

Chapter 4: Equality and Human Rights Screening Report



Equality and Human Rights Screening Report

April 2025 – March 2026

These screenings can be viewed on the BSO website under:

<https://bso.hscni.net/directorates/people-and-place/equality-and-human-rights/equality-screening/>

Policy/Procedure	Policy Aims	Date	Screening Decision
Management of Change - Lurgan Relocation	PCC wish to inform Trade Unions/affected employees of the PCC considerations of the proposed relocation of the PCC Lurgan Staff to a Belfast base primarily due to the ending of and non-renewal of the lease for Quaker Buildings, Lurgan. Other factors include the HSC financial situation, the net zero climate change targets (sustainability strategy), and the DoH Estate Strategy. As part of the DOH Estate Strategy, PCC is required to optimise the use of its estate. SPPG is completing a reconfiguration of the entire office accommodation in Linenhall St to make better use of overall space available. Confirmation of reconfiguring our current office space as well as seeking to expand the existing allocation of space to PCC has been agreed. The proposal therefore is to move staff from the Lurgan office to an extended facility in Linenhall Street.	Jan-26	Screened out with mitigation
Social Media Policy	The policy's purpose is to protect the PCC, its staff and service users by minimising the associated business, legal and personal risks. The PCC uses Social Media platforms and fora as part of its communication with internal staff, and	May-25	Screened out without mitigation

	external customers and stakeholders. This policy lays out the good practice in the use of social media, and measures to eradicate unacceptable use. The policy also ensures that freedom of expression can be maintained and balanced against reputational and information governance risks. PCC staff are the organisation's best ambassadors so the policy aims to support the responsible use of social media, not restrict it. It should enable staff to get the best out of the available tools whilst maintaining a safe professional environment and protecting both themselves and the organisation.		
Staff Privacy Notice	This privacy notice tells you what to expect us to do with your personal information when you work for us. • Contact details • What information we collect, use, and why • Lawful bases and data protection rights • Where we get personal information from • How long we keep information • Who we share information with • How to complain.	Oct-25	Screened out without mitigation
Travel and Subsistence Policy	The purpose of this policy is to set out how business travel should be authorised, booked and monitored in line with DoH guidance, specifically the letter to ALB Chief Executives dated 27 September 2016. This policy does not cover normal business travel undertaken by members of staff in the performance of their duties. In such circumstances the relevant terms and conditions of service for reimbursement of travel costs should apply.	Dec-25	Screened out without mitigation

No concerns were raised by consultees on any of the screenings published in 2025-26.