Screening

Policy scoping

Information about the policy

Name of the policy – Flexi Time Policy

Is this an existing, revised or a new policy? New

What is it trying to achieve? (intended aims/outcomes)
To provide staff with flexible working arrangements that support domestic and personal responsibilities whilst ensuring effective service delivery and operational coverage.

Are there any S75 categories which might be expected to benefit from the intended policy? If so, explain how.

The policy promotes equality of opportunity for:
- **Age:** Older employees may benefit from flexibility around medical appointments and energy levels; younger employees may appreciate autonomy and work-life balance.
- **Disability:** Supports employees with disabilities by accommodating medical appointments and personal needs
- **Dependants:** Assists those with caring responsibilities through adaptable schedules.
- **Gender:** May support women or men with caregiving roles or childcare responsibilities.

Who initiated or wrote the policy?

The Policy was reviewed by the ICRIR Director of People and Culture.

Who owns and who implements the policy?
The Director of People and Culture owns the policy and delegates responsibility for implementation to the HR Business Partnering team within the directorate.

Implementation factors

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

- Regular review will help maintain its relevance and effectiveness.
- Inconsistent application across departments or roles could detract from fairness.

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 policy applies to the following groups:
- Staff

Other policies with a bearing on this policy

What are they?
Overtime Policy

Who owns them?
The Commission owns our policies.

Available evidence

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

1. Age:

Northern Ireland's workforce generally reflects an aging population, with approximately 18% of the population being over 65 and about 20% under 15. In the public sector, the average age of employees is typically between 35–55. Age-related issues in employment could include older employees facing challenges in adapting to new technologies or younger employees feeling underrepresented in leadership roles.

Surveys from sources like the Northern Ireland Statistics and Research Agency (NISRA) show concerns about intergenerational fairness and age-based discrimination in the workplace, including opportunities for younger workers to access training and promotions, and challenges older workers may face when adapting to evolving work practices.

ICRIR has the remit to investigate deaths and serious injuries related to the Troubles/Conflict in the period between 1 January 1966 and 10 April 1998 which caused serious physical or mental harm.

A victim or survivor can request that the Commission investigates an incident involving a serious injury to them.

A close family member of the deceased can ask the Commission to investigate an incident involving a death.

Given the time period in which these deaths or serious crimes occurred, Requesting Individuals are likely to be older than the general population.

Within ICRIR, a proportion of staff are semi-retired or have retired from previous employment.

2. Disability:

According to the NISRA, around 21% of Northern Ireland's population lives with a disability. This percentage increases with age. Requesting Individuals who have themselves suffered serious harm as a result of a serious injury related to the Troubles / Conflict will be more likely than the general public to be living with a disability.
Within the ICRIR workforce approximately 15% have declared a disability

3. Gender Reassignment:

Data on individuals who have undergone or are undergoing gender reassignment is scarce due to privacy concerns. However, estimates suggest that around 1% of the UK population identifies as transgender or non-binary.

4. Marriage and Civil Partnership:

The most recent Northern Ireland Census shows a declining trend in marriage rates, with more people opting for civil partnerships or remaining single.
Northern Ireland Census 2021 data shows a decline in marriage rates, with 42% of adults married, 11% divorced, and an increasing number of people opting for civil partnerships or remaining single.

5. Pregnancy and Maternity:

Northern Ireland typically sees around 23,000 births annually, with significant policy efforts around maternity leave and returning to work. The UK Government's Annual Population Survey indicates that 75% of women in Northern Ireland return to work after maternity leave, but disparities in career progression remain.

6. Race (Including Colour, Nationality, and Ethnic or National Origin):

Around 98% of Northern Ireland's population identifies as white, with 2% belonging to minority ethnic groups (e.g., Black, Asian, Mixed). The 2021 Census data also revealed growth in the minority ethnic population. Within the time period in which the deaths and serious harm which the ICRIR can investigate occurred, the percentage of the population which identifies as white was even higher.

7. Religion or Belief:

Northern Ireland is traditionally split between those identifying as Protestant (around 42%) and Catholic (about 41%), with increasing numbers identifying as having no religion or other religions.

8. Sex and Sexual Orientation:

Sexual orientation data indicates around 2% of the population identifies as LGB (Lesbian, Gay, Bisexual) based on NISRA's Continuous Household Survey.

9. Political Opinion (Northern Ireland Specific):

The political landscape in Northern Ireland is unique, with political opinions often aligning with religious or national identity.

Political affiliations in Northern Ireland often correlate with religious and national identity, with Unionists (typically Protestant) and Nationalists (typically Catholic) making up the largest groups. However, no precise statistics on political opinions are routinely collected due to sensitivities surrounding this information.

Sources for Gathering Data:

- Northern Ireland Statistics and Research Agency (NISRA)
- Equality Commission for Northern Ireland (ECNI)
- UK Office for National Statistics (ONS)
- Internal Equality Data

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?

The policy supports diverse needs across categories by offering flexibility, autonomy, and accommodation for medical and caregiving responsibilities. It is especially beneficial for older workers, disabled staff, carers, and those returning from maternity leave.

Part 2. Screening questions

Introduction

1. **What is the likely impact on equality of opportunity for those affected by this policy for each of the Section 75 equality categories?**

   Details of the likely policy impacts on **Religious belief**:
   What is the level of impact? Minor / Major / <mark>None</mark>
   Details of the likely policy impacts on **Political Opinion**:
   What is the level of impact? Minor / Major / <mark>None</mark>
   Details of the likely policy impacts on **Racial Groups**:
   What is the level of impact? Minor / Major / <mark>None</mark>
   Details of the likely policy impacts on **age**:
   What is the level of impact? Minor / Major / <mark>None</mark>
   Details of the likely policy impacts on **Marital Status**:
   Details of impact? Minor / Major / <mark>None</mark>
   Details of the likely policy impacts on **Sexual Orientation**:
   What is the level of impact? Minor / Major / <mark>None</mark>
   Details of the likely policy impacts on **Men and Women**:
   What is the level of impact? Minor / Major / <mark>None</mark>
   Details of the likely policy impacts on **disability**:
   What is the level of impact? Minor / Major / <mark>None</mark>
   Details of the likely policy impacts on **Dependants**:
   What is the level of impact? Minor / Major / <mark>None</mark>

2. **Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?** <mark>Yes</mark>/No

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

Details of the likely policy impacts on **Religious belief**:
What is the level of impact? Minor / Major / <mark>None</mark>
Details of the likely policy impacts on **Political Opinion**:
What is the level of impact? Minor / Major / <mark>None</mark>
Details of the likely policy impacts on **Racial Groups**:
What is the level of impact? Minor / Major / <mark>None</mark>

3. **Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?** No

Additional considerations

None identified**.**

Part 3. Screening decision

Screening Outcome:

Decision: Screened out, proceed with policy.

Mitigation

Approval and authorisation

Screened by: Director of People and Culture
Date: 17.10.25

Screened by: People Analyst
Date: 17.10.25

ELT Approval
Approved by: Director of People and Culture
Date: 17.10.25