General Population <i>Disability by Age and Gender</i>				
		Males (%)	Females (%)	All persons (%)	
	16-24	14.4	13.1	13.8	
	25-34	14.1	13.8	13.9	
	35-49	14.8	20.7	17.9	
	50-64	29.6	32.8	31.2	
	All	19.1	21.8	20.5	
	Source: Labour Force Survey, October-December 2019				
	<p>The 2011 Census reports that just over one in five of the usually resident population (21 percent) had a long-term health problem or disability which limited their day-to-day activities.</p>				
Religious Belief	EA Staff (including school based staff) Jan 2019				
	Community Background Breakdown				
	The Protestant Community	The Roman Catholic Community	Neither the Protestant nor the Roman Catholic Community	Data not yet gathered	Total
	15008	15062	1652	20	31742
	Data not recorded or monitored for teaching workforce				
Gender	EA Staff (including school based staff) Jan 2019				
	Gender				
	ALL EA	Male	Female	Total	
	5220	26522	31742		
	DE Workforce Data 2018/19				
	Teachers	Male	Female	Total	
		4526	15238	19764	
Marital Status	EA Staff (including school based staff) Jan 2019				
	Marital Status Breakdown:				
		EA	% of Grand Total	% of Declared	Total Declared
	Single	6874	21.66%	31.397%	21894
	Married	13122	41.34%	59.934%	% Declared
Civil Partnership	17	0.05%	0.078%	68.97%	
Separated	574	1.81%	2.622%		

	Divorced	818	2.58%	3.736%	
	Widowed	279	0.88%	1.274%	
	Other	210	0.66%	0.959%	
	No Declaration	273	0.86%		
	Data Not Yet Gathered	9575	30.17%		Grand Total
					31742

Political Opinion

Limited data is available, however the NI Assembly Election Report (Mar 2017) gives a good guide to political preferences in the province as a whole.

Table 5.1 Assembly Election 2017 – Overall Results

Party	Seats	+/-	First Preference Votes	Vote Share (%)	+/- (pp)
DUP	28	-10	225,413	28.1	- 1.1
Sinn Féin	27	-1	224,245	27.9	3.9
UUP	10	-6	103,314	12.9	0.3
SDLP	12		95,958	11.9	- 0.1
Alliance Party	8		72,717	9.1	2.1
TUV	1		20,523	2.6	- 0.9
Green	2		18,527	2.3	- 0.4
Independents	1		14,407	1.8	- 1.5
PBPA	1	-1	14,100	1.8	- 0.2
PUP			5,590	0.7	- 0.2
Conservative			2,399	0.3	- 0.1
Others			6,122	0.8	-1.6
Totals	90		803,315		

Ethnicity

EA Staff (including school based staff) Jan 2019

Ethnicity Breakdown:

	EA	% of Grand Total	% of Declared	Total Declared	
White	21429	67.51%	99.208%	21600	
Chinese	22	0.07%	0.102%	% Declared	
Irish Traveller	0	0.00%	0.000%	68.05%	
Indian	27	0.09%	0.125%		
Pakistani	4	0.01%	0.019%		
Bangladeshi	1	0.00%	0.005%		
Black African	14	0.04%	0.065%		
Black Caribbean	3	0.01%	0.014%		
Black Other	4	0.01%	0.019%		
Mixed Ethnic Group	33	0.10%	0.153%		
Other	63	0.20%	0.292%		
No Declaration	612	1.93%			Grand Total
Data Not Yet Gathered	9530	30.02%			31742

	<p>According to the 2011 Census: 1.8 per cent (32,400) of the usually resident population of Northern Ireland belonged to minority ethnic groups</p>																																								
<p>Sexual Orientation</p>	<table border="1" data-bbox="512 421 1453 461"> <tr> <td colspan="5">EA Staff (including school based staff) Jan 2019</td> </tr> </table> <p>Sexual Orientation Breakdown:</p> <table border="1" data-bbox="512 528 1517 898"> <thead> <tr> <th></th> <th></th> <th>% of Grand Total</th> <th>% of Declared</th> <th>Total Declared</th> </tr> </thead> <tbody> <tr> <td>DIFFERENT SEX</td> <td>10032</td> <td>31.60%</td> <td>98.71%</td> <td>10163</td> </tr> <tr> <td>SAME SEX</td> <td>69</td> <td>0.22%</td> <td>0.68%</td> <td>% Declared</td> </tr> <tr> <td>BOTH SEXES</td> <td>32</td> <td>0.10%</td> <td>0.31%</td> <td>32.02%</td> </tr> <tr> <td>OTHER</td> <td>30</td> <td>0.09%</td> <td>0.30%</td> <td></td> </tr> <tr> <td>NO DECLARATION</td> <td>543</td> <td>1.71%</td> <td></td> <td>Grand Total</td> </tr> <tr> <td>DATA NOT YET GATHERED</td> <td>21036</td> <td>66.27%</td> <td></td> <td>31742</td> </tr> </tbody> </table> <p>Office for National Statistics (ONS) 2018 data on sexual orientation indicates that in Northern Ireland an estimated 0.8% of the population are gay or lesbian, 0.4% bisexual, 0.4% other, and 1.5% don't know or refused to answer the question. The Shout Report, published by Rainbow, stated that "an analysis of the 2001 Census indicates that between 2% and 10% of the population may be lesbian, gay or bisexual." Given the ONS and Census statistics, from a total EA workforce of 31,742, between 381 (1.2%) and 3,174 (10%) may be lesbian, gay or bisexual.</p>	EA Staff (including school based staff) Jan 2019							% of Grand Total	% of Declared	Total Declared	DIFFERENT SEX	10032	31.60%	98.71%	10163	SAME SEX	69	0.22%	0.68%	% Declared	BOTH SEXES	32	0.10%	0.31%	32.02%	OTHER	30	0.09%	0.30%		NO DECLARATION	543	1.71%		Grand Total	DATA NOT YET GATHERED	21036	66.27%		31742
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<p>Rural Impacts</p>	<p>According to DAERA, 37% of the population lives in a rural setting.</p>																																								

2.3. Qualitative Data

What are the needs and experiences of the groups that are impacted by this policy or decision?

Are there different needs and experiences for any of the equality groups and what equality issues emerge from this?

It is anticipated that the H&WB Strategy will have a positive impact on all S75 categories, with programmes tailored to suit specific needs and priorities. Constant feedback from stakeholders will be integral to ensuring that needs are met and that the Strategy fulfils its aims and objectives.

Section 75 Group	What are the needs and experiences of the groups as they relate to the policy or decision?
Age	Negligible differences in needs anticipated due to age.
Dependants	No anticipated differentiated needs due to caring for Dependants.
Disability	Some anticipated differentiated needs due to Disability. Positive efforts will be made to ensure all provisions are Inclusive to all.
Religious Belief	No anticipated differentiated needs due to Religious Belief
Gender	Some anticipated differentiated needs due to Gender. In some cases additional initiatives will be run for single genders e.g. menopause support
Marital Status	No differentiated needs due to Marital Status.
Political Opinion	No anticipated differentiated needs due to Political Opinion.
Ethnicity	No differentiated needs due to Ethnicity.
Sexual Orientation	No differentiated needs due to Sexual Orientation

What are the social and economic impacts of the policy of people living in rural areas?

Please consider positive and negative impacts around issues such as access to education or youth provision, transport, broadband accessibility and employment impacts

Rural Impacts	Access to some of the provision of this Strategy may be difficult due to locality. Efforts will be made to ensure all have access to the majority of initiatives.
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2.4. Policy / Decision changes

Based on the equality issues that have been identified, what changes (mitigation) can you make to the policy in order to better promote equality of opportunity?

In developing the Strategy, policy or decision, what changes did you make, or do you intend to make to address any equality issues that you identified?

We have made provisions to reflect demographics within EA.
Some initiatives may be pro one gender to reflective our demographics e.g. menopause support.

The Strategy is aimed to provide regular health and wellbeing opportunities for all staff.

Based on the rural impacts that you have identified, what changes (mitigation) can you make to the policy?

N/A

PART 3 – GOOD RELATIONS

3.1. Are there any changes to the policy or decision that you would make to better promote good relations?

GROUP	Impact on Good Relations	Policy / Decision Changes
Religion	N/A	N/A
Ethnicity	N/A	N/A
Political Opinion	N/A	N/A

PART 4 – SEC 75 EQUALITY SCREENING DECISION

This section is only relevant to the Section 75 Equality Duties

4.1. How would you categorise the impacts of the policy or decision?

Please refer to guidance notes on categorising impacts

Please select:

Major Impact	
Minor Impact	✓ Positive
No Impact	

4.2. Does the policy or decision require a full Equality Impact Assessment?

Please select:

Yes	
No	✓

Please provide reasons for your decision

This policy is screened out with a minor positive impact. It is anticipated that the H&WB Strategy will have a positive impact on all S75 categories, with programmes tailored to suit specific needs and priorities. Constant feedback from stakeholders will be integral to ensure that needs are met and that the Strategy fulfils it aims and objectives.

No one will suffer a detriment as a result of this Strategy implementation. Inclusivity will be evident within this Strategic work and outcomes.

PART 5 – DISABILITY DUTIES

5.1. Does the Strategy, policy or decision encourage the participation of disabled people in public life? Or is there anything you can do within the policy or decision to encourage participation of disabled people in public life?

<i>How does the Strategy encourage the participation of disabled people in public life?</i>	<i>Is there anything further you can do to encourage the participation of disabled people in public life?</i>
The Strategy encourages social connection and active lifestyles for all staff including less able bodied.	Contact the equality and diversity team for ongoing advice.

5.2. Does the policy or decision promote positive attitudes towards disabled people? Or is there anything you can do within the policy or decision to promote positive attitudes towards disabled people?

<i>How does the Strategy promote positive attitudes towards disabled people?</i>	<i>Is there anything further you can do promote positive attitudes towards disabled?</i>
The Strategy encourages social connection and active lifestyles for all staff including less able bodied.	Contact the equality and diversity team for ongoing advice.

PART 6 – HUMAN RIGHTS

6.1. Are Human Rights Relevant?

Article		Relevant 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 compulsory labour.	NO
Article 5:	Right to liberty and security of person.	NO

Article 6:	Right to a fair & public trial in 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 & 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
Protocol 1, Article 1	Right to a peaceful enjoyment of possessions & protection of property	NO
Protocol 1, Article 2	Right of access to education	NO

If you answered 'no' to all human rights considerations, please go to section 7 – monitoring

6.2. If you have answered yes to any of the Articles, does the policy or decision have a potential positive impact or does it potentially interfere with anyone's Human Rights?

Article number	Positive impact or potential interference?	How?	Any legal issues arise?

PART 7 – MONITORING

7.1. What data will you collect to monitor the impact of the policy in terms of equality of opportunity, disability duties or human rights compliance?

Section 75	Disability Duties	Human Rights
Feedback from participants in specific H&WB programmes and initiatives	High level information on causes of absence (which may include disabilities) may influence health and wellbeing initiatives.	N/A

SIGN OFF

Approved Lead Officer: Robbie McGreevy, Assistant Director Corporate HR & Business Planning, EA

Policy Screened by: Paul Burns, Health & Wellbeing Manager, EA

Date: January 2020

Please note that the template **must be published** as part of the screening process. Please forward the completed template to equality.unit@eani.org.uk for publication