# 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 up to £2m to the Covid-19 Pig Sector Support Scheme for pig producing farm businesses.

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Is this an existing, revised or a new policy?

New policy

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

There is a need to introduce a specific scheme to address hardship in the Pig Sector due to a number of issues and challenges that are impacting simultaneously. A general shortage of labour in the processing sector has been exacerbated by absences linked to outbreaks of Covid-19 amongst staff and isolation periods due to sickness of family members. In addition, pig processing throughout has been reduced due to breakdowns in the plants (caused in part by the challenges of dealing with overweight pigs) and holiday periods. An increased supply of pigs in the past year and weakening markets has also contributed to these challenges resulting in a backlog of pigs on most farms. The backlog has caused overstocking, reduced pig performance, an increase in vices and severe price penalties on pigs that fall outside contract specifications.

In March 2022, the Agriculture Minister Edwin Poots MLA, announced a support scheme worth up to £2m for pig farmers impacted by the effects of weakening markets, increased feed costs and getting pigs moved off the farm for slaughter. The scheme will make payments to those pig producers who incurred price penalties on overweight pigs that were outside contract specifications (above normal baseline levels) from September 2021 to February 2022, and to those producers supplying Cranswick Country Food who were charged £52.50 for pigs slaughtered on Saturday shifts in late 2021. Uptake from this scheme will be from the pig sector and will provide support to this sector, in line with their level of loss as assessed by the Department. No negative impact is anticipated.

Factors such as geographic location do not affect eligibility for, or distribution of, support.

Pig live weight increases significantly when they are held on farms due to an inability of the processing plants to accept contracted numbers. The result is that the heavier carcasses can be over the upper dead weight limit for top grade carcasses as stated in the contract. Payment received for pig carcases is based on objective specifications relating to deadweight and amount of subcutaneous fat present.

Although these specifications vary in supply contracts between processors and farmers or marketing groups, the result is that producers are not paid for any of the carcase weight over the ‘upper carcase weight limit’. Producers also incurred a price deduction on the ‘allowable carcass weight’ up to the upper carcase weight when pigs are overweight (eg CCF deduction of 30p/kg / Karro less severe gradual deduction up to 25p/kg). These heavy pigs also exhibit increased fat levels and if the latter also increases beyond specified levels, additional deductions are applied. In some cases the total deductions for these overweight / over fat pigs could amount to between £45 - £56 /pig.

Reports of pigs being backlogged on farms were first brought to the Department’s attention in July 2021 by the NI Pork & Bacon Forum, with evidence of an increased number of pigs being overweight and overfat and incurring price penalties appearing through market report returns from September 2021. Therefore, an option would be to provide a cash injection based on the extent of overweigh and over fat pigs from September 2021 to the end of February 2022. This would target support to those producers most affected by the consequences of backlogged pigs on-farm (and thus provide a cash injection into those businesses most affected by the combined effects of backlogs and market effects) and would not influence current or future market behavior by producers or processors.

There is a baseline percentage of pigs that are normally outside the specification and incur overweight and over fat penalties. Producers will have supplied a small proportion of overweight and over fat pigs during normal marketing conditions, so the baseline level before and during the backlog period must be determined to quantify the number of pigs eligible for compensation.

While contracts and processors differ, initial estimates from preliminary data available to DAERA suggest that 11% of local pigs slaughtered (approx. 82k pigs) over the period September 2021 (when evidence of increased numbers of overweight and overfat pigs became apparent) to February 2022 (when assessment of situation was carried out), were outside the contact specification and incurred a penalty for being overweight and overfat.

The upper weight threshold and weight specification may differ with gender of pig and individual supply contracts. The extent of these additional losses due to heavier carcasses not falling within the top contract specification, will only be determined accurately when DAERA have received and analysed the data relating to each producer’s pigs, as supplied by the processers. However, based on the data obtained from processors for the previous Covid-19 Pig Support Scheme and assumptions using preliminary data available to DAERA, it is estimated that the overall price penalties and the cost to producers from penalty deductions could have been in the region of £1.6m from September 2021 to February 2022, and costs of slaughter for Saturday shifts in the region of £300k.

To minimise the bureaucracy for pig farmers and ensure greater accuracy with capture of information and calculation of payments, data on pig numbers and extent of financial penalties would be obtained directly from the pig processors. Payments would be made to farmers based on the numbers of pigs that incurred a penalty during the reference period, and the value of that penalty.

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. It is open to all pig producing farm businesses that incurred price penalties for overweight pigs that were outside contract specifications (above normal baseline levels), due to being backlogged on farms as a result of Covid-19 pandemic impact.

Who initiated or wrote the policy?

Food and Farming Group \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Who owns and who implements the policy?

Agricultural Policy Division and Area Based Schemes Division

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**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 – The DAERA funding of up to £2m is essential to ensure that a scheme can be delivered and provide a contribution towards the financial penalties incurred by farm businesses that had overweight pigs and / or incurred additional slaughter charges above normal baseline levels.

**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 (Agricultural Policy Division, Area Based Schemes, Sustainable Agri-food Development Division and CAFRE. Staff will complete this work as part of their core job roles due normal working hours.

**External** – Pig producing farm businesses impacted by financial penalties incurred on overweight pigs and / or additional slaughter charges above normal baseline levels.

**Rural community** – The support provided pig producing farm businesses will also benefit the wider rural community throughout 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. The report can be viewed here:

[Final EQIA Report\_0.pdf (daera-ni.gov.uk)](https://www.daera-ni.gov.uk/sites/default/files/publications/daera/Final%20EQIA%20Report_0.pdf)

* 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 religion. 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. Only 17% of pig farms identified as Catholic.

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. The vast majority of pig farms (74% identified as Protestant.

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**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%).

A high proportion of pig farms (58%) stated a British identity with a further 14% stating Northern Irish, but only 16% stated Irish only.

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**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 areas.

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

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**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.

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**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. A very high proportion of pig farmers (88%) in 2010-11 were married.  
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**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.

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**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 has been constructed through analysis at sectoral level of losses in market returns linked specifically to the Covid-19 pandemic. It is not designed to address other difficulties or challenges that may exist concurrently. The package shall directly and indirectly positively benefit the agriculture industry as a whole which is representative of the range of religious beliefs in NI. It will provide support to pig sector, in line with their level of loss irrespective of their religious belief.

Priorities – For support to be provided to the farm businesses impacted most by the financial penalties incurred on overweight pigs that were outside contract specifications above normal baseline levels.

**Political Opinion**

Needs/experiences – This proposed policy shall directly and indirectly positively benefit the agriculture industry as a whole which is representative of the range of political beliefs in NI. It will provide support to the pig sector, in line with their level of loss irrespective of their political opinion.

Priorities – For support to be provided to the farm businesses impacted most by the financial penalties incurred on overweight pigs that were outside contract specifications above normal baseline levels.

**Racial Group**

Needs/experiences – This proposed policy shall directly and indirectly positively benefit the agriculture industry as a whole. The scheme will provide support to the Pig sector, 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.

Priorities – For support to be provided to the farm businesses impacted most by the financial penalties incurred on overweight pigs that were outside contract specifications above normal baseline levels.

**Age**

Needs/experiences – This proposed policy shall directly and indirectly positively benefit the agriculture industry as a whole. It will provide support to the Pig sector, 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 a negative impact on the equality of applicants in relation to their age.

Priorities – For support to be provided to the farm businesses impacted most by the financial penalties incurred on overweight pigs that were outside contract specifications above normal baseline levels.

**Marital status**

Needs/experiences – This proposed policy shall directly and indirectly positively benefit the agriculture industry as a whole. It will provide support to the Pig sector, 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.

Priorities – For support to be provided to the farm businesses impacted most by the financial penalties incurred on overweight pigs that were outside contract specifications above normal baseline levels.

**Sexual orientation**

Needs/experiences – This proposed policy shall directly and indirectly positively benefit the agriculture industry as a whole. It will provide support to the Pig sector, 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.

Priorities – For support to be provided to the farm businesses impacted most by the financial penalties incurred on overweight pigs that were outside contract specifications above normal baseline levels.

**Men and Women Generally**

Needs/experiences – This proposed policy shall directly and indirectly positively benefit the agriculture industry as a whole. It will provide support to the Pig sector, in line with their level of loss irrespective of their gender. The Covid-19 support funding package shall directly and indirectly benefit the agriculture industry as a whole which is representative of men and women generally in NI.

Priorities – For support to be provided to the farm businesses impacted most by the financial penalties incurred on overweight pigs that were outside contract specifications above normal baseline levels.

**Disability**

Needs/experiences – This proposed policy shall directly and indirectly positively benefit the agriculture industry as a whole. It will provide support to the Pig sector, 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.

Priorities – For support to be provided to the farm businesses impacted most by the financial penalties incurred on overweight pigs that were outside contract specifications above normal baseline levels.

**Dependants**

Needs/experiences – This proposed policy shall directly and indirectly positively benefit the agriculture industry as a whole. It will provide support to the Pig sector, 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 industry as a whole which is representative of those with dependants in NI.

Priorities – For support to be provided to the farm businesses impacted most by the financial penalties incurred on overweight pigs that were outside contract specifications above normal baseline levels.

**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 £2m Pig Sector Support Scheme will provide a contribution towards compensating farm businesses that incurred financial penalties for pigs that were outside contract specification above normal baseline levels in the period September 2021 and February 2022, and to those who were charged £52.50 per head by Cranswick Country Foods to slaughter pig on Saturday shifts in 2021.

It is not designed to address other difficulties or challenges that may exist concurrently.

It will provide support to the farm businesses, in line with their level of loss irrespective of their religious belief.

There is no evidence to suggest the funding would have a negative differential impact on the equality of opportunity of applicants with different religious beliefs.

What is the level of impact? None

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

The Pig Sector Support Scheme will provide support to the farm businesses, in line with their level of loss irrespective of their political opinion.

There is no evidence to suggest the funding would have a negative differential impact on the equality of opportunity of applicants with different political opinions.

What is the level of impact? None

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

The Pig Sector Support Scheme will provide support to the farm businesses, in line with their level of loss irrespective of their racial group.

There is no evidence to suggest the funding would have a negative differential impact on the equality of opportunity of applicants from different racial groups.

What is the level of impact? None

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

The Pig Sector Support Scheme will provide support to the farm businesses, in line with their level of loss irrespective of their age.

There is no evidence to suggest the funding would have a negative differential impact on the equality of opportunity of applicants in relation to their age.

What is the level of impact? None

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

The Pig Sector Support Scheme will provide support to the farm businesses, in line with their level of loss irrespective of their marital status.

There is no evidence to suggest the funding 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 Pig Sector Support Scheme will provide support to the farm businesses, in line with their level of loss irrespective of their sexual orientation.

There is no evidence to suggest the funding 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 Pig Sector Support Scheme will provide support to the farm businesses, in line with their level of loss irrespective of their gender.

The funding will directly and indirectly benefit the agriculture 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 Pig Sector Support Scheme will provide support to the farm businesses, in line with their level of loss irrespective of whether or not they have a disability.

There is no evidence to suggest the funding would have a negative differential impact on the equality of opportunity of applicants in relation to their disability.

What is the level of impact? None

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

The Pig Sector Support Scheme will provide support to the farm businesses, in line with their level of loss irrespective of whether or not they have dependants.

The funding will directly and indirectly benefit the agriculture 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 funding is specifically intended to provide financial support to those farm businesses that incurred price penalties on pigs that were outside contract specifications above normal baseline levels, and does not reflect particular section 75 categories.

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

If No, provide reasons No - This funding is specifically intended to provide financial support to those farm businesses that incurred price penalties on pigs that were outside contract specifications above normal baseline levels, and does not reflect particular section 75 categories.

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

If No, provide reasons No - This funding is specifically intended to provide financial support to those farm businesses that incurred price penalties on pigs that were outside contract specifications above normal baseline levels, and does not reflect particular section 75 categories.

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

If No, provide reasons No - This funding is specifically intended to provide financial support to those farm businesses that incurred price penalties on pigs that were outside contract specifications above normal baseline levels, and does not reflect particular section 75 categories.

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

If No, provide reasons No - This funding is specifically intended to provide financial support to those farm businesses that incurred price penalties on pigs that were outside contract specifications above normal baseline levels, and does not reflect particular section 75 categories.

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

If No, provide reasons: No - This funding is specifically intended to provide financial support to those farm businesses that incurred price penalties on pigs that were outside contract specifications above normal baseline levels, and does not reflect particular section 75 categories.

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

If No, provide reasons: No - This funding is specifically intended to provide financial support to those farm businesses that incurred price penalties on pigs that were outside contract specifications above normal baseline levels, and does not reflect particular section 75 categories.

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

If No, provide reasons: No - This funding is specifically intended to provide financial support to those farm businesses that incurred price penalties on pigs that were outside contract specifications above normal baseline levels, and does not reflect particular section 75 categories.

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

If No, provide reasons: No - This funding is specifically intended to provide financial support to those farm businesses that incurred price penalties on pigs that were outside contract specifications above normal baseline levels, 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 funding is a contribution towards losses incurred as a result of price penalties on pigs that were outside contract specifications above normal baseline levels, regardless of religious beliefs.

What is the level of impact? None

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

The funding is a contribution towards losses incurred as a result of price penalties on pigs that were outside contract specifications above normal baseline levels, 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 all members of a farm business are expected to 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 funding is a contribution towards losses incurred as a result of price penalties on pigs that were outside contract specifications above normal baseline levels, regardless of religious beliefs.

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

If No, provide reasons: No – The funding is a contribution towards losses incurred as a result of price penalties on pigs that were outside contract specifications above normal baseline levels, regardless of 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[[1]](#footnote-1).

The Northern Ireland Life and Times Survey 2019[[2]](#footnote-2) 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[[3]](#footnote-3). Farm Businesses that kept pigs and poultry or grazing livestock had the lowest numbers of migrant workers with 95 and 79 employed respectively.

**Table 1 - Farmers and farm workers by ethnic group[[4]](#footnote-4)**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **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[[5]](#footnote-5)**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **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.

The funding is a contribution towards losses incurred as a result of price penalties on pigs that were outside contract specifications above normal baseline levels, 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 scheme will not provide an opportunity to promote positive attitudes towards disabled people. The funding is a contribution towards losses incurred as a result of price penalties on pigs that were outside contract specifications above normal baseline levels, irrespective of disability. There is no evidence of poor attitudes towards disabled persons within the agriculture sector.

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 sector. It will provide a contribution towards losses incurred as a result of price penalties on pigs that were outside contract specifications above normal baseline levels.

**Part 3. Screening decision**

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

The £2m Pig Sector Support Scheme will address hardship in the pig sector based on evidence and verifiable financial loss specifically incurred as a result of price penalties on pigs that were outside contract specifications above normal baseline levels, 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 dependents.

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 the loss and additional costs incurred as a result of price penalties on pigs that were outside contract specification (above normal baseline levels), due to being backlogged on farms as a consequence of Covid-19 impacts on the processing sector.

**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 | 1 |
| Social need | 1 |
| Effect on people’s daily lives | 1 |
| Relevance to a public authority’s functions | 1 |
| **Total score** | 4 |

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? No

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 payment amounts.

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 payment amounts.

**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 1 Article 1** | No |
| Right to education | **Protocol 1 Article 2** | No |
| Right to free and secret elections | **Protocol 1 Article 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.

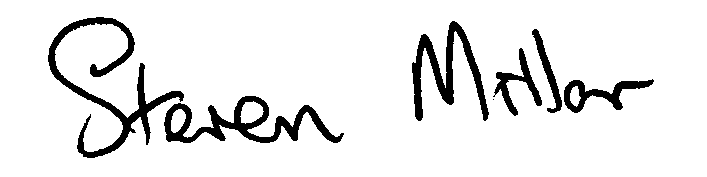
I can confirm that all the actions listed below have been completed –

* 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:** Deputy Director

**Branch:** Agriculture Policy Division

**Signature:** 

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

**Name:** Norman Fulton **Grade:** 3

**Branch:** Food and Farming Group

**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](mailto: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](mailto: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. 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-1)
2. NILT 2019 <https://www.ark.ac.uk/nilt/> [↑](#footnote-ref-2)
3. Northern Ireland Census 2011, provided by NISRA [↑](#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)