# A4 DAERA Logo process.png

**Equality & Disability Duties**

**Screening Template**

# **Screening flowchart and template (taken from Section 75 of the Northern Ireland Act 1998 – A Guide for public authorities April 2010 *(Appendix 1)).***

**Introduction**

**Part 1. Policy scoping** – asks public authorities to provide details about the policy, procedure, practice and/or decision being screened and what available evidence you have gathered to help make an assessment of the likely impact on equality of opportunity and good relations.

**Part 2. Screening questions** – asks about the extent of the likely impact of the policy on groups of people within each of the Section 75 categories. Details of the groups consulted and the level of assessment of the likely impact. This includes consideration of multiple identity and good relations issues. This section also includes two questions related to the Disability Duties.

**Part 3. Screening decision** –guides the public authority to reach a screening decision as to whether or not there is a need to carry out an equality impact assessment (EQIA), or tointroducemeasures to mitigate the likely impact, or the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

**Part 4. Monitoring** –provides guidance to public authorities on monitoring for adverse impact and broader monitoring.

**Part 5. Consideration of Human Rights** – please note this is not a Human Rights Screening form but rather a prompt that impacts on Human Rights should be considered.

 **Part 6. Approval and authorisation** – verifies the public authority’s approval of a screening decision by a senior manager responsible for the policy.

 A screening flowchart is provided overleaf.

Policy Scoping

* + Policy
	+ Available data

Screening Questions

* Apply screening questions
* Consider multiple identities

Screening Decision: None/Minor/Major

Mitigate

 Publish Template

Re-consider screening

Publish Template

for information

Publish Template

 EQIA

Monitor

**‘None’**

Screened out

**‘Major’**

Screened in for EQIA

**‘Minor’**

Screened out with mitigation

Concerns raised with evidence

Concerns raised with evidence re: screening decision

**Part 1. Policy scoping**

The first stage of the screening process involves scoping the policy under consideration. The purpose of policy scoping is to help prepare the background and context and set out the aims and objectives for the policy, being screened. At this stage, scoping the policy will help identify potential constraints as well as opportunities and will help the policy maker work through the screening process on a step by step basis.

Public authorities should remember that the Section 75 statutory duties apply to internal policies (relating to people who work for the authority), as well as external policies (relating to those who are, or could be, served by the authority).

**Information about the policy**

Name of the policy

ALLOCATION OF COVID-19 SUPPORT FUNDING TO THE AGRICULTURE AND HORTICULTURE SECTORS \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Is this an existing, revised or a new policy?

Update to the existing policy on COVID-19 Support Funding to the Agriculture and Horticulture Sectors.

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

Description of policy:

There is a need to introduce a specific scheme to address hardship in the agriculture and horticulture sector due to financial losses incurred as a result of the COVID-19 pandemic. NI Executive agreed an initial allocation of £25 million in 2020/21 to provide financial assistance to enable businesses to deal with short term disruptions in the market place that would substantially threaten otherwise viable businesses. A further £3.2 million of existing DAERA resource was also set aside in 2020/21 and £5 million in the 2021/22 budget to provide assistance to the sector should that be required.

On the 30 June 2020, the Minister decided to allocate around £21.4 million and to retain around £7 million **to address any additional issues and challenges Covid-19 may present in the weeks and months ahead.** A breakdown of the £21.4m (indicative figures) is as follows:

* Support for the Beef Sector - £7m (100% losses covered)
* Support for the Dairy Sector - £11m (80% losses covered)
* Support for the Sheep Sector - £232k (100% losses covered)
* Support for the Potato Sector (2019 harvest crop) - £1.2 – £1.6m  (80% losses covered)
* Support for the Ornamental Horticulture Sector – £1.2m - £1.6m  (80% losses covered)

Following consultation with Industry Stakeholders and the submission of clear, verifiable evidence of losses incurred as a direct impact of COVID-19 the Minister also announced the follow:

* Support for the Pig Sector (CCF temporary closure) – £2.2m (80% losses covered)
* Support for the Poultry Hatching Egg Sector - £2m (80% losses covered)
* Support for the Sheep Sector (wool) - £1.2m (80% losses covered)
* Support for the Pig Sector (Cull Sows) - £2m (80% losses covered)
* Support for the Potato Sector (2020 harvest crop- £2m  (100% losses covered)

Further detail on how these figures have been arrived at is provided in the following section.

Legislation will be laid in the NI Assembly to enable aid to be paid to these sectors.

This Equality Screening assessment does not consider the operational implementation of this policy. An Equality Impact Assessment (EQIA) was undertaken by DAERA in 2016 on the means by which we communicated and transacted with customers of farm payments, including the operational implementation of schemes. That EQIA resulted in the application of mitigating procedures to ensure that such schemes were accessible to all customers.

Aims and Objectives of the policy:

Through a scheme, provide emergency financial support to sectors within the agriculture and horticulture industry to mitigate losses incurred due the corona virus (CV-19) pandemic in the UK during time bound periods that are specific to different sectors.

Uptake from this scheme will be from the following sectors: dairy, beef, sheep, potatoes, ornamental horticulture, pigs and poultry and will provide support to these sectors, in line with their level of loss as assessed by the Department. No negative impact is anticipated.

The Covid-19 support package is a contribution towards the verifiable losses incurred by businesses as a result of short term market disturbance. Evidence of financial losses at sectoral level has been collated and verified by DAERA using published market intelligence, actual prices paid and independent reports. Therefore, eligibility for support for an individual farmer depends first on this sectoral identification of need, with the level of support tailored to individual circumstances dependent on farm specific data. Hence, factors such as geographic location do not affect eligibility for, or distribution of, support.

It can be summarised thus for each of the target sectors:

**Dairy Sector**

Support will be an amount per litre based on the reduction in monthly average market prices (DAERA statistics) in the period March to June 2020, compared to the average market price or reference price in February 2020 of 26.68p/l (pre Covid-19).

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Month | Production (litres) | 2020 Price (p/l) | Loss against February (p/l) | Market Loss (£m) |
| Jan | 193270000 | 26.82 | 0 | 0 |
| Feb | 199185429  | 26.68 | 0 | 0 |
| Mar | 221199295 | 25.60 | 1.1 | 2.38 |
| April | 225000000(f) | 24.80(f) | 1.9 | 4.22 |
| May | 240000000(f) | 24.80(f) | 1.9 | 4.40 |
| June | 223000000(f) | 24.80(f)  | 1.9 | 4.19 |
| Total |  |  | 1.7 | 15.3 |

The payment to each farm business will be based on the volume they supplied to a processor in the period March to June 2020. Volumes of milk sold on fixed price contracts above the February 2020 reference price of 26.68p/l will not be included in the support package.

When the volume of ‘Contract Milk’ at a price above 26.68 is taken off (estimated at 10% by industry sources), and rate of 80% compensation of loss applied, the total estimated loss for the period April – June 2020 is £11m, equating to a payment of 1.28p/l, that was confirmed following availability of final data.

Nine organic dairy farmers experienced a more significant fall in price that those in the conventional milk production sector, and will receive an additional payment to ensure equity with respect to compensating for verifiable loss in the market price.

**Beef Sector**

Support will be provided as three flat rate payments per head based on the number of eligible animals presented for slaughter and when those animals were marketed.

**Payment 1** reflects the difference between the average market price of beef in the weeks when cattle were slaughtered and the reference beef price in the period before ‘lockdown’. The average payment per head based on the total number of cattle slaughtered and total loss incurred by all cattle over the period.

**Beef Sector - Payment 1**

|  |  |  |
| --- | --- | --- |
| **Cumulative Loss (weeks 14 to 20)** |  |  |
|   | **p/kg** | **head** | **ave weight** | **weight (kg)** | **value (£)** |
| Steers | -11.2 |  20,394  | 359 |  7,326,945  | -818,823 |
| Heifers | -10.3 |  17,098  | 324 |  5,538,059  | -568,744 |
| Young bulls | -10.2 |  4,276  | 331 |  1,413,825  | -144,495 |
| Cows | -17.9 |  8,985  | 310 |  2,789,513  | -498,530 |
|   | **Total** |  50,753  |   |  17,068,341  | -2,030,593 |
|  |  |  |  |  |  |
|  |  |  |  per head |  - 40.01  |

**Payment of £40 per head on 50,753 cattle equates to £2,030,120**

**Payment 2** reflects the loss of value of the 5th quarter (particularly from international markets) that resulted in a lower than anticipated beef price in the period prior to Covid-19 impacting the local beef market due to closure of food service outlets. This covers the period from when the price of hides fell to when beef prices recovered and rose substantially above pre-Covid-19 levels and returned the lost value of the 5th quarter.

**Beef Sector - Payment 2**

|  |  |
| --- | --- |
| **Steers, heifers, young bulls, cull cows, cull bulls, calves 2020** |  |
|  |  | **A** | **B** | **C** | **A-B+C** |
|  |  | **NI slaughterings** | **Imports** | **Exports** | **NI Farm Sales** |
|  | **No. Wks** | **Head** | **Head** | **Head** | **Head** |
|   |  |  |  |  |   |
| Mid February | 2 | 18472 | 784 | 133 | 17821 |
| March | 4 | 36342 | 539 | 361 | 36164 |
| April | 5 | 39002 | 418 | 184 | 38768 |
| May | 4 | 27645 | 1664 | 220 | 26201 |
| June | 4 | 35252 | 3514 | 58 | 31796 |
| **Total** | **19** | **156713** | **6919** | **956** | **150750** |

Payment of £33 per head on 150,750 cattle equates to £4,974,750

Beef Sector - Payment 3

Veal calves aged from 8 months to less than 12 months

Analysis of the APHIS data during the eligible period indicates that approx. 1400 cattle under 1 year old were slaughtered (excluding TB animals). This equates to appox. 90-100 per week. Further analysis indicates that 1150 were slaughtered by one processor that has a market for Rose Veal and a rearing programme with a small group of supplying farmers. It is understood that farmers supplying this processor do not receive a contact price for the animals and price paid reflects the market. Evidence gathered over the 7 week period from 11 April to 30 May 2020 (525 calves in total) indicate the total negative impact of the COVID-19 pandemic on Northern Ireland’s Rose Veal farmers is estimated to be approximately £8,085.

Payment of £13.50 per head on 525 calves equates to £7,087.50

Sheep Sector

Evidence gathered indicated that price for all sheep and lambs fell in w/e 28 March 2020 and remained relatively low for four weeks before recovering to pre Covid 19 levels in w/e 25 April 2020. Total sheep marketed during this period was 33,794 (17,214 in NI and 16,580 in ROI), and the value of loss based on price reporting was £232k. These figures are based on deadweight prices as live sales were closed for three out of the four weeks that prices declined.

**Payment of £6.88 per head on 33,794 sheep equates to £232k.**

Potato Sector (2019 Harvest Crop)

Potato growers who specialise in growing and storing potatoes for the food service and hospitality industry were significantly affected when processers cancelled or significantly reduced orders in mid-March 2020 for this perishable produce. This left them with very few market outlets for their produce other than stock feed and AD plants, and prices for this category of potato fell significantly. A DAERA telephone survey identified 74 affected growers and an estimated 13,500t of potatoes impacted.

Losses were estimated as the difference between a reference price (market price for processing potatoes in March 2020 prior to the Covid 19 lockdown) and sale price if sold, or residual value (stock feed value) if still in store in July 2020. A worst case scenario estimates losses in the region of £1.5 – 2m, and when a compensation rate of 80% is applied, this equates to a budget allocation of up to £1.6m.

The amount of unsold processing potatoes in stores will be quantified by a DAERA inspection in late July 2020 and eligible growers will be expected to provide evidence of loss in sales in the period mid-March to end of July 2020.

Ornamental Horticulture Sector

The ornamental sector witnessed a collapse in demand as a result of the restrictions on the general public to curb the spread of the COVID-19 virus prior to garden centres reopening on 18 May 2020. This resulted in a substantial monetary loss for the businesses concerned as the products have a particular shelf life of 2 – 5 weeks. Crops in some cases have been dumped with all investment in production costs lost.

Evidence gathered from engagement with growers and from other sources shows losses during the March – June 2020 period were in the region of £1.5-£2m, and when a compensation rate of 80% is applied, this equates to a budget allocation of up to £1.6m. To access support, eligible growers will be expected to provide evidence of loss in sales during the period 1 March – 30 June 2020.

**Pig Sector**

As a result of the COVID-19 pandemic some pig producers incurred financial loss when the Cranswick Country Food (CCF) processing plant was temporarily closed for 2 weeks in August 2020 due to high levels of Covid-19 amongst the workforce. As alternative processing outlets had very limited capacity to kill additional pigs and / or slaughter costs elsewhere were expensive, a backlog of pigs developed on farms leading to additional production costs and reduced sales prices due to pigs not meeting slaughter specifications. This backlog amounted to some 23,000 pigs on approx. 130 supply farms.

It took 9 weeks for normal operations to resume so the period of market disruption was from 4 September to 7 November.

Support would be provided to the pig sector in that reference period for the losses listed below, that are 80% of total verifiable losses;

* £15/pig on all pigs slaughtered by CCF,
* Losses on pigs sold to other processors,
* Penalties on overweight and over fat pigs slaughtered by CCF (above normal incidence),

The total level of support for this sector would be in the region of £2m.

**Poultry Sector – Hatching Eggs**

The impact of Covid-19 and lockdown measures on hospitality / food service caused demand for hatching eggs to fall by some 12% in the UK and an export order of 1.5m eggs/week was cancelled.

To reduce egg numbers and bring supply and demand into balance, Moy Park Ltd immediately reduced bird numbers on local production units by depleted laying flocks up to 12 weeks early, extending the intercrop periods and downgrading hatching eggs to commercial eggs.

Support would be provided to rearing farms and laying farms in the poultry hatching egg sector in that reference period for 80% of the verifiable losses listed below;

Rearing Farm – scaled up based on house capacity:

* £0.034 / pullet / week during extended intercrop periods,
* £0.208 / pullet reared (or balance) when performance payment is not available from laying farm,

Laying Farm – scaled up based on house capacity

* £0.079 / bird / week during extended intercrop periods,
* £1.14 / bird (or balance) when performance payment has not been generated by laying flock.

Evidence has been received to confirm that the level of loss over the reference period of market disruption from 23 March 2020 to 31 January 2021 is in the region to £2m.

**Sheep Sector – wool**

The price of wool on international markets fell significantly in spring 2020 due to the pandemic, and the market has remained depressed for over a year. This has meant the value of wool has fallen from a pre-Covid price of £0.576/kg to £0.128/kg and this impact has been experienced by sheep farmers over two production periods (2019 and 2020 clips).

Given the relatively small contribution of wool sales to overall enterprise output and the market for lambs in past months being very buoyant, it was not possible to develop a successful business case for market intervention However, the Minister was prepared to give a Direction and implement a scheme.

Support would be provided to all sheep farmers at a flat rate of £1.40 ewe as a contribution towards 80% of the verifiable losses over 2 production periods (clips), based on the number of ewes recorded in the 2019 Annual Sheep Inventory.

**Pig Sector – cull sows**

The value of cull sows and prices paid to local farmers began to fall in May 2020 due to the impact of Covid-19 on international markets reducing demand for pig meat and significant reduction in exports to China. Prices remained low during the summer period as outbreaks of Covid-19 in the workforce caused large pig processing plants in Germany to close and / or operate below normal levels of output. Outbreaks of Covid-19 in staff working in GB processing plants in early December 2020 and cross channel transport issues in late December 2020, have also had a negative impact. A high proportion of cull sow carcases are sent to Germany for further processing and due to reduced plant throughput and prioritisation of higher value pigs, cull sows were not imported from the UK in January and February 2021.

The value of cull sows has fallen from a pre-Covid high of £149/sow to a low of £20/sow in January with an average loss over the period May 2020 to March 2021 being £106/sow. Support would be provided to pig farmers at a flat rate of £88/ sow as a contribution towards 80% of the verifiable losses between May 2020 and March 2021 based on the number of sows recorded in the 2020 Annual Pig Inventory.

**Potato Sector (2020 Harvest Crop)**

Potato growers supplying the potato processing market have faced prolonged periods of lockdown between October and Christmas, followed by a lockdown period from January to April significantly impacting demand from the food service and hospitality sectors for potatoes. In addition, one of the main volume outlets for potato processors is the education sector that has been closed for most of the year. A DAERA telephone survey of 87 growers in April identified that 15,500t of potatoes were still in store and with their quality deteriorating rapidly, the only option was to sell for stock feed or as raw material to an AD plant at significant loss.

Losses were estimated as the difference between the cost of production (£147/t) and market value of stock feed (£20/t), for potatoes that were inspected by DAERA in ambient stores at the beginning of June, or in cold stores at the end of July. Support would be provided at 100% of verifiable losses amounting to £127/t for potatoes that were utilised for stock feed or AD plants, equating to a budget allocation of up to £2m.

Levels of Support

Since other HMG support measures such as Self Employed Income Support Scheme (SEISS) and Bounce Back Loan Schemes are available to agricultural and horticultural businesses, rates of compensation for losses incurred have not been set at 100% to avoid over compensation of loss from the public purse. Businesses in some sectors, particularly dairy, with Average Farm Business Incomes over £50,000 (forecasted £51,964 in 2019/20[[1]](#footnote-1)) have been able to gain more support from the SEISS than those in other sectors. They will also tend to have greater resilience to market shocks. Hence the rate for dairy, potatoes, ornamental horticulture, pigs and poultry payments have been set at 80% of the calculated loss for the sector.

The 80% rate is compatible with that set as the minimum for the Self Employed Income Support Scheme and the amount of wages paid to furloughed workers through the Coronavirus Job retention Scheme.

The rate for the beef and sheep sector however, has been set at 100% as average Farm Business Incomes for both lowland and LFA beef farms is below £15,0003. Therefore these businesses would have had limited or no benefit from other HMG support measures including the Self Employed Income Support Scheme and have limited capacity to absorb losses.

The elements of the scheme that are being developed to support the sectors will all follow similar design principles to ensure good governance, avoid unnecessary bureaucracy and ensure that the schemes comply with legal requirements. These principles include:

• Support for evidence-based losses caused by market disturbance;

• Support targeted to those impacted most financially;

• Compliance with State Aid rules;

• Straightforward and flexible to administer / minimum bureaucracy;

• No negative impact on administration of Basic Payment funding;

• Compliance with good governance and accountability;

• Measures to avoid over compensation of losses / consideration of benefits from other schemes;

• Developed and delivered using a partnership approach across the Department and with stakeholders;

• Compliance with Section 75 obligations.

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

If so, explain how.

No- The scheme is not specific to any one particular Section 75 categories.

Uptake from this scheme will be from the following sectors: dairy, beef, sheep, potatoes, ornamental horticulture, pigs and poultry and will provide support to these sectors, in line with their level of loss as assessed by the Department. No negative impact is anticipated.

The Covid-19 support package is a contribution towards the verifiable losses incurred by businesses as a result of short term market disturbance. Evidence of financial losses at sectoral level has been collated and verified by DAERA using published market intelligence, actual prices paid and independent reports. Therefore, eligibility for support for an individual farmer depends first on this sectoral identification of need, with the level of support tailored to individual circumstances dependent on farm specific data. Hence, factors such as geographic location do not affect eligibility for, or distribution of, support.

Who initiated or wrote the policy?

COVID-19 Contingency Planning Team and Area Based Schemes Development Branch

Who owns and who implements the policy?

COVID-19 Contingency Planning Team and Area Based Schemes Development Branch

**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 – DAERA funding is essential to ensure that a scheme can be delivered and provide a contribution towards the verifiable losses incurred by businesses as a result of short term market disturbance caused by the COVID-19 pandemic.

**Main stakeholders affected**

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

**Internal** - Support provided within DAERA (COVID Contingency Division, Area Based Schemes, Sustainable Agri-food Development Division and CAFRE. Staff will complete this work as part of their core job roles during normal working hours.

**External** – The main beneficiaries of the scheme are dairy farmers, beef finishers, Sheep farmers, potato growers, ornamental horticultural growers, pig farmers and poultry farmers.

Industry stakeholders including UFU, Dairy UK, NIAPA, NIMEA, LMC, Horticulture Forum, Moy Park Broiler Breeder Group, Ulster Wool.

**Rural community** – A major contribution to the productivity and employability of farm and horticultural businesses in rurally isolated areas of NI

Other policies with a bearing on this policy

* what are they?

 A full Equality Impact Assessment (EQIA) was undertaken by DAERA in 2016 on the means by which we communicated and transacted with customers of farm payments, including the operational implementation of schemes.

* who owns them?

Area Based Schemes Division

**Available evidence**

Evidence to help inform the screening process may take many forms. Public authorities should ensure that their screening decision is informed by relevant data. The Commission has produced this guide to [signpost to S75 data](https://www.equalityni.org/ECNI/media/ECNI/Publications/Employers%20and%20Service%20Providers/Public%20Authorities/S75DataSignpostingGuide.pdf).

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

*Please ensure all data used is the most current and up to date available. You should verify this by contacting the Departmental Statisticians.*

**Religious belief** evidence / information:

[Equality Impact Assessment of the 2014-2020 Rural Development Programme.](https://www.daera-ni.gov.uk/sites/default/files/publications/dard/2014-2020-rdp-final-eqia-report.pdf)

2018 DAERA Equality Indicators Report

Just over two fifths (42%) of farmers in Northern Ireland were Catholic, with half (51%) stating their religion as Protestant or another Christian denomination. The remainder (6%) were of 'other' or no religion. Catholics were much more likely than Protestants to farm on very small farms, with 85% of Catholics farming small farms compared to 68% of Protestants, and only 2% having large farms compared to 10% of Protestant farmers.

Catholic farmers were also more likely to be engaged in cattle and sheep farming in Less Favoured Areas, with over three quarters (77%) engaged in this type of farming activity compared to less than half (45%) of Protestant farmers.

In contrast, a much higher proportion of Protestant (16%) than Catholic (5%) farmers were dairy farmers, and twice as many Protestant (25%) as Catholic (12%) farmers were lowland cattle and sheep farmers.

**Political Opinion** evidence / information:

Equality Impact Assessment of the 2014-2020 Rural Development Programme.

2011 Census of Northern Ireland

2018 DAERA Equality Indicators Report

Information on political opinion was not collected in the Population Census 2011. However, as a question on National Identity was included responses were analysed against farm size, type and land characteristics as a proxy metric for political opinion.

Overall, 44% of farmers reported their identity as British only, 26% as Irish only and 23% as Northern Irish only, with 8% stating another identity or a combination of more than one identity. However, the religious profile varied across farm characteristics, with the proportions stating a British only identity increasing with farm size, from 40% of those in very small farms to 65% of those in large farms.

A much higher proportion of those stating an Irish only or Northern Irish only identity farmed on very small farms (85% and 81% respectively) than those stating a British only identity (69%). In contrast, the proportion of those stating a British only identity farming on large farms (9%) was more than double that of those who stated Irish only (2%) or Northern Irish only (4%) identities.

High proportions of dairy farmers (62%) and those engaged in mixed farming (63%) stated a British only identity. More than three quarters of those describing their identity as Irish only (77%) and two-thirds of those with a Northern Irish only (68%) identity were engaged in cattle and sheep farming in Less Favoured Areas, compared to less than half (48%) of farmers of British only identity.

In contrast, those stating a British only identity were much more likely to be engaged in farming cattle and sheep in lowland areas, dairy farming, or other types of farming activity, than those stating an Irish only or Northern Irish only identity. Farmers with an Irish only identity were almost twice as likely to farm in Severely Disadvantaged Areas (55%) than farmers with a British only identity (28%). The proportion of those with a Northern Irish identity farming in Severely Disadvantaged Areas was also very high at 48%. On the other hand, the proportion of those describing themselves as British only who farmed in lowland areas (39%) was more than twice that of those with an Irish only identity (15%) and much higher than those with a Northern Irish only identity (24%).

**Racial Group** evidence / information:

Equality Impact Assessment of the 2014-2020 Rural Development Programme.

2011 Census of Northern Ireland

2018 DAERA Equality Indicators Report

The 2011 Census of Northern Ireland (most recent as next is 2021) found that over 98% of the population, state their ethnic origin to be white. Non-white ethnic groups accounted for 1.7% of the total population. In addition under 1.3% of non-white minority ethnic groups of Black, Asian and Other live in rural area.

The proportion of farmers stating an ethnicity other than white was too small to examine differences by farm characteristics.

**Age** evidence / information:

Equality Impact Assessment of the 2014-2020 Rural Development Programme.

2011 Census of Northern Ireland – [Population Estimates – Single year of Age](https://www.ninis2.nisra.gov.uk/public/Theme.aspx?themeNumber=74&themeName=Population)

2016 [EU Farm Structure Survey Northern Ireland](https://www.daera-ni.gov.uk/sites/default/files/publications/daera/17.18.088%20EU%20Farm%20Structure%20Survey%202016%20V2.pdf)

2018 DAERA Equality Indicators Report

The mean age of the NI population is 37.59. 57.61% of NI residents aged 16-72 were economically active.

The average age of farmers in Northern Ireland was 59 years. Only 8% of farmers were aged under 40 years, and more than a third (36%) were aged 65 years or older.

There was little variation in the age profile of farmers by farm size, although farmers of very small farms (which account for three-quarters of all farms in Northern Ireland) had a slightly older age profile than those of larger farms.

There was also little variation in age across farming activity type. However, farmers engaged in cattle and sheep farming, general cropping and horticulture had the oldest age profiles, while pig and poultry farmers had the youngest age profiles. Poultry farmers were around twice as likely to be aged under 40 than other farmers.

There was virtually no difference in age profile across land types. However, farmers aged under 40 were slightly more likely to farm in Severely Disadvantaged Areas than older farmers.

**Marital Status** evidence / information:

Equality Impact Assessment of the 2014-2020 Rural Development Programme.

2018 DAERA Equality Indicators Report

Almost three quarters (73%) of farmers were married, with the proportion of married farmers increasing with farm size; 84% of farmers of large farms were married, compared to 71% of farmers of very small farms.

Conversely, twice as many farmers (18%) of very small farms were single as farmers of medium sized (9%) or large farms (9%).

Across farm activity types, a very high proportion of pig farmers (88%) and farmers engaged in horticulture (88%) in 2010-11 were married. Lowland farmers were slightly more likely to be married (77%) than farmers in Disadvantaged (73%) or Severely Disadvantaged (71%) Areas.

**Sexual Orientation** evidence / information:

Equality Impact Assessment of the 2014-2020 Rural Development Programme.

2011 Census of Northern Ireland

[Sexual Identity, UK: 2016](https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2016)

In 2016, just over 1 million (2%) of the UK population aged 16 and over identified themselves as lesbian, gay or bisexual (LGB). The population aged 16 – 24 were the age group most likely to identify as LGB in 2016 (4.1%). More males (2.3%) than females (1.6%) identified themselves as LGB in 2016.

There are no data on the number of lesbian, gay or bisexual (LGB) persons in NI as no national census has ever asked people to define their sexuality. However, according to the 2013 NI Life and Times Survey (NILT), 96% of people in NI are heterosexual and 1% are homosexual (<http://www.ark.ac.uk/nilt/2013/Background/ORIENT.html>).

**Men & Women generally** evidence / information:

Equality Impact Assessment of the 2014-2020 Rural Development Programme.

2016 EU Farm Structure Survey Northern Ireland

2018 DAERA Equality Indicators Report

Only 9% of principal farmers were female. Female farmers were more likely than their male counterparts to farm on very small farms - 87% of women farmers had small farms compared to 75% of male farmers. Farmers engaged in 'Other types' of farming (such as running specialist horse farms) were twice as likely to be women as were farmers engaged in other activity types.

A higher proportion of female (86%) than male farmers (78%) were engaged in cattle and sheep farming, and a much lower proportion (4% of female compared to 12% of male farmers) were dairy farmers.

Female farmers were also more likely to farm in Less Favoured Areas. Forty-four percent of women farmers farmed in Severely Disadvantaged Areas compared to 39% of male farmers.

Some of the gender differences in farm characteristics may be partly due to the differing age profiles of male and female farmers. Female farmers had an older age profile than their male counterparts, with 4% of female farmers aged under 40, compared to 8% of male farmers, and 45% of female farmers aged 65 or over, compared to 35% of male farmers.

**Disability** evidence / information:

Equality Impact Assessment of the 2014-2020 Rural Development Programme.

2011 Census of Northern Ireland

2018 DAERA Equality Indicators Report

In Northern Ireland it is estimated that 22% of the population have some form of disability; amongst farmers this figure is slightly higher, with 26% reporting they suffer from some form of disability.

Almost a third (30%) of farmers stated that they had a long-term illness or disability which limited their daily activities, with the incidence of disability inversely related to farm size.

The proportion of farmers of very small farms stating that their activities were limited a lot (16%) was twice that of farmers of large farms (8%). Farmers in disadvantaged areas (16%) were slightly more likely than lowland farmers (12%) to state that their activities were limited.

Some of the differences in farm characteristics by disability may be partly due to the variation in age profiles of those with and without disabilities. The incidence of those reporting that their activities were limited either a little or a lot rises steeply with age.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Dependants** evidence / information:

Equality Impact Assessment of the 2014-2020 Rural Development Programme.

2018 DAERA Equality Indicators Report

Two fifths (40%) of all farm households contained children under 18 years old, elderly disabled people, or both.

Households of medium sized farms were slightly more likely than smaller or larger farms to contain dependants as were the households of farmers engaged in pig, poultry or mixed farming.

Farm households in Disadvantaged Areas (41%) were slightly more likely than those in lowland areas (38%) to contain dependants.

**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**

Needs/experiences – This proposed policy provides a contribution towards the verifiable losses incurred by businesses as a result of short term market disturbance (irrespective of their religious belief). Evidence of financial losses at sectoral level has been collated and verified by DAERA using published market intelligence, actual prices paid and independent reports. Therefore, eligibility for support for an individual farmer depends first on this sectoral identification of need, with the level of support tailored to individual circumstances dependent on farm specific data.

Priorities – For grant funding to be provided to the farm businesses impacted most by the COVID-19 pandemic.

**Political Opinion**

Needs/experiences – This proposed policy provides a contribution towards the verifiable losses incurred by businesses as a result of short term market disturbance (irrespective of their political Opinion). Evidence of financial losses at sectoral level has been collated and verified by DAERA using published market intelligence, actual prices paid and independent reports. Therefore, eligibility for support for an individual farmer depends first on this sectoral identification of need, with the level of support tailored to individual circumstances dependent on farm specific data.

Priorities – For grant funding to be provided to the farm businesses impacted most by the COVID-19 pandemic.

**Racial Group**

Needs/experiences – This proposed policy provides a contribution towards the verifiable losses incurred by businesses as a result of short term market disturbance (irrespective of their racial group). Evidence of financial losses at sectoral level has been collated and verified by DAERA using published market intelligence, actual prices paid and independent reports. Therefore, eligibility for support for an individual farmer depends first on this sectoral identification of need, with the level of support tailored to individual circumstances dependent on farm specific data.

Priorities – For grant funding to be provided to the farm businesses impacted most by the COVID-19 pandemic.

**Age**

Needs/experiences – This proposed policy provides a contribution towards the verifiable losses incurred by businesses as a result of short term market disturbance (irrespective of their age). Evidence of financial losses at sectoral level has been collated and verified by DAERA using published market intelligence, actual prices paid and independent reports. Therefore, eligibility for support for an individual farmer depends first on this sectoral identification of need, with the level of support tailored to individual circumstances dependent on farm specific data.

Priorities – For grant funding to be provided to the farm businesses impacted most by the COVID-19 pandemic.

**Marital status**

Needs/experiences – This proposed policy provides a contribution towards the verifiable losses incurred by businesses as a result of short term market disturbance (irrespective of their marital status). Evidence of financial losses at sectoral level has been collated and verified by DAERA using published market intelligence, actual prices paid and independent reports. Therefore, eligibility for support for an individual farmer depends first on this sectoral identification of need, with the level of support tailored to individual circumstances dependent on farm specific data.

Priorities – For grant funding to be provided to the farm businesses impacted most by the COVID-19 pandemic.

**Sexual orientation**

Needs/experiences – This proposed policy provides a contribution towards the verifiable losses incurred by businesses as a result of short term market disturbance (irrespective of their sexual orientation). Evidence of financial losses at sectoral level has been collated and verified by DAERA using published market intelligence, actual prices paid and independent reports. Therefore, eligibility for support for an individual farmer depends first on this sectoral identification of need, with the level of support tailored to individual circumstances dependent on farm specific data.

Priorities – For grant funding to be provided to the farm businesses impacted most by the COVID-19 pandemic.

**Men and Women Generally**

Needs/experiences – This proposed policy provides a contribution towards the verifiable losses incurred by businesses as a result of short term market disturbance (irrespective of their gender). Evidence of financial losses at sectoral level has been collated and verified by DAERA using published market intelligence, actual prices paid and independent reports. Therefore, eligibility for support for an individual farmer depends first on this sectoral identification of need, with the level of support tailored to individual circumstances dependent on farm specific data.

Priorities – For grant funding to be provided to the farm businesses impacted most by the COVID-19 pandemic.

**Disability**

Needs/experiences – This proposed policy provides a contribution towards the verifiable losses incurred by businesses as a result of short term market disturbance (irrespective of level of disability). Evidence of financial losses at sectoral level has been collated and verified by DAERA using published market intelligence, actual prices paid and independent reports. Therefore, eligibility for support for an individual farmer depends first on this sectoral identification of need, with the level of support tailored to individual circumstances dependent on farm specific data.

Priorities – For grant funding to be provided to the farm businesses impacted most by the COVID-19 pandemic.

**Dependants**

Needs/experiences – This proposed policy provides a contribution towards the verifiable losses incurred by businesses as a result of short term market disturbance (irrespective of whether they have dependants or not). Evidence of financial losses at sectoral level has been collated and verified by DAERA using published market intelligence, actual prices paid and independent reports. Therefore, eligibility for support for an individual farmer depends first on this sectoral identification of need, with the level of support tailored to individual circumstances dependent on farm specific data.

Priorities – For grant funding to be provided to the farm businesses impacted most by the COVID-19 pandemic.

**Part 2. Screening questions**

**Introduction**

In making a decision as to whether or not there is a need to carry out an equality impact assessment, the public authority should consider its answers to the questions 1-4.

If the public authority’s conclusion is **none** in respect of all of the Section 75 equality of opportunity and/or good relations categories, then the public authority may decide to screen the policy out. If a policy is ‘screened out’ as having no relevance to equality of opportunity or good relations, a public authority should give details of the reasons for the decision taken.

If the public authority’s conclusion is **major** in respect of one or more of the Section 75 equality of opportunity and/or good relations categories, then consideration should be given to subjecting the policy to the equality impact assessment procedure.

If the public authority’s conclusion is **minor** in respect of one or more of the Section 75 equality categories and/or good relations categories, then consideration should still be given to proceeding with an equality impact assessment, or to:

* measures to mitigate the adverse impact; or
* the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

**In favour of a ‘major’ impact**

1. The policy is significant in terms of its strategic importance;
2. Potential equality impacts are unknown, because, for example, there is insufficient data upon which to make an assessment or because they are complex, and it would be appropriate to conduct an equality impact assessment in order to better assess them;
3. Potential equality and/or good relations impacts are likely to be adverse or are likely to be experienced disproportionately by groups of people including those who are marginalised or disadvantaged;
4. Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are concerns amongst affected individuals and representative groups, for example in respect of multiple identities;
5. The policy is likely to be challenged by way of judicial review;
6. The policy is significant in terms of expenditure.

**In favour of ‘minor’ impact**

1. The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;
2. The policy, or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated by making appropriate changes to the policy or by adopting appropriate mitigating measures;
3. Any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for particular groups of disadvantaged people;
4. By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

**In favour of none**

1. The policy has no relevance to equality of opportunity or good relations.
2. The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity or good relations for people within the equality and good relations categories.

Taking into account the evidence presented above, consider and comment on the likely impact on equality of opportunity and good relations for those affected by this policy, in any way, for each of the equality and good relations categories, by applying the screening questions given overleaf and indicate the level of impact on the group i.e. minor, major or none.**Screening questions**

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

Please provide details of the likely policy impacts and determine the level of impact for each S75 categories below i.e. either minor, major or none.

Details of the likely policy impacts on **Religious belief**:

The Covid 19 support funding package has been constructed through analysis at sectoral level of losses in market returns linked specifically to the Covid 19 crisis. It is not designed to address other difficulties or challenges that may exist concurrently, although the percentage compensation of estimated loss is higher for the beef and sheep sectors partly to reflect the lower financial resilience in these sectors following two years of low incomes. The package shall directly and indirectly positively benefit the agriculture and horticulture industry as a whole which is representative of the range of religious beliefs in NI. It will provide support to the various sectors, in line with their level of loss irrespective of their religious belief. While the higher percentage compensation of loss in the beef and sheep sectors may provide a small perceived advantage for Catholics (given the composition of the beef and sheep sector), the justification for this slightly more favourable treatment derives from the more difficult underlying financial resilience of those sectors.

What is the level of impact? None

Details of the likely policy impacts on **Political Opinion**:

The Covid 19 support funding package shall directly and indirectly positively benefit the agriculture and horticulture industry as a whole which is representative of the range of political beliefs in NI. It will provide support to the various sectors, in line with their level of loss irrespective of their political opinion. While the higher percentage compensation of loss in the beef and sheep sectors may provide a small perceived advantage for nationalists – using religion as a proxy for political belief - (given the composition of the beef and sheep sector), the justification for this slightly more favourable treatment derives from the more difficult underlying financial resilience of those sectors.

What is the level of impact? None

Details of the likely policy impacts on **Racial Group**:

The Covid 19 support funding package shall directly and indirectly positively benefit the agriculture and horticulture industry as a whole. The scheme will provide support to the various sectors, in line with their level of loss irrespective of their racial group. There is no evidence to suggest the Covid 19 support funding package would have a negative differential impact on the equality of opportunity of applicants in different racial groups.

What is the level of impact? None

Details of the likely policy impacts on **Age**:

The Covid 19 support funding package shall directly and indirectly positively benefit the agriculture and horticulture industry as a whole. It will provide support to the various sectors, in line with their level of loss irrespective of their age. There is no evidence to suggest the Covid 19 support funding package would have there a negative impact on the equality of applicants in relation to their age.

What is the level of impact? None

Details of the likely policy impacts on **Marital Status**:

The Covid 19 support funding package shall directly and indirectly positively benefit the agriculture and horticulture industry as a whole. It will provide support to the various sectors, in line with their level of loss irrespective of their marital status. We consider that there is no evidence to suggest the Covid 19 support funding package would have a negative differential impact on the equality of opportunity of applicants in relation to their marital status.

What is the level of impact? None

Details of the likely policy impacts on **Sexual Orientation**:

The Covid 19 support funding package shall directly and indirectly positively benefit the agriculture and horticulture industry as a whole. It will provide support to the various sectors, in line with their level of loss irrespective of their sexual orientation. There is no evidence to suggest the Covid 19 support funding package would have a negative differential impact on the equality of opportunity of applicants in relation to their sexual orientation.

What is the level of impact? None

Details of the likely policy impacts on **Men and Women**:

 The Covid 19 support funding package shall directly and indirectly positively benefit the agriculture and horticulture industry as a whole. It will provide support to the various sectors, in line with their level of loss irrespective of their gender. The Covid 19 support funding package shall directly and indirectly benefit the agriculture and horticulture industry as a whole which is representative of men and women generally in NI.

What is the level of impact? None

Details of the likely policy impacts on **Disability**:

The Covid 19 support funding package shall directly and indirectly positively benefit the agriculture and horticulture industry as a whole. It will provide support to the various sectors, in line with their level of loss irrespective of whether or not they have a disability. There is no evidence to suggest the Covid 19 support funding package would have a negative differential impact on the equality of opportunity in relation to their disability.

What is the level of impact? None

Details of the likely policy impacts on **Dependants**:

The Covid 19 support funding package shall directly and indirectly positively benefit the agriculture and horticulture industry as a whole. It will provide support to the various sectors, in line with their level of loss irrespective of whether or not they have dependants. The Covid 19 support funding package shall directly and indirectly benefit the agriculture and horticulture industry as a whole which is representative of those with dependants in NI.

What is the level of impact? None

1. **Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?** Yes/No (please delete as appropriate)

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 - This is funding specifically for the agriculture and horticulture sectors that incurred the greatest financial losses due to the impact of Covid 19 on an evidence basis at sectoral level and does not reflect particular section 75 categories.

**Political Opinion -** If Yes, provide details:

If No, provide reasons No - This is funding specifically for the agriculture and horticulture sectors that incurred the greatest financial losses due to the impact of Covid 19 on an evidence basis at sectoral level and does not reflect particular section 75 categories.

**Racial Group -** If Yes, provide details:

If No, provide reasons No - This is funding specifically for the agriculture and horticulture sectors that incurred the greatest financial losses due to the impact of Covid 19 on an evidence basis at sectoral level and does not reflect particular section 75 categories.

**Age -** If Yes, provide details:

If No, provide reasons No - This is funding specifically for the agriculture and horticulture sectors that incurred the greatest financial losses due to the impact of Covid 19 on an evidence basis at sectoral level and does not reflect particular section 75 categories.

**Marital Status -** If Yes, provide details:

If No, provide reasons No - This is funding specifically for the agriculture and horticulture sectors that incurred the greatest financial losses due to the impact of Covid 19 on an evidence basis at sectoral level and does not reflect particular section 75 categories.

**Sexual Orientation -** If Yes, provide details:

If No, provide reasons: No - This is funding specifically for the agriculture and horticulture sectors that incurred the greatest financial losses due to the impact of Covid 19 on an evidence basis at sectoral level and does not reflect particular section 75 categories.

**Men and Women generally -** If Yes, provide details:

If No, provide reasons: No - This is funding specifically for the agriculture and horticulture sectors that incurred the greatest financial losses due to the impact of Covid 19 on an evidence basis at sectoral level and does not reflect particular section 75 categories.

**Disability -** If Yes, provide details:

If No, provide reasons: No - This is funding specifically for the agriculture and horticulture sectors that incurred the greatest financial losses due to the impact of Covid 19 on an evidence basis at sectoral level and does not reflect particular section 75 categories.

**Dependants -** If Yes, provide details:

If No, provide reasons: No - This is funding specifically for the agriculture and horticulture sectors that incurred the greatest financial losses due to the impact of Covid 19 on an evidence basis at sectoral level and does not reflect particular section 75 categories.

1. **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**:

The provision of Covid 19 support funding within the agriculture and horticulture sectors that have evidence of verifiable losses regardless of religious beliefs.

What is the level of impact? None

Details of the likely policy impacts on **Political Opinion**:

The provision of Covid 19 support funding within the agriculture and horticulture sectors that have evidence of verifiable losses regardless of Political Opinion.

What is the level of impact? None

Details of the likely policy impacts on **Racial Group**:

There is likely to be no impact as almost all farm business members will be from the same racial group.

What is the level of impact? None

1. **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 – the scheme is intended to provide financial assistance to those involved in the agricultural and horticultural sector who have incurred evidenced and verifiable losses as a result of COVID-19, irrespective of their religious belief.

**Political Opinion -** If Yes, provide details:

If No, provide reasons: No – the scheme is intended to provide financial assistance to those involved in the agricultural and horticultural sector who have incurred losses as a result of COVID-19, irrespective of their political opinion.

**Racial Group -** If Yes, provide details:

If No, provide reasons: No - The 2011 Census found that over 98% of the population in NI state their ethnic origin to be white[[2]](#footnote-2).

The Northern Ireland Life and Times Survey 2019[[3]](#footnote-3) found that 95% of respondents identified as being White and 5% as being Other.

**Farmers and Farm Workers**

The breakdown by ethnic group and country of birth of farmers and farm workers from the 2011 Census is set out in the tables below (Tables 1 and 2). These tables show that the vast majority of farmers and farm workers are of a white ethnic group and their country of birth was Northern Ireland. For those recorded in agricultural occupation codes, over 99.6% were reported to be White[[4]](#footnote-4).

**Table 1 - Farmers and farm workers by ethnic group[[5]](#footnote-5)**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **All usual residents aged 16 to 74 in employment (employees) with Census occupation codes 5111 and 9111** | **Farmers** **(Code 5111)** | **Farm workers****(Code 9111)** |
| **Ethnic group** | **2,898** | **1,192** | **1,706** |
| White | **2,887** | 1,188 | 1,699 |
| Other | **11** | 4 | 7 |

**Table 2 - Farmers and farm workers by country of birth[[6]](#footnote-6)**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **All usual residents aged 16 to 74 in employment (employees) with occupation codes 5111 and 9111** | **Farmers****(Code 5111)** | **Farm workers****(Code 9111)** |
| **Country of birth** | **2,898** | **1,192** | **1,706** |
| Northern Ireland | **2,638** | 1,103 | 1,535 |
| Elsewhere | **260** | 89 | 171 |

**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?  If so, please detail below.

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

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

No – the scheme is intended to provide income support to farm businesses affected by as a direct result of the COVID-19 pandemic, irrespective of their Section 75 category.

DAERA also has legislative obligations to meet under the Disability Discrimination Order. Questions 5 – 6 relate to these.

Consideration of Disability Duties

1. Does this proposed policy or decision provide an opportunity for DAERA to better **promote positive attitudes** towards disabled people?

No. The Covid funding support package will have criteria specifically linked to agricultural and horticultural financial loss due to the impact of Covid 19. Within the agriculture and horticulture sector there is no evidence of poor attitudes towards disabled persons. Companies employing people in the agriculture and horticulture supply chains will be bound by the DDO.

6. Does this proposed policy or decision provide an opportunity to actively **increase the participation** by disabled people in public life?

No. The scheme will not directly increase participation by disabled persons in Northern Ireland’s agriculture and horticulture sectors. It will sustain that industry through a period of hardship whereby employment in the industry can be retained and opportunities to employ disabled persons will remain.

**Part 3. Screening decision**

**If the decision is *not to conduct an equality impact assessment*, please provide details of the reasons.**

The Covid-19 funding support package will address hardship in the agriculture and horticulture sector due to evidenced and verifiable financial losses specifically incurred as a result of the Covid-19 pandemic irrespective of the claimants Section 75 Category.

In assessing the need for, design and development of this scheme, the Department has had due regard in the need to promote equality of opportunity between the nine equality categories of persons of different age, sex, religious belief, political opinion, racial group, marital status, sexual orientation, persons with a disability and those without, and persons with and without dependants.

The Department recognises that the detailed Section 75 composition of the farming population within each of the sectors varies and this variation has been taken into consideration in making the decisions. The policy objective has been to mitigate market losses due solely to Covid 19 as identified at sectoral level. The percentage compensation of that loss has been increased for the beef and sheep sectors in recognition of their weaker financial resilience and ability to withstand loss. While this may have a marginal indirect equality effect, it is justified by the policy need to **support those farm business hardest hit financially as a direct result of the Covid-19 pandemic.**

**If the decision is not to conduct an equality impact assessment the public authority should consider if the policy should *be mitigated or an alternative policy be introduced* - please provide details.**

N/A

**If the decision is to *subject the policy to an equality impact assessment*, please provide details of the reasons.**

N/A

All public authorities’ equality schemes must state the authority’s arrangements for assessing and consulting on the likely impact of policies adopted or proposed to be adopted by the authority on the promotion of equality of opportunity. The Commission recommends screening and equality impact assessment as the tools to be utilised for such assessments. Further advice on equality impact assessment may be found in a separate Commission publication: [A Practical Guide to Equality Impact Assessment](https://www.equalityni.org/ECNI/media/ECNI/Publications/Employers%20and%20Service%20Providers/PracticalGuidanceonEQIA2005.pdf?ext=.pdf)

**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? N/A

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

**Timetabling and prioritising**

Factors to be considered in timetabling and prioritising policies for equality impact assessment.

If the policy has been **‘screened in’** for equality impact assessment, then please answer the following questions to determine its priority for timetabling the equality impact assessment.

On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.

| **Priority criterion** | **Rating (1-3)** |
| --- | --- |
| Effect on equality of opportunity and good relations  |  |
| Social need |  |
| Effect on people’s daily lives |  |
| Relevance to a public authority’s functions |  |
| **Total score** |  |

Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for equality impact assessment. This list of priorities will assist the public authority in timetabling. Details of the Public Authority’s Equality Impact Assessment Timetable should be included in the quarterly Screening Report.

Is the policy affected by timetables established by other relevant public authorities? N/A

If yes, please provide details.

**Part 4. Monitoring**

Section 75 places a requirement on DAERA to have equality monitoring arrangements in place in order to assess the impact of policies and services etc; and to help identify barriers to fair participation and to better promote equality of opportunity. Please note the following excerpt from The Equality Commission for Northern Ireland in relation to monitoring:

*A system must be established to monitor the impact of the policy in order to find out its effect on relevant groups. The results of ongoing monitoring must be reviewed on an annual basis. The public authority is required to publish the results of this monitoring. And they must be included in the public authorities´ annual review on progress to the Equality Commission. The Equality Scheme must specify how and where such monitoring information will be published. It is therefore essential that monitoring is carried out in a systematic manner and that the results are widely and openly published.*

*If the monitoring and analysis of results over a two year period show that the policy results in greater adverse impact than predicted, or if opportunities arise which would allow for greater equality of opportunity to be promoted, the public authority must ensure that the policy is revised to achieve better outcomes for the relevant equality groups.*

Further advice on monitoring can be found at: [ECNI Monitoring Guidance for Public Authorities](https://www.equalityni.org/ECNI/media/ECNI/Publications/Employers%20and%20Service%20Providers/S75MonitoringGuidance2007.pdf?ext=.pdf)

Outline what data you will collect in the future in order to monitor the impact of this policy or decision on equality, good relations and disability duties.

Equality:

Data will be held on scheme applicants and grant awards.

Good Relations:

DAERA will monitor scheme impacts on good relations through engagement with industry stakeholders.

Disability Duties:

Data will be held on scheme applicants and grants awards.

**Part 5. Consideration of Human Rights**

1. **The Human Rights Act (HRA) 1998 brings the European Convention on Human Rights (ECHR) into UK law and it applies in N Ireland. Indicate below by deleting Yes / No as appropriate, any potential *adverse impacts* that the policy or decision may have in relation to human rights issues.**

See Annex A for brief synopsis on each of the Human Rights Articles & Protocols

|  |  |  |
| --- | --- | --- |
| Right to Life | **Article 2** |  No |
| Prohibition of torture, inhuman or degrading treatment  | **Article 3** |  No |
| Prohibition of slavery and forced labour | **Article 4** | No |
| Right to liberty and security  | **Article 5** | No |
| Right to a fair and public trial | **Article 6** | No |
| Right to no punishment without law | **Article 7** | No |
| Right to respect for private and family life, home and correspondence | **Article 8** |  No |
| Right to freedom of thought, conscience and religion | **Article 9** | No |
| Right to freedom of expression | **Article 10** | No |
| Right to freedom of peaceful assembly and association | **Article 11** | No |
| Right to marry and to found a family | **Article 12** | No |
| The prohibition of discrimination | **Article 14** | No |
| Protection of property and enjoyment of possessions | **Protocol 1Article 1** | No |
| Right to education | **Protocol 1Article 2** | No |
| Right to free and secret elections | **Protocol 1Article 3** | No |

8. **Please explain any adverse impacts on human rights that you have identified**

No adverse impact on Human Rights have been identified.

9. **Please indicate any ways which you consider the policy positively promotes human rights**

The policy does not create opportunity to promote human rights.

**Part 6 - Approval and authorisation**

# **Screening Checklist**

Before signing off this screening template please confirm that you have completed all the actions listed below.

I can confirm that all the actions listed below have been completed –

* I have explained any technical issues in plain English (easily understood by a 12 year old)
* I have used the most relevant, current & up to date data available
* I have added evidence and explained my assessments in full
* I have provided a brief note to justify my decision to ‘Screen In’ or ‘Screen Out’
* A copy of this screening template and the final decision has been sent to the Equality Unit for their consideration before it has been forwarded for sign-off

**Screening assessment completed by (Staff Officer level or above) -**

**Name:** Steven Millar **Grade:** Director of COVID-19 Contingency Planning

**Branch:** COVID-19 Contingency Planning **Date:**30/6/2020

Revised version approved by Steven Millar – 10 September 2020.

2nd Revision approved by Steven Millar – 17 February 2021

3rd Revision approved by Steven Millar – 9 June 2021

**Signature:** 

**Screening decision approved by (must be Grade 3 /Deputy Secretary or above) -**

**Name:** Norman Fulton **Grade:** 3 Deputy Secretary

**Branch:** Food and Farming Group Date: 30/06/2020

|  |
| --- |
| Second Revision approved by Norman Fulton 19 February 2021 |

Third Revision approved by Norman Fulton 10 June 2021

**Signature:**



Note: A copy of the Screening Template, for each policy screened should be ‘signed off’ and approved by a senior manager responsible for the policy, made easily accessible on the public authority’s website as soon as possible following completion and made available on request.

Please save the final signed version of the completed screening form in the CM container (AE2-19-11940) below as soon as possible after completion and forward the CM link to Equality Branch at equality@daera-ni.gov.uk. The screening template must be saved to the container in **HTML format** (not PDF) in order to comply with accessibility requirements. The screening form will be placed on the DAERA website and a link provided to the Department’s Section 75 consultees.

 

For more information about equality screening, contact –

DAERA Equality Unit

Equality, Diversity & Public Appointments Branch

Ballykelly House

111 Ballykelly Road

LIMAVADY
BT49 9HP

Email: equality@daera-ni.gov.uk

Tel: 028 7744 2027



**Annex A**

**Synopsis of Human Rights Act Articles & Protocols**

***Article 2***

 **E+W+S+N.I.*Right to life***

1. Everyone’s right to life shall be protected by law. No one shall be deprived of his life intentionally save in the execution of a sentence of a court following his conviction of a crime for which this penalty is provided by law.**E+W+S+N.I.**
2. Deprivation of life shall not be regarded as inflicted in contravention of this Article when it results from the use of force which is no more than absolutely necessary:**E+W+S+N.I.**

(a) In defense of any person from unlawful violence;

(b) In order to effect a lawful arrest or to prevent the escape of a person lawfully detained;

(c) In action lawfully taken for the purpose of quelling a riot or insurrection.

***Article 3***

 **E+W+S+N.I.*Prohibition of torture***

No one shall be subjected to torture or to inhuman or degrading treatment or punishment.

***Article 4***

**E+W+S+N.I.*Prohibition of slavery and forced labour***

1. No one shall be held in slavery or servitude.**E+W+S+N.I.**
2. No one shall be required to perform forced or compulsory labour.**E+W+S+N.I.**
3. For the purpose of this Article the term “forced or compulsory labour” shall not include:**E+W+S+N.I.**

(a) Any work required to be done in the ordinary course of detention imposed according to the provisions of Article 5 of this Convention or during conditional release from such detention;

(b) Any service of a military character or, in case of conscientious objectors in countries where they are recognised, service exacted instead of compulsory military service;

(c) Any service exacted in case of an emergency or calamity threatening the life or well-being of the community;

(d) Any work or service which forms part of normal civic obligations.

***Article 5***

 **E+W+S+N.I.*Right to liberty and security***

1. Everyone has the right to liberty and security of person. No one shall be deprived of his liberty save in the following cases and in accordance with a procedure prescribed by law:**E+W+S+N.I.**

(a) The lawful detention of a person after conviction by a competent court;

(b) The lawful arrest or detention of a person for non-compliance with the lawful order of a court or in order to secure the fulfilment of any obligation prescribed by law;

(c) the lawful arrest or detention of a person effected for the purpose of bringing him before the competent legal authority on reasonable suspicion of having committed an offence or when it is reasonably considered necessary to prevent his committing an offence or fleeing after having done so;

(d ) the detention of a minor by lawful order for the purpose of educational supervision or his lawful detention for the purpose of bringing him before the competent legal authority;

(e) The lawful detention of persons for the prevention of the spreading of infectious diseases, of persons of unsound mind, alcoholics or drug addicts or vagrants;

(f) The lawful arrest or detention of a person to prevent his effecting an unauthorised entry into the country or of a person against whom action is being taken with a view to deportation or extradition.

1. Everyone who is arrested shall be informed promptly, in a language which he understands, of the reasons for his arrest and of any charge against him.**E+W+S+N.I.**
2. Everyone arrested or detained in accordance with the provisions of paragraph 1(c) of this Article shall be brought promptly before a judge or other officer authorised by law to exercise judicial power and shall be entitled to trial within a reasonable time or to release pending trial. Release may be conditioned by guarantees to appear for trial.**E+W+S+N.I.**
3. Everyone who is deprived of his liberty by arrest or detention shall be entitled to take proceedings by which the lawfulness of his detention shall be decided speedily by a court and his release ordered if the detention is not lawful.**E+W+S+N.I.**
4. Everyone who has been the victim of arrest or detention in contravention of the provisions of this Article shall have an enforceable right to compensation.**E+W+S+N.I.**

***Article 6***

**E+W+S+N.I.*Right to a fair trial***

1. In the determination of his civil rights and obligations or of any criminal charge against him, everyone is entitled to a fair and public hearing within a reasonable time by an independent and impartial tribunal established by law. Judgment shall be pronounced publicly but the press and public may be excluded from all or part of the trial in the interest of morals, public order or national security in a democratic society, where the interests of juveniles or the protection of the private life of the parties so require, or to the extent strictly necessary in the opinion of the court in special circumstances where publicity would prejudice the interests of justice.**E+W+S+N.I.**
2. Everyone charged with a criminal offence shall be presumed innocent until proved guilty according to law.**E+W+S+N.I.**
3. Everyone charged with a criminal offence has the following minimum rights:**E+W+S+N.I.**

(a) To be informed promptly, in a language which he understands and in detail, of the nature and cause of the accusation against him;

(b) To have adequate time and facilities for the preparation of his defense;

(c) To defend himself in person or through legal assistance of his own choosing or, if he has not sufficient means to pay for legal assistance, to be given it free when the interests of justice so require;

(d) To examine or have examined witnesses against him and to obtain the attendance and examination of witnesses on his behalf under the same conditions as witnesses against him;

(e) To have the free assistance of an interpreter if he cannot understand or speak the language used in court.

***Article 7***

**E+W+S+N.I.*No punishment without law***

1. No one shall be held guilty of any criminal offence on account of any act or omission which did not constitute a criminal offence under national or international law at the time when it was committed. Nor shall a heavier penalty be imposed than the one that was applicable at the time the criminal offence was committed.**E+W+S+N.I.**
2. This Article shall not prejudice the trial and punishment of any person for any act or omission which, at the time when it was committed, was criminal according to the general principles of law recognised by civilised nations.**E+W+S+N.I.**

***Article 8***

**E+W+S+N.I.*Right to respect for private and family life***

1. Everyone has the right to respect for his private and family life, his home and his correspondence.**E+W+S+N.I.**
2. There shall be no interference by a public authority with the exercise of this right except such as is in accordance with the law and is necessary in a democratic society in the interests of national security, public safety or the economic well-being of the country, for the prevention of disorder or crime, for the protection of health or morals, or for the protection of the rights and freedoms of others.**E+W+S+N.I.**

***Article 9***

**E+W+S+N.I.*Freedom of thought, conscience and religion***

1. Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief and freedom, either alone or in community with others and in public or private, to manifest his religion or belief, in worship, teaching, practice and observance.**E+W+S+N.I.**
2. Freedom to manifest one’s religion or beliefs shall be subject only to such limitations as are prescribed by law and are necessary in a democratic society in the interests of public safety, for the protection of public order, health or morals, or for the protection of the rights and freedoms of others.**E+W+S+N.I.**

***Article 10***

**E+W+S+N.I.*Freedom of expression***

1. Everyone has the right to freedom of expression. This right shall include freedom to hold opinions and to receive and impart information and ideas without interference by public authority and regardless of frontiers. This Article shall not prevent States from requiring the licensing of broadcasting, television or cinema enterprises.**E+W+S+N.I.**
2. The exercise of these freedoms, since it carries with it duties and responsibilities, may be subject to such formalities, conditions, restrictions or penalties as are prescribed by law and are necessary in a democratic society, in the interests of national security, territorial integrity or public safety, for the prevention of disorder or crime, for the protection of health or morals, for the protection of the reputation or rights of others, for preventing the disclosure of information received in confidence, or for maintaining the authority and impartiality of the judiciary.**E+W+S+N.I.**

***Article 11***

 **E+W+S+N.I.*Freedom of assembly and association***

1. Everyone has the right to freedom of peaceful assembly and to freedom of association with others, including the right to form and to join trade unions for the protection of his interests.**E+W+S+N.I.**
2. No restrictions shall be placed on the exercise of these rights other than such as are prescribed by law and are necessary in a democratic society in the interests of national security or public safety, for the prevention of disorder or crime, for the protection of health or morals or for the protection of the rights and freedoms of others. This Article shall not prevent the imposition of lawful restrictions on the exercise of these rights by members of the armed forces, of the police or of the administration of the State.**E+W+S+N.I.**

***Article 12***

**E+W+S+N.I.*Right to marry***

Men and women of marriageable age have the right to marry and to found a family, according to the national laws governing the exercise of this right.

***Article 14***

**E+W+S+N.I.*Prohibition of discrimination***

The enjoyment of the rights and freedoms set forth in this Convention shall be secured without discrimination on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status.

**Protocol 1**

***Article 1***

 **E+W+S+N.I.*Protection of property***

Every natural or legal person is entitled to the peaceful enjoyment of his possessions. No one shall be deprived of his possessions except in the public interest and subject to the conditions provided for by law and by the general principles of international law.

The preceding provisions shall not, however, in any way impair the right of a State to enforce such laws as it deems necessary to control the use of property in accordance with the general interest or to secure the payment of taxes or other contributions or penalties.

**Protocol 1**

***Article 2***

 **E+W+S+N.I.*Right to education***

No person shall be denied the right to education. In the exercise of any functions which it assumes in relation to education and to teaching, the State shall respect the right of parents to ensure such education and teaching in conformity with their own religious and philosophical convictions.

**Protocol 1**

***Article***

***3* E+W+S+N.I.*Right to free elections***

The High Contracting Parties undertake to hold free elections at reasonable intervals by secret ballot, under conditions which will ensure the free expression of the opinion of the people in the choice of the legislature

1. NI Agricultural Incomes 2019 (provisional) <https://www.daera-ni.gov.uk/sites/default/files/publications/daera/Farm%20Level%20Incomes%20201819%20and%20201920%20%28Forecast%29%20-%20Table%201%20and%20Figure%201.pdf> [↑](#footnote-ref-1)
2. Table KS201NI <https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/2011-census-results-key-statistics-northern-ireland-report-11-december-2012.pdf> [↑](#footnote-ref-2)
3. NILT 2019 <https://www.ark.ac.uk/nilt/> [↑](#footnote-ref-3)
4. Northern Ireland Census 2011, provided by NISRA [↑](#footnote-ref-4)
5. Northern Ireland Census 2011, provided by NISRA [↑](#footnote-ref-5)
6. Northern Ireland Census 2011, provided by NISRA [↑](#footnote-ref-6)