# Equality & Disability Duties Screening Template

# DAERA Budget 2024-25 Allocations

**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 to introduce measures 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 below.

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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**

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| DAERA Budget 2024-25 Allocations. |

**Is this an existing, revised or new policy?**

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| This is an existing policy that relates to DAERA’s annual budget allocation process in which the DAERA Minister makes the final decisions on how the funding is allocated within the Department. The Executive agreed the DAERA allocation for 2024-25 following Executive approval on 25 April, which included £577.3m Resource DEL of which £329.4m was HMT Earmarked funding for Agriculture, Agri Environment and Wider Rural Economy, £3.1m was HMT Earmarked funding for Fisheries and £1.0m was Executive Earmarked funding for PEACEPLUS. The remaining Resource DEL was non HMT Earmarked funding from the Executive of £243.8m.  On Capital DEL DAERA received an opening Executive allocation of £95.0m with a further £1.6m to be allocated as part of the June Monitoring Round.  In terms of how these budgets are allocated within DAERA, the Minister has set out his priorities for 2024-25 as follows:  i. Tackling climate change;  ii. Protecting our natural environment;  iii. Strengthening environmental governance;  iv. Supporting sustainable resilient and productive agri-food and fishing  sectors;  v. Safeguarding animal health and welfare;  vi. Building strong, sustainable and diverse rural communities; and  vii. Investing in our science and research and development capacity. |

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

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| The purpose of this paper is to set out the Department’s assessment of the equality impacts of the detailed Budget allocations for 2024-25 following the Executive’s presentation of the outcome of the Budget exercise for this financial year at an overall departmental level.  DAERA’s purpose is “Sustainability at the heart of a living, working, active landscape, valued by everyone” and the Minister has set out his priorities for 2024-25 as noted above. The Budget 2024-25 allocations are to take forward these priorities. The Department is central to protecting our natural environment, supporting sustainable economic growth in our agri-industries and championing our rural communities.  DAERA has a wide range of responsibility, including the agri-food industry, waste, fisheries, the environment and rural sector and over 3,000 staff play a key role in supporting the agri-food sector, the environment and the economy. DAERA will continue to work safely and diligently to ensure that it can deliver essential services to the people of Northern Ireland.  **Climate Change**  The Climate Change Act (Northern Ireland) 2022 received Royal Assent on 6 June 2022. This Act sets a target of an at least 100% reduction in net zero greenhouse gas (GHG) emissions by 2050 (i.e. net zero emissions by 2050) for Northern Ireland compared to baseline, along with interim targets including an at least 48% reduction in net emissions by 2030. DAERA must also review and potentially set updated 2030 and 2040 interim emissions reduction targets to ensure that they are in line with the 2050 net zero target  **Green Growth**  On 21 October 2021 the Executive agreed the draft Green Growth Strategy which outlines its vision for a low carbon, nature rich society and sustainable economy by 2050. DAERA is leading this work on the Executive’s behalf. Green Growth seeks to adopt a holistic approach to tackling the climate crisis by balancing climate action with environmental and economic needs in a way that benefits all our people.  NI’s environment is perhaps its most important asset. The local and global impacts of climate change along with other key pressures on local water quality, air quality and biodiversity are the challenges facing NI and the wider world. Growing public and media awareness, particularly following the Conference of Parties (COP) 26, has focused attention on environmental issues. Actions are underway now to address these challenges and reverse the decline in environmental quality, deliver against national and international commitments and build the sustainable future the Green Growth Strategy envisions.  DAERA will lead on or significantly contribute to priorities as follows:   * - protecting and enhancing biodiversity and the natural environment, supporting sustainable practices and resource use in the energy, agri-food, fishing and forestry sectors and ensuring human, animal and plant health; * - creating economic opportunity through tackling climate change and reducing greenhouse gas emissions (including energy decarbonisation); * - reducing and reusing the waste we produce by improving the services and infrastructure; and * - enhancing and improving the existing water and wastewater network and infrastructure to ensure service delivery and sustainable environmental management.   **Agriculture, Agri-Environment and the Wider Rural Economy**  DAERA is uniquely placed to promote prosperity across NI by supporting a competitive, regionally balanced economy and sustainable environment. It is essential that DAERA remains equipped to support the agri-food sector which is vital to the local economy. This is a sector that has an annual turnover of £5 billion and supports well in excess of 100,000 jobs either directly or indirectly.  The UK’s departure from the EU provided an unprecedented level of regional discretion and flexibility with regard to future agricultural support in NI. This is the most significant change in policy affecting the agricultural sector in over 40 years.  It represents a unique opportunity to develop a new dynamic for key stakeholders across the food, agricultural and environmental spectrum to work with the NI Executive to chart a new way forward with common purpose. DAERA launched a new Future Agricultural Policy Framework for NI in August 2021 and a consultation on Future Agricultural Policy Proposals for NI in December 2021. Based on the four key outcomes of increased productivity, environmental sustainability, improved resilience and a responsive supply chain, it charts the way forward for a future agricultural policy which better meets NI’s needs now that it has exited the EU. These four outcomes are synergistic and improvement in one outcome can provide a positive effect on one or more of the other outcomes. On 24 March 2022 the former Minister Poots announced 54 policy decisions on Future Agricultural Policy for NI and further details are in the following link:  [Future Agricultural Policy Decisions for Northern Ireland | Department of Agriculture, Environment and Rural Affairs](https://www.daera-ni.gov.uk/publications/future-agricultural-policy-decisions-northern-ireland)  In 2021 the Department also produced a new draft Bovine Tuberculosis (bTB) Strategy and undertook a public consultation on the detail. On 24 March 2022 the former Minister Poots launched a new long term bovine Tuberculosis (bTB) Eradication Strategy for NI and further details are in the following link.  [Bovine Tuberculosis Eradication Strategy for Northern Ireland](https://www.daera-ni.gov.uk/sites/default/files/publications/daera/21.22.237%20Bovine%20TB%20Eradication%20Strategy%20for%20NI%20Final%20V5.PDF)  The UK Chancellor announced the outcome of the Spending Review on 27 October 2021 which set out the overall quantum of resource available to UK Departments for 2022-25. This Spending Review confirmed Earmarked funding of £329.4m for agriculture, agri-environment and the wider rural economy as well as £3.1m for fisheries funding for 2024-25. This is National funding designed to replace the equivalent EU funds which have now ceased.  **Rural Development**  DAERA is also responsible for both the policy and delivery aspects of rural development. It has an important role in strengthening the social and economic infrastructure of rural areas and communities and this is taken forward through a range of key programmes. The Department has developed a Rural Policy Framework (RPF) for NI in consultation with key rural stakeholders which launched on 25 March 2022. The RPF will form the basis of the Rural Business and Communities Investment Programme which will ultimately replace the EU Rural Development Programme. Further details on the RPF are in the following link:  [Rural Policy Framework for Northern Ireland - Full Version](https://www.daera-ni.gov.uk/sites/default/files/publications/daera/Rural%20Policy%20Framework%20for%20NI%20-%20Full%20Version%20%28March%202022%29.PDF)  **Resource Departmental Expenditure Limit (DEL)**  The breakdown of DAERA’s Resource DEL (excluding Windsor Framework in year allocations) funding is set out below:   | **Resource DEL Allocations 2024-25** | **£m** | | --- | --- | |  |  | | 2024-25 Baseline Position | 228.6 | | Additional Allocation | 15.2 | | **Executive Allocations Before Earmarked Allocations** | **\*243.8** | | Agriculture, Environment & Wider Rural Economy | 329.4 | | Fisheries | 3.1 | | PEACEPLUS | 1.0 | |  | **577.3** |   \* This includes £146.1m for staff costs, £32.3m for bTB Compensation and £47.4m for running costs such as utilities, contracted out services and DoF recharges.  The Executive agreed significant funding for 2023-24 public sector pay in February 2024. However, that in-year allocation did not roll forward as the starting point for Budget 2024-25 was the opening 2023-24 baseline. There was also a significant increase in pension contributions following a Government Actuary’s Department review and there are unfunded statutory obligations and contractual pressures. In total DAERA identified £95.8m Resource DEL bids across six main areas. However, the Executive allocation of £243.8m before other Earmarked allocations was £0.2m less than the equivalent final allocation for 2024-25.  To help manage this extremely difficult outcome, it is proposed to continue to use the other savings that were identified during 2023-24 to help manage the budget last year. These include savings in General Admin Expenditure (GAE) (£2.8m), Not Replacing Leavers (£1.1m) and Forest Service Subsidy (£0.5m). The 2023-24 decision to reallocate £1.2m to help cover bovine TB Compensation from the funding that was previously provided to councils for animal welfare remains.  As tackling climate change and protecting our natural environment (including Lough Neagh) are the top priorities for the Minister, difficult decisions have been made around prioritising staff in these areas and operating as efficiently as possible in DAERA. As part of this the Minister has agreed that £2.4m savings in overtime, agency staff and not replacing leavers in the rolled over Resource DEL budgets for Food, Farming and Rural Affairs Group (FFRAG), Veterinary Service Animal Health Group (VSAHG) and Strategic Planning and Corporate Services Group (SPCSG) are reallocated to Climate Change and Science Innovation Group (CCSIG), NI Environment Agency (NIEA) and Environment, Marine and Fisheries Group (EMFG).  The management of these savings are in addition to already having to continue to manage the work created by not filling Business As Usual (BAU) Executive funded vacancies that have rolled over from 2023-24.  In total there is £23.2m for reallocation within DAERA as per the following table:   |  |  | | --- | --- | | **Description** | **£m** | | 2024-25 Additional Budget Allocation | 15.2 | | General and Administrative Expenses (GAE) | 2.8 | | Non-Farmed Animal Welfare Council Subvention | 1.2 | | Staff | 1.1 | | Forest Service Subsidy | 0.5 | | Overtime / Agency / Not Replacing Leavers in FFRAG, VSAHG and SPCSG | 2.4 | | **Total** | **23.2** |   The last element which has generated £2.4m is the only new proposal for reallocation as part of Budget 2024-25. £1.6m is from savings in overtime, agency and not replacing leavers in FFRAG. The main impact would initially be the pace and timelines of delivery of key programmes, although FFRAG would ensure prioritisation of work which is integral to meeting Climate Change and improving water quality. Reductions in staff numbers would also be prioritised to minimise impacts on delivery of farm payments, approval of business cases and contractual obligations to students and CAFRE would ensure that it delivered its responsibilities to students, in terms of both teaching and learning as well as student welfare The breadth of the programme development may be impacted as this work is scalable within available resources. £0.5m is from staff cost savings in VSAHG. This Group would still be able to take forward a wide range of work but at minimal viable product level across a range of programmes. In generating the £0.3m savings in SPCSG lower priority digital development would be deferred along with lower priority maintenance projects and completion of condition surveys.  The Minister has agreed that this available funding should be allocated against the £95.8m bids as set out below:   |  |  |  | | --- | --- | --- | | **2024-25 Budget Exercise** | **Bid** | **Allocation** | |  | **£m** | **£m** | | Bid 1 - Bovine TB Programme Delivery | 23.8 | 6.0 | | Bid 2 - Environmental Improvement Plan (including Lough Neagh) Delivery | 22.1 | 8.1 | | Bid 3 - Green Growth and Climate Change | 12.5 | 3.4 | | Bid 4 - Farm Support and Development Programme Delivery | 33.4 | 5.0 | | Bid 5 - PEACEPLUS / City and Growth Deals Delivery | 1.3 | 0.6 | | Bid 6 - Animal Welfare | 2.7 | 0.1 | | **Total Bids** | **95.8** | **23.2** |   £17.3m of these allocations are to stabilise existing programmes. This includes the £3.7m for bTB Compensation and £0.8m for the Office for Environmental Protection (OEP) within the first two bids. This also includes £10.0m for pay pressures on existing staff in post arising from actual and assumed pay awards in 2023-24 and 2024-25 as well as increased pension contributions as a result of the Government Actuary’s Department’s (GAD) review of the Civil Service Pension Scheme. In addition this includes £2.8m for inflationary pressures on operational contractual costs. These are allocated on a pro rata basis across the top four bids. The £17.3m is to be used to fund existing activities and is in essence incremental allocations to 2023-24.  £5.9m of these allocations are to take forward new work of which £2.4m is for Tackling Climate Change, £2.8m is for Protecting Our Natural Environment £0.6m is for PEACEPLUS staff and £0.1m for Animal Welfare operational costs in relation to XL Bully Dog Legislation.  **Tackling Climate Change**  DAERA will be able to take forward a wide range of work including the revised UK Emissions Trading Scheme; NI’s first Climate Action Plan (CAP); Small Business Research Initiative (SBRI) projects; the Department’s research portfolio and Innovation Strategy; Just Transition Commission; the third NI Climate Change Adaptation Programme (NICCAP); Public Body Reporting and the Lough Neagh Action Plan. An additional £0.6m has been allocated to CCSIG to help take forward this work which would cover ten posts.  Under the reallocation of funding NIEA has received £1.7m for Climate Change of which £0.2m will support additional Environment Fund projects in relation to Climate Change and Nature Recovery. £1.5m will fund an additional 27 posts to take forward a wide range of work including planning consultation processes; Landscape Action Plan; new Outdoor Recreation Action Plan; Challenge Funds for Peatland Restoration and Nature Restoration; mapping products; biodiversity reporting; biodiversity indicators; and delivering functions to protect biodiversity and developing a framework for nature recovery and nature-based solutions in relation to Climate Action Plan (CAP), Northern Ireland Climate Change Action Plan (NICCAP), Green Growth, Peatland, Agricultural Policy Framework and Environmental Improvement Plan (EIP).  **Protecting Our Natural Environment**  DAERA will be able to take forward a wide range of work including strategies on Environment, Waste Management, Clean Air, Ammonia, Marine, Nature Recovery and Peatlands; EIP; Packaging Extended Producer Responsibility; Waste, Fisheries and Land Use Land Use Change and Forestry (LULUCF) Sector inputs to CAP; Soil Nutrient Health Scheme; Environmental Farming Scheme; Marine and Fisheries regulation, enforcement and funding; Sea Fisheries and Inland Fisheries Inspectorates; Single Use Plastic Legislation; Nutrients Action Programme and Dilapidation Bill. Under the reallocation of funding EMFG will receive £0.8m which would fund 14 posts for Lough Neagh. Half of this will provide water quality strategic policy development in support of the longer term recommendations to tackle blue green algae within the Lough Neagh Action Plan. The other half will support increased sampling, analysis and monitoring around Lough Neagh.  Under the reallocation of funding from other Groups, NIEA will receive £2.0m for Lough Neagh. £0.3m will provide funding to key partners in the Lough Neagh catchment to support communications and engagement as part of the response to ongoing monitoring of blue green algae with £0.1m for additional Environment Fund projects to support Lough Neagh. £1.6m would fund an additional 28 posts to take forward a wide range of work in relation to Lough Neagh including an additional enforcement team to increase visibility and focus on key hotspots in the lough’s catchment; increased inspections under the Nutrients Action Programme and Cross Compliance; enhanced monitoring of the Water Framework Directive; support for the delivery of the River Basin Management Plan Programme of Measures to improve water quality; enhanced data modelling to improve the effectiveness of wastewater treatment investment; soil sampling and slurry tank construction investigations; enhanced communications to farmers, landowners and stakeholders; and a dedicated team to deliver the Lough Neagh Action Plan.  **Capital DEL**  The Executive agreed to allocate £95.0m Capital DEL to DAERA along with an additional £1.6m for Lough Neagh to be confirmed in June Monitoring. However, the £95.0m only covered the inescapable Capital DEL bids submitted by DAERA. Given that there is likely to be slippage in Capital projects based on previous years’ experience and there will be opportunities to bid for additional Capital DEL in the in-year Monitoring Rounds during 2024-25, the Minister has agreed to make an opening overcommitment of £15.0m. This will be managed to ensure that the Department maximises spend but does not exceed the funding available. The proposed breakdown of DAERA’s opening £115.6m Capital DEL allocation is set out below:   | **2024-25 Capital DEL Opening Allocation** | **£m** | | --- | --- | |  | | **Green Growth and Climate Change** |  |  | | Agri-food | 14.3 |  | | Challenge / Innovation | 3.1 |  | | Forestry and Nature | 7.6 |  | | Forestry and Nature Funding | (3.4) |  | | Lough Neagh | 3.2 |  | | Blue Economy | 3.5 |  | | Decarbonisation DAERA Estate | 0.2 |  | | **Total Green Growth and Climate Change** | **28.5** |  | | **Programmes** |  |  | | Environmental Farming Scheme | 2.4 |  | | Rural Business Community Investment Fund | 0.2 |  | | Tackling Rural Poverty and Social Isolation (TRPSI) | 4.4 |  | | Household Waste | 3.4 |  | | Project Stratum | 2.1 |  | | Loughs Agency | 1.1 |  | | **Total Programmes** | **13.6** |  | | **IT Systems** |  |  | | Digital Transformation | 21.7 |  | | Information Systems for Laboratories in AFBI, NIEA and DAERA (ISLAND) | 5.3 |  | | **Total IT Systems** | **27.0** |  | | **Estate Transformation** |  |  | | Estate Development | 2.7 |  | | Agri Food and Biosciences Institute (AFBI) - Animal Health Sciences Building | 0.9 |  | | College of Agriculture, Food and Rural Enterprise (CAFRE) / AFBI Beef Facilities | 0.4 |  | | CAFRE Estate Development - Greenmount | 0.8 |  | | CAFRE Estate Development - Loughry | 0.8 |  | | **Total Estate Transformation** | **5.6** |  | | **Research and Development** |  |  | | AFBI Research & Development (R&D) | 34.0 |  | | AFBI R&D Income | (12.9) |  | | Collaborative and Other Research | 3.1 |  | | **Total Research and Development** | **24.2** |  | | **Recurring Capital** |  |  | | AFBI Research Vessel | 11.3 |  | | CAFRE Plant Vehicle Maintenance (PVM) | 0.1 |  | | The Northern Ireland Fishery Harbour Authority (NIFHA) | 0.2 |  | | Northern Ireland Environment Agency (NIEA) and Marine PVM | 0.7 |  | | **Total Recurring Capital** | **12.3** |  | | **City & Growth / Complementary Fund** |  |  | | City & Growth Deal | 0.3 |  | | Complementary Fund | 0.2 |  | | **Total City & Growth / Complementary Fund** | **0.5** |  | | **Total** | **111.6** |  | | Opening Executive Allocation | 95.0 |  | | Additional Lough Neagh Funding | 1.6 |  | | Overcommitment | 15.0 |  | | **Total** | **111.6** |  |   The following link provides further details on the extensive range of [DAERA's Responsibilities](https://www.daera-ni.gov.uk/) that these proposed Resource DEL and Capital DEL allocations cover. |

**Are there any Section 75 categories which might be expected to benefit from the intended policy?** Yes No (select as appropriate)

**If so, explain how.**

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| The 2024-25 Budget allocation helps enable all DAERA responsibilities, strategies, policies, objectives, outputs and in turn outcomes for the people of Northern Ireland which includes all Section 75 groups. Impacts are assessed more substantively within these policy and delivery teams in line with the DAERA Equality Scheme.  The proposed Resource DEL and Capital DEL allocations in the above tables either directly or indirectly support the Minister’s priorities and the following four major policy proposals in the Department:   * Climate Change; * Green Growth; * Future Agricultural Policy; and * Rural Policy Framework.   Meeting the requirements of the Climate Change Act (Northern Ireland) 2022 will likely bring economic, social, and environmental benefits to all members of the Northern Ireland public including those within any Section 75 categories, through expected and many co-benefits.  It is expected that overall Section 75 categories, and the people of NI in general, will benefit from the Draft Green Growth Strategy. Green Growth will help support delivery of the UK Government’s ambitious long-term target for the reduction of UK net greenhouse emissions by 100% (compared to a 1990 baseline) to be achieved by 2050, known as the ‘UK Net Zero target’. NI must contribute to UK net zero under the UK Climate Change Act 2008. As per Northern Ireland greenhouse gas inventory 1990 – 2019 statistical bulletin Agriculture (26%), transport (20%) and residential (14%) are the largest sectors in terms of emissions in Northern Ireland (2019) and will therefore be the most impacted.  The opportunities and benefits brought about by reducing emissions in these sectors may in turn impact differently across section 75 categories for example:   * Agriculture the highest emitting industry is a largely male dominated sector. Therefore a higher number of males are likely to benefit than females from agricultural transition opportunities such as reskilling. * In urban areas the projected decrease in vehicle exhaust emissions, as we increase the use of electric and hydrogen power in transport, will bring benefit those with disabilities related to respiratory conditions through improved air quality. * Poverty in NI has been found to correlate with racial group. People from minority ethnic groups tend to be in lower paid employment despite many having high qualifications and skills. Green Growth sets a pathway for a clean environment and green jobs. It would be expected that people from minority ethnic groups would benefit from new green job creation and reskilling opportunities in areas such as low emission vehicles and infrastructure, the production of energy efficient products and lighting, energy monitoring systems, and wind and renewables. * Through a move to cleaner sources of heat, carbon emissions will be reduced along with energy costs, helping to tackle fuel poverty as well as reducing associated health problems. * The inclusive, Just Transition approach incorporated within Green Growth would be expected to benefit those of all sexual orientations that may experience barriers to participation. * The importance of environmental education is explicitly recognised in the UN Convention on the Rights of the Child. Young people would be expected to specifically benefit from increased awareness and environmental education initiatives associated with Green Growth.   The constraints and opportunities brought about by reducing emissions in each sector may in turn impact differently across age, gender, race etc. While much of the impact is as yet unknown, it is acknowledged that there will be a need to develop and employ measures which mitigate potential impacts and provide level opportunities for all. DAERA will work, through its Green Growth approach, with the other departments, currently working on new policies in, energy, housing, transport, waste, environment and others to promote a Just Transition of these sectoral policies.  The Agricultural Policy Programme is DAERA’s overarching strategic programme for future agricultural policy development. At this stage it is not yet possible to specify the likely impact of future policies as part of this Programme. However, the future portfolio of policy proposals has the potential to impact positively all people in NI and potentially deliver benefit to all Section 75 categories generally as it seeks to contribute to a sustainable agricultural industry through the operation of voluntary schemes. Section 75 issues will be kept under review as the workstreams evolve towards scheme implementation, and equality screening will be undertaken as required on all related future policies/schemes as part of the normal policy development and implementation processes.  The Rural Policy Framework for NI aims to create a sustainable rural community where people can work and live. The proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI have the potential to have a minor positive impact on equality of opportunity for: age (in particular young and elderly people); gender (in particular on women); disability; and dependents given the needs which have been identified in relation to these groups.  Further details on these equality considerations are set out in the following links:  [Climate Change Act (Northern Ireland) 2022](https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fwww.daera-ni.gov.uk%2Fsites%2Fdefault%2Ffiles%2Fpublications%2Fdaera%2FEquality%2520%2526%2520Disability%2520Duties%2520Screening%2520-%2520Climate%2520Change%2520Act%2520%2528Northern%2520Ireland%2529%25202022%2520-%2520Final%2520version%2520cleared%2520by%2520G3.DOCX&wdOrigin=BROWSELINK)  [Equality Impact Assessment for the Draft Green Growth Strategy](https://www.daera-ni.gov.uk/sites/default/files/consultations/daera/Equality%20Impact%20Assessment%20for%20the%20Draft%20Green%20Growth%20Strategy.pdf)  [Screening flowchart and template](https://www.daera-ni.gov.uk/sites/default/files/consultations/daera/Equality%20and%20Disability%20Duties%20Screening%20template.pdf)  [Rural Policy Framework for Northern Ireland Consultation | Department of Agriculture, Environment and Rural Affairs](https://www.daera-ni.gov.uk/consultations/rural-policy-framework-northern-ireland-consultation) |

**Who initiated or wrote the policy?**

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| The Executive agreed overall 2024-25 Resource DEL and Capital DEL allocations for DAERA on 25 April 2024. This policy relates to the detailed allocation of those overall budgets within the Department. |

**Who owns and who implements the policy?**

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| The DAERA Minister makes the final decisions on how the funding is allocated within the Department. These decisions will be implemented by Business areas within the Department and its Non-Departmental Public Bodies (NDPBs). This process is facilitated by Finance Division which manages and reports on budgets. |

Implementation factors

**Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?** Yes No (select as appropriate) **If yes, are they (please select as appropriate)**

**Financial**

**Legislative**

**other, please specify:**

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Main stakeholders affected

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

**Staff**

**Service users**

**Other public sector organisations**

**Voluntary/community/trade unions**

**Other, please specify**

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Other policies with a bearing on this policy

**What are they?**

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| The budget allocation process helps enable all DAERA strategies, policies and wide range of Departmental responsibilities.  **The DAERA Plan to 2050 - *Sustainability for the Future***  This Plan published in May 2021 notes the following strategic priorities:   * To enhance our food, forestry, fishery and farming sectors using efficient and environmentally sustainable models which support economic growth; * To protect and enhance our natural environment now and for future generations whilst advocating its value to and wellbeing for all; * To champion thriving rural communities that contribute to prosperity and wellbeing; and * To be an exemplar, people focused organisation, committed to making a difference for the people we serve.   Budget 2024-25 has a significant role in delivering against these priorities and underpins our Departmental purpose of *‘Sustainability at the heart of a living, working, active landscape valued by everyone’.*  **Climate Change**  The Climate Change Act (Northern Ireland) 2022 (Act) sets a target of an at least 100% reduction in net zero greenhouse gas (GHG) emissions by 2050 (i.e. net zero emissions by 2050) for Northern Ireland compared to baseline, along with interim targets including an at least 48% reduction in net emissions by 2030. DAERA must also, by June 2024, review and potentially set updated 2030 and 2040 interim emissions reduction targets to ensure that they are in line with the 2050 net zero target.  The Act also sets other sectoral targets and DAERA is to develop and publish sectoral plans for the agriculture sector, fisheries sector and waste management sector.  There is a legal requirement on all Northern Ireland departments to exercise their functions, as far as is possible to do so, in a manner consistent with the achievement of the targets of the Act and carbon budgets set under it.  In addition DAERA is required to produce 5-year climate action plans (CAP) to set out the policies and proposals that Northern Ireland departments will implement to meet the corresponding carbon budget as well as set out how the emissions reduction targets will be achieved.  **Green Growth**  Green Growth is an over-arching, multi-decade Strategy which sets out the long-term vision and a solid framework for tackling the climate crisis by balancing climate action with the need for a clean, resilient environment and economy. It has been developed by all Ministers and Government departments working together, in collaboration with external stakeholders from local government, the private sector, voluntary and community sectors and others. The cross-cutting strategy will be delivered through a series of Climate Action Plans, which will set out the actions to meet sector-specific greenhouse gas emission targets to deliver a cleaner environment rich in biodiversity; delivering a more efficient use of resources within a circular economy; and green jobs.  **Environment Strategy**  The Environment Strategy sets out Northern Ireland’s environmental priorities for the coming decades and forms part of the Executive’s Green Growth agenda. As such it includes a mix of both existing and new environmental targets / objectives for DAERA and all NI Departments with a role in improving the environment.  **Future Agricultural Policy Proposals for NI**  Based on the four key outcomes of increased productivity, environmental sustainability, improved resilience and an effective functioning supply chain, it charts the way forward for a future agricultural policy which better meets Northern Ireland’s needs. The move from the previous support regime, largely based on the EU requirements under the Common Agricultural Policy (CAP), to a new policy agenda will need to happen over a number of years in order to deliver a managed and orderly transition. This progression will be well sign-posted to provide greater certainty and clarity to farm businesses and land managers.  **Rural Policy Framework**  The Rural Policy Framework provides an opportunity to take stock to ensure that the needs of rural communities continue to be appropriately addressed following EU Exit. The Framework supports the NI Executive’s vision for rural areas by promoting a fair and inclusive rural society where rural dwellers enjoy the same quality of life as all others in the region. |

**Who owns them?**

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| DAERA leads these through its Business Plan in areas where it has sole policy remit and in collaboration with other departments and delivery partners on wider strategies and policies on behalf of the NI Executive. |

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.

In preparing this screening the latest available information in the 2021 Census and Employment Monitoring Report No. 31 was considered. However, given that the proposed Resource DEL and Capital DEL allocations either directly or indirectly support the four major policy proposals of Climate Change, Green Growth, Future Agricultural Policy and Rural Policy Framework, the data used by those equality assessments have also been presented here to ensure consistency.

**Religious belief evidence/information:**

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| The 2021 Census of Northern Ireland found that 43.5% of the population belongs to one of the main Protestant Christian Churches, 45.7% of the population belongs to the Catholic Church and 9.3% do not belong to either religious belief. In rural areas, the make-up is 43% Protestant and other Christian, 45% Catholic, 12% other or non-stated. The 2018 DAERA Equality indicators Report found that overall 42% of farmers were Catholic and 51% were Protestant and other Christian.  The Equality Commission’s Fair Employment Monitoring Report No. 29 Fair Employment Monitoring Report No.29 (equalityni.org) indicated that in 2018, that 50.7% of the (monitored) private sector workforce are from a Protestant background and 49.3% from a Catholic background. The most recent Labour Relation Report Labour Force Religion Report 2017 (executiveoffice-ni.gov.uk) shows that in four out of 13 industrial sectors, there were more Protestant employees, with the biggest disparity in agriculture, forestry and fishing, where 65% of employees were Protestant and 35% Catholic. Differences are also often reflected across geographical areas e.g. Belfast, the North of NI and the West & South of NI, working age economic activity rates were higher among Protestants than Catholics in 2017. In Outer Belfast, working age economic activity rates were higher among Catholics than Protestants, while in the East of NI 74% of both Protestants and Catholics were economically active.  The 2011 Census recorded that in rural communities, 53% of households recorded a head of household as following (or being brought up in) the Protestant or other Christian religious belief, with 45% following or being brought up in the Catholic belief. 3% recorded their religion as other or none.  **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.  Equality covers a breadth of areas and grounds in Northern Ireland. In 2016 The Equality Commission survey ECNI - Equality Awareness Survey - A Question of Attitude (equalityni.org) investigated what people really thought were the equality issues that were particularly important to them. Religion (28%) was the most important issue with race (19%) and age (19%) reported as joint second in importance followed by gender (18%), political opinion (16%) and sexual orientation (16%). |

**Political Opinion evidence/information:**

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| **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:**

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| **Racial Group** evidence/information:  **2011/2021 Census of Northern Ireland**  **2018 DAERA Equality Indicators Report**  The 2011 Census of Northern Ireland 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:**

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| **2011/2021 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:**

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| **2011 Census of Northern Ireland (2021 Census for Northern Ireland has not yet reported on Marital Status)**  47.5% of people over 16 in Northern Ireland are currently married (2011 Census) with a further 36.1% classed as single (never been married) and the remaining 16.4% separated, divorced or widowed. Within the rural communities of Northern Ireland a higher proportion of people are married at 57% and within the farming context this is even higher with 68% of adults married.  **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:**

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| **2011/2021 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. |

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

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| **2011/2021 Census of Northern Ireland**  EU Farm Structure Survey 2016 Northern Ireland  The 2011 Census showed that 51% of the population were male and 49% female. In March 2011, female employees (333,000) outnumbered male employees (307,000), which is a reversal from the position in April 2001. In 2016 female workers accounted for 24% of the workforce.  **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:**

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| **2011/2021 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:**

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| **Northern Ireland Statistics and Research Agency (NISRA) Report, November 2017**  33.86% of NI households have dependent children (those aged 0-15 and person aged 16-18 who is a full time student and in a family with parent(s)). For households with dependent children, there is around 9% with one or more persons with a long term health problem or disability. For households without dependent children there is around 31% of those with one or more people with a long term health problem or disability.  **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?**

The NICS recognises the importance of equality, diversity and inclusion. We operate in an increasingly diverse community, and we understand that the people who provide and use our services have diverse characteristics and different experiences, needs and aspirations. Understanding, valuing and effectively managing these differences can result in greater participation, and help bring about success at an individual, team and organisational level.

DAERA promotes equality and good relations across all aspects of its business: in its policies, information and service provision for customers, visitors and staff. DAERA works to ensure that all of its services are accessible, and delivered in ways which meet the needs of its diverse customers.

**Specify details of the needs, experiences and priorities for each of the Section 75 categories below:**

**Religious belief**

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| Climate Change  In Northern Ireland potential equality impacts regarding religious belief and political opinion can be complex. For example, emissions reduction requirements to meet the targets set out in the Act, may impact certain industries/employment sectors, some more than others, especially in high energy and emitting sectors, which may be over/underrepresented by a particular religious belief. This may also be reflected in the geographical location in Northern Ireland as highlighted in the evidence above. However, as highlighted before, the full impacts and needs are currently unknown as the carbon budgets are yet to be developed, as are the NICS departments’ CAPs, sectoral plans and their emission reduction pathways, policies and actions to be implemented so to meet their duties/requirements under the Act.  It is important though when NICS departments meet the requirements of the Act, that people of different religious beliefs will be engaged, supported and protected, through future policies and actions chosen by NICS departments, in the just transition to a net zero emissions society and economy, and that they are not unfairly and unduly impacted. The Act sets a number of provisions which will ensure this is achieved. Such provisions as those which sets just transition requirements on departments, the setting up and oversight of the independent Just Transition Commission in the NICS departments’ delivery of these requirements, and also the establishment of the Just Transition Fund for Agriculture.  Also, the Act does not set specific required emissions reductions targets for each Northern Ireland sector in order to meet the targets in the Act. The emissions reduction pathways for these sectors is to be identified and set by the relevant departments through development of their chosen future policies under the Act, and through the development of their associated required sectoral plans under the Act. However, the Act also does go some way to address the impacts and needs on the agri-sector which has a particular religious make-up as identified above. The level of reductions in methane emissions are not required to be more than 46% lower than the baseline (1990) by 2050. This methane level represents a fair contribution towards net zero as it is consistent with the Intergovernmental Panel on Climate Change, and the CCC evidence and advice in regards to reducing methane to achieve long term temperature goals in the Paris Agreement. This level recognises the needs of the rural sector in Northern Ireland, the difficulties it has in reducing emissions compared to other sectors for one example of many reasons - due to ruminant livestock, and that Northern Ireland is a significant net exporter of agri-food products with nearly 50% of all agri-food products produced in Northern Ireland consumed in the rest of the UK. The Act also places just transition requirements on departments, and also a requirement for a Just Transition Fund for Agriculture to be established to support farmers and provide an advisory role to them in regards to reducing emissions. For example, smaller farms of which Catholic farmers were much more likely than Protestant farmers to farm on very small farms (85% compared to 68%), may find it more difficult to transition and fund lower carbon practices, and they may likely have a lower ability to absorb economic shocks. Both the Just Transition Fund and advice from the relevant department should be available and their application equitably applied and delivered through policy by the relevant department to all farmers despite religious beliefs. Therefore DAERA does not anticipate any major difference in needs, experience or priorities according to religious belief.  Green Growth  All Government departments involved in the development and implementation of the Draft Green Growth Strategy have a duty to ensure all programmes and services provided are open to all applicants regardless of their religious belief. Therefore DAERA does not anticipate any major difference in needs, experience or priorities according to religious belief.  For example in terms of farm size within the agricultural sector, the 2018 DAERA Equality Indicators reported that 85% of Catholics farm smaller farms compared to 68% of Protestants. The potential impact of some Green Growth initiatives relating to greening agricultural policy will depend on farm size and farm enterprise type which can be related to the religious belief of the farmer.  DAERA will use and gather evidence to examine needs, experience and priorities of those of different religious beliefs and were necessary consider and employ mitigation measures to promote equality of opportunity.  Further evidence will be gathered where there are gaps and potential impacts of Green Growth initiatives on the needs, experience and priorities of those of differing religious beliefs. For example emissions reduction requirements will impact certain industries/employment sectors which may be over/underrepresented by a particular religious belief. This may also be reflected in geographical location in NI.  Future Agricultural Policy  In response to 2018 stakeholder engagement on Northern Ireland Future Agricultural Policy Framework with stakeholders representing the wider farming, food and environmental sectors, the Department received 21 comments relating to:   1. - farmers needed to be viewed as equal partners in the food supply chain; 2. - fairness was important; horticulture needed to be included; and   (c) - support should be proportionate to the environmental benefit produced.  There was some concern raised about the potential for inclusion of a qualification requirement for grants. No specific responses indicated that the future agricultural policy framework would create any inequality in respect of religious belief.  During the pre-engagement stage for the consultation on Future Agricultural Policy Proposals for Northern Ireland, stakeholder input was sought on needs, experiences and priorities in relation to equality and no issues were raised in relation to religious belief.  Rural Policy Framework  The Rural Policy Framework has provided an opportunity to take stock to ensure that the needs of rural communities continue to be appropriately addressed. The Framework supports the Northern Ireland Executive’s vision for rural areas by promoting a fair and inclusive rural society where rural dwellers enjoy the same quality of life as all others in the region.  The draft Rural Policy Framework for NI aims to create a sustainable rural community where people can work and live. Statistics from the 2011 census show the make-up of the rural community (based on head of household) to be 45% Catholic, 52% Protestant and other Christian and 3% other or no religion. The proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI are neutral as regards religious belief. |

**Political Opinion**

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| Climate Change  Political opinion and religious beliefs are often interlinked in Northern Ireland. As discussed under religious beliefs above - meeting the long-term emission reduction targets will impact more on certain high emitting sectors such as agriculture, transport and energy and in Northern Ireland some industries/employment sectors and geographical areas, may be over/underrepresented by particular religious beliefs which in general are associated with political opinion of the workforce. For example, in terms of geographical area and national identity, which in Northern Ireland may also be linked to political opinion, farmers with an Irish only identity were almost twice as likely to farm in Severely Disadvantaged Areas (SDA) (55%) than farmers with a British only identity (28%). SDA farms will likely have a more limited capacity to fund a lower emissions practices and absorb economic shocks then less SDA farmed areas. With agriculture being the largest emitting sector, it is important that farmers regardless of their political opinion will be engaged, supported and protected, through future policies and actions chosen, in the transition to low-carbon farming practices in order to maintain viable businesses.  As discussed previously, this has already, in part, been addressed in the Act by the just transition requirements set on each NICS departments, the setting up of a Just Transition Commissioner which will have an oversight and advisory role, as well as a requirement to establish through secondary legislation a scheme for the administration of a fund to be known as the ‘Just Transition Fund for Agriculture’. This fund will provide advice and financial support to farmers irrespective of their political opinion in regards to achieving a net zero emission economy and society  Green Growth  Draft Green Growth Strategy development embraces an inclusive approach welcoming all political opinions. In Northern Ireland potential equality impacts regarding political opinion and religious belief can be complex. Inclusive engagement and collaboration will ensure all policy interventions and related programmes apply to everyone regardless of their political opinion.  The Draft Green Growth Strategy aims to deliver a carbon neutral society and as such will impact certain high carbon sectors such as agriculture, transport and energy. In Northern Ireland some industries/employment sectors and geographical areas, may be over/underrepresented by particular religious beliefs which are in general may be associated with political opinion of the workforce. For example in terms of geographical area and national identity, which in Northern Ireland may be linked to political opinion, farmers with an Irish only identity were almost twice as likely to farm in Severely Disadvantaged Areas (SDA) (55%) than farmers with a British only identity (28%). The impact of Green Growth initiatives would be expected to differ in SDAs compared to Less Disadvantaged Areas. DAERA will examine impacts such as this further via rural proofing.  Future Agricultural Policy  In response to the 2018 stakeholder engagement on the Northern Ireland Future Agricultural Policy Framework from stakeholders representing the wider farming, food and environmental sectors the Department received one comment in relation to political opinion that indicated that future agricultural policy should ensure that it does not disproportionately discriminate against one community over the other (nationalist and unionist).  During the pre-engagement stage for the consultation on Future Agricultural Policy Proposals for Northern Ireland, stakeholder input was sought on needs, experiences and priorities in relation to equality and no issues were raised in relation to political opinion.  Rural Policy Framework  The Rural Policy Framework has provided an opportunity to take stock to ensure that the needs of rural communities continue to be appropriately addressed. The Framework supports the Northern Ireland Executive’s vision for rural areas by promoting a fair and inclusive rural society where rural dwellers enjoy the same quality of life as all others in the region.  The draft Rural Policy Framework for NI aims to create a sustainable rural community where people can work and live. Statistics from the 2011 census show the make-up of the rural community (based on head of household) to be 45% Catholic, 52% Protestant and other Christian and 3% other or no religion. The proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI are neutral as regards political opinion. |

**Racial Group**

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| Climate Change  People from ethnic minorities also need to be supported through a just transition to a net zero, environmentally sustainable economy and society ensuring that they are not left behind and that social inclusion, the opportunities for green jobs, and the eradication of poverty is achieved. The Act contains just transition requirements for all Northern Ireland departments which should enable meeting these needs. The Act requires departments in taking action to reduce Northern Ireland emissions, should do so in a manner which, so far as possible, achieves the objectives of: “supporting persons who are most affected by climate change, particularly those who may have done the least to cause it or may be the least equipped to adapt to its effects, and reducing, with a view to eliminating poverty, inequality and social deprivation”. The Act sets a number of other provisions which will ensure this is achieved, such provisions as those which requires the establishment an independent oversight and advisory Just Transition Commission in the NICS departments’ delivery of the just transition principle requirements and the Just Transition Fund for Agriculture.  Green Growth  DAERA acknowledge the importance of assessing impacts, needs and priorities of all racial groups, this will be gained through engagement with organisations who represent minority groups. Consideration will be given to how best to encourage multi-cultural engagement to explore, understand, and respect our shared aim of an improved environment through net zero and green growth approaches.  Opportunities for encouraging engagement from under-represented groups will be considered as part of Strategy development. The needs of those who experience barriers in accessing information on, or participating in, the development or implementation of the Strategy due to alternative language requirements, must be addressed.  The impact of climate change on the needs, priorities and experiences of each racial group will need further consideration. For example in terms of the minority travelling community the Out of Sight Out of Mind Travellers Accommodation in NI Full Report.pdf reports that the standard services (electricity, water, heating, drainage, sanitation, waste disposal) are not adequately available in practice on some Travellers’ sites.  The Vital-Signs-Northern-Ireland-2018.pdf (communityfoundationni.org) report highlights extreme levels of mortality with this community having a pressing need for adequate accommodation, including serviced sites, transit sites and housing. Travellers using sites have a high reliance on diesel engines and generators. Therefore their energy and heating needs would be directly impacted by a change in the cost and availability of fossil fuels.  Green Growth provides an opportunity to develop good quality green jobs which may help reduce low grade employment and poverty within minority ethnic groups.  Future Agricultural Policy  In response to the 2018 stakeholder engagement on Northern Ireland Future Agricultural Policy Framework from stakeholders representing the wider farming, food and environmental sectors, the Department did not receive any responses to indicate that the future agricultural policy framework would create any inequality in respect of racial group.  During the pre-engagement stage for the consultation on Future Agricultural Policy Proposals for Northern Ireland, stakeholder input was sought on needs, experiences and priorities in relation equality and no issues were raised in relation to racial group.  The need for further evidence relating to potential impacts on the needs, experience and priorities in relation to racial group will be reviewed as each of the workstreams evolve towards implementation.  Rural Policy Framework  The Rural Policy Framework has provided an opportunity to take stock to ensure that the needs of rural communities continue to be appropriately addressed. The Framework supports the Northern Ireland Executive’s vision for rural areas by promoting a fair and inclusive rural society where rural dwellers enjoy the same quality of life as all others in the region.  The draft Rural Policy Framework for NI aims to create a sustainable rural community where people can work and live. Statistics from the 2011 census show the make-up of the rural community to be 99.4% white and 0.6% other ethnic groupings. The proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI are neutral as regards racial group. |

**Age**

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| Climate Change  The evidence shows that our society is ageing and that climate change and its resulting effects bring risks to an ageing population, largely due to changes in mobility, physiology and restricted access to resources. It is therefore important that NICS departments as appropriate engage and bring the views of older people, and people of all ages (as with all Section 75 categories) into their future departmental policy discussions and development. This is to help shape governments decision making so it reflects this category’s (as well as all other Section 75 categories) needs and adequately addresses climate change issues presented to the different age categories.  It should also be noted that young people equally need their voice heard as they are the next generation and leaders of tomorrow and will ultimately be the beneficiaries of future climate change related legislation and policies, and actions brought forward by NICS departments under this Act.  Green Growth  The Draft Strategy is of relevance to all ages, and its development and implementation will be open to all ages to become involved in. It will benefit all citizens of Northern Ireland. DAERA acknowledges the importance of engaging with all ages in the development and future implementation of the Draft Green Growth Strategy.  Potential needs of older people such as the ability of older people to access, understand and participate in online communications are acknowledged. NI: IN PROFILE Key statistics on Northern Ireland (nisra.gov.uk) found that 11% of adults have never used the internet - internet use declines markedly with age and around half of those aged 70 and over used the internet in the last three months.  Usage of Online Channels to Access Public Services in NI 2019-20 (nisra.gov.uk) report that in 2019/20 the age group with the lowest proportion using online channels to access public services is 65 years+ (40%). Similar to in 2018 this was significantly lower than all other age groups. The impact of Covid 19 on online access and usage will be examined when evidence becomes available. People aged 50-64 (71%) and 18-24 year olds (80%) are also less likely to have accessed public services online showing a significant difference from the other groups. A similar proportion of, 25-34 year olds (86%) and 35-49 year olds (86%) have accessed public services online. Increased use of forms of electronic communication can adversely impact on those who are not familiar or comfortable with this technology, and including older people and those in marginalised communities (the so-called ‘digital divide’). DAERA will work with organisations experienced in communicating with older people to ensure their voices are heard and considered in strategy development and implementation. Incorporation of this feedback will help ensure the needs, priorities and experiences of this sector 75 category are used to address and mitigate against highlighted issues such as reduced mobility. Older people and those with mobility problems generally rely on a future transport system that is accessible to all. The drive towards sustainable transport must accommodate these concerns. DAERA are committed to inclusive engagement and acknowledge the wealth of knowledge older people can bring to enhance strategy development. Consideration will be given to how best to engage with older people and organisations which represent their interest to capture and utilise the views of older people. UNICEF highlight in their Are-climate-change-policies-child-sensitive-2020\_0.pdf (unicef.org) report that despite their disproportionate vulnerability, children are consistently overlooked in the design and content of climate policies and related processes. Representing approximately one-third of the global population, and facing an increasingly uncertain and unstable future, it is impossible to overstate children’s stake in effective climate policies and action.  Given the long term nature of achieving net zero it is essential that young people are involved throughout Draft Green Growth Strategy development in order to be able to support its implementation and future development. We will ensure young people, are involved throughout the process as they will be responsible for delivering the changes needed for a sustainable future. Young people will be engaged with by making best use of existing youth communication channels and groups and innovative approaches.  For example DAERA continues to work in partnership with the Education Authority (EA), experts in youth engagement to help access the needs and priorities for young people in relation to Green Growth. The Draft Green Growth Strategy may provide opportunities to improve young people’s awareness of environmental issues such as climate change and carbon literacy through enhanced environmental education. The increase in green technologies, renewable energy, sustainable product design etc will provide new and reskilling development opportunities. The transformation required to achieve a carbon neutral society will require sustainable consumer and lifestyle choices which will be led by young people through their understanding, support and ownership of initiatives such as the Draft Green Growth Strategy and Climate Action Plan.  The NI Youth Assembly, consisting of 90 young people aged from 13 to 17, has potential to be a key platform for DAERA youth engagement and Draft Green Growth Strategy engagement.  We may request age as part of Green Growth engagement and consultations for statistical analysis purposes and therefore implementation of policy and communications strategy may target specific age groups.  Future Agricultural Policy  In response to the 2018 stakeholder engagement on the Northern Ireland Future Agricultural Policy Framework from stakeholders representing the wider farming, food and environmental sectors the Department received a number of responses that included concerns about age discrimination if qualification requirements were introduced for grants and a request to support age proofing.  During the pre-engagement stage for the consultation on Future Agricultural Policy Proposals for Northern Ireland, stakeholder input was sought on needs, experiences and priorities in relation to equality and no issues were raised in relation to age.  The need for further evidence relating to potential impacts on the needs, experience and priorities in relation to age will be reviewed as each of the workstreams evolve towards implementation.  Rural Policy Framework  The Rural Policy Framework has provided an opportunity to take stock to ensure that the needs of rural communities continue to be appropriately addressed. The Framework supports the Northern Ireland Executive’s vision for rural areas by promoting a fair and inclusive rural society where rural dwellers enjoy the same quality of life as all others in the region.  The Rural Policy Framework for NI aims to create a sustainable rural community where people can work and live. Statistics from the 2011 census show the make-up of the rural community to be 22% aged under 15, 24% aged 16 – 34, 39% aged 35 – 64 and 14% aged 65+.    NI is the second youngest UK region (median age 38.7) after London (35.3). Evidence from the Working Groups feeding into the Rural Policy Framework for NI indicated that support is needed to facilitate young people into employment in rural areas. There are concerns that young people are moving away from rural areas due to a lack of employment and training opportunities; a lack of affordable housing; and connectivity issues. If young people move out of rural areas, there is a negative impact on the sustainability of those rural communities.  According to the GEM UK: Northern Ireland Report 2017 the Total Early-Stage Entrepreneurial Activity (TEA) in NI in 2017 was 6.5% compared to the UK average of 8.7%. Those aged between 25-34 years old in NI were most entrepreneurial. Opportunity also exists to tap into the entrepreneurial potential of 18-24-year olds. There is a need to make enterprise and entrepreneurship visible to the existing and potential talent pool in rural areas including graduates. Just under 30% of the non-entrepreneurial working age population perceive good start-up opportunities locally. The UK rate, which is almost 40%, continues to be significantly higher than that for NI  .  A need has been identified by the Working Groups feeding into the development of the Rural Policy Framework for NI to target young people with training to develop their entrepreneurial skills. This could involve tying into education at a young age or addressing barriers such as childcare and other caring responsibilities etc. Linkages could also be improved between the education and private sector to facilitate young people in accessing employment and training opportunities including apprenticeships and more specialised training. In addition, there is a need for succession planning in the voluntary and community sector with young people encouraged to take up volunteering activity.  Within the Framework, it was identified that there is an ageing rural population with increased caring responsibilities which can exacerbate the risk of loneliness and exclusion. In particular NISRA noted that in NI in 2018/19 people without internet access or access to a car were more likely to be “more often lonely” than those with access, highlighting two key challenges for rural dwellers. People in the 75+ and 55-64 age groups were “more often lonely”. |

**Marital status**

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| Climate Change  Although climate change effects everyone, and all Northern Ireland sectors and people must contribute to reducing emissions, there is no available evidence to suggest that the Climate Change Act (Northern Ireland) 2022 will have any foreseeable direct impact on equality of opportunity in Northern Ireland as a result of marital status. So the needs, experiences and priorities of this section 75 group could not be identified fully. However, the evidence did show that some sectors - farming in particular, can have different marital status make-ups within them. For example, 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%). It is therefore still important that NICS departments as appropriate engage and consider people with different marital status (as with all Section 75 categories) in their future departmental policy discussions and development. It is important that people, irrespective of their marital status, are supported through a just transition to a move to a net zero economy.  Green Growth  The NI 2011 census showed that around 48% of the population were married or in a civil partnership, and 36% were single. At this stage in the development of Draft Green Growth Strategy there is no evidence available to suggest the Strategy will have any foreseeable impact on equality of opportunity on stakeholders as a result of their marital status. DAERA acknowledge there may be barriers to participation related to marital status such as dependent care. Mitigation measures will be considered to reduce the impact of identified barriers  Future Agricultural Policy  In response to the 2018 stakeholder engagement on Northern Ireland Future Agricultural Policy Framework from stakeholders representing the wider farming, food and environmental sectors, the Department did not receive any responses to indicate that the future agricultural policy framework would create any inequality in respect of marital status.  During the pre-engagement stage for the consultation on Future Agricultural Policy Proposals for Northern Ireland, stakeholder input was sought on needs, experiences and priorities in relation to equality and no issues were raised in relation to marital status.  The need for further evidence relating to potential impacts on the needs, experience and priorities in relation to marital status will be reviewed as each of the workstreams evolve towards implementation.  Rural Policy Framework  The Rural Policy Framework has provided an opportunity to take stock to ensure that the needs of rural communities continue to be appropriately addressed. The Framework supports the Northern Ireland Executive’s vision for rural areas by promoting a fair and inclusive rural society where rural dwellers enjoy the same quality of life as all others in the region.  The draft Rural Policy Framework for NI aims to create a sustainable rural community where people can work and live. Statistics from the 2011 census show the make-up of the rural households to be 22.24% one person households, 48.67% married couple households, 0.03% same-sex civil partnership couple households, 4.58% cohabiting couple households, 11.05% lone parent households and 6.58% other types of households. The proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI are neutral as regards marital status. |

**Sexual orientation**

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| Climate Change  Although climate change effects everyone, and all Northern Ireland sectors and people must contribute to reducing emissions, there is not available evidence to suggest that the Climate Change Act (Northern Ireland) 2022 will have any foreseeable direct impact on equality of opportunity in Northern Ireland as a result of an individual’s sexual orientation. Therefore DAERA does not anticipate any major difference in needs, experience or priorities according to sexual orientation.  However, it is acknowledged that in 2017 a study found that people who identify as lesbian, gay, and bisexual (LGB) tend to rate their quality of life as lower than the UK average. Any policies and actions taken by departments to deliver on their requirements under the Act, including just transition requirements, must where applicable and as appropriate identify, mitigate against and tackle sexual orientation discrimination, and also, promote sexual orientation equality. It is important that people, irrespective of their sexual orientation, are supported and provided equal opportunity through a just transition to a move to a net zero economy.  Green Growth  All Government departments involved in the development and implementation of the Draft Green Growth Strategy have a duty to ensure all programmes and services provided are open to all applicants regardless of their sexual orientation. Therefore DAERA does not anticipate any major difference in needs, experience or priorities according to sexual orientation.  At this stage in the development of Draft Green Growth Strategy there is no evidence available to suggest the Strategy will have any foreseeable impact on equality of opportunity on stakeholders as a result of their sexual orientation. DAERA acknowledge there may be barriers to participation related to sexual orientation. Mitigation measures will be considered to reduce the impact of barriers that may be subsequently identified. Opportunities for encouraging engagement from underrepresented groups will be considered as part of Strategy development.  Future Agricultural Policy  In response to the 2018 stakeholder engagement on Northern Ireland Future Agricultural Policy Framework from stakeholders representing the wider farming, food and environmental sectors, the Department did not receive any responses to indicate that the future agricultural policy framework would create any inequality in respect of sexual orientation.  During the pre-engagement stage for the consultation on Future Agricultural Policy Proposals for Northern Ireland, stakeholder input was sought on needs, experiences and priorities in relation equality and no issues were raised in relation to sexual orientation category.  The need for further evidence relating to potential impacts on the needs, experience and priorities in relation to sexual orientation will be reviewed as each of the workstreams evolve towards implementation.  Rural Policy Framework  The Rural Policy Framework has provided an opportunity to take stock to ensure that the needs of rural communities continue to be appropriately addressed. The Framework supports the Northern Ireland Executive’s vision for rural areas by promoting a fair and inclusive rural society where rural dwellers enjoy the same quality of life as all others in the region.  The draft Rural Policy Framework for NI aims to create a sustainable rural community where people can work and live. Statistics from the 2011 census show the make-up of the rural households to be 22.24% one person households, 48.67% married couple households, 0.03% same-sex civil partnership couple households, 4.58% cohabiting couple households, 11.05% lone parent households and 6.58% other types of households. The proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI are neutral as regards people of different sexual orientation. |

**Men and Women Generally**

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| Climate Change  The Act contains just transition requirements for all Northern Ireland departments which should enable meeting these needs. The Act requires departments in taking action to reduce Northern Ireland emissions to meet the Act’s requirements, should do so in a manner which, so far as possible, achieves the objectives of: “ensuring that gender inequality is eliminated and advancing equality of opportunity between men and women”. This will be enabled and further driven by the aforementioned just transition principle requirements on departments and the oversight and advisory role of the Just Transition Commissioner to be established under the Act in departments’ implementation of this principle.  When considering the potential needs and priorities of the agricultural sector, it is important that farmers, irrespective of their gender, are supported through a just transition to a move to greener farming methods and low carbon farming practices. Farmers will also need to be supported financially in their efforts to equitably contribute to achieving the targets in the Act. The Act includes provisions to address this need and priority for example with the just transition requirements on departments, the establishment through secondary legislation of a Just Transition Fund for Agriculture, etc  Green Growth  In terms of Men and Women’s contribution to the NI economy NISRA reported that over the past 10 years there have been consistently more economically inactive women than men in Northern Ireland. https://www.nisra.gov.uk/labour-force-survey-women-northern-ireland-2020. The most common reason for inactivity among women was family and home commitments. Given the complexity of Green Growth its impact on the employment of men and women, through initiatives such as the creation of ‘green jobs’ is not clear at this stage.  Traditionally certain sectors of Northern Ireland’s economy have been characterised by relatively higher representation by gender such as the agri-food sector. Actions need to transform these sectors to low or zero carbon are significant and will impact a higher number of males who are employed in this sector. Annual Report Tables 2019 | Northern Ireland Statistics and Research Agency (nisra.gov.uk) estimates than within the agriculture food and fishery sector 16,000 males and 3,000 females are employed.  Available evidence shows that females in NI are half as likely to be entrepreneurs as males. Innovations and entrepreneurism are key enablers to achieve the aims of Green Growth and the importance of providing adequate support to these enablers, particularly women is acknowledged. The Treasury commissioned ‘Alison Rose Review of Female Entrepreneurship (2019)’ identified three areas of opportunities to help female entrepreneurs including increasing the funding directed towards them; greater family care support; making entrepreneurship more accessible to women; and increasing support locally, through relatable and accessible mentors and networks. The UK government is aiming to increase the number of female entrepreneurs by half by 2030, equivalent to nearly 600,000 additional female entrepreneurs. This need has been identified by DAERA Rural Policy Framework Working Groups and will be addressed by measures such as targeting females with training to develop their entrepreneurial skills.  A wide range of climate change actions will be taken via Green Growth and other related strategies, to phase out high carbon activities for example, phasing out of petrol and diesel cars and vans; a move away from natural gas and oil boilers and lowering use of fossil fuels for power. DAERA acknowledges further information and evidence is needed to assess the impact of these measures.  Inclusion of gender-differentiated needs, priorities, and solutions will incorporated into the development of the Draft Green Growth Strategy. This will be a key part of DAERA’s co-design process ensuring effective mitigation, adaptation and resilience measures are included to enhance equality.  Gender mainstreaming has been embraced internationally as a strategy towards realising gender equality and will be embedded in the development of the Draft Green Growth Strategy. It involves the integration of a gender perspective into the preparation, design, implementation, monitoring and evaluation of policies, regulatory measures and spending programmes. A gender responsive policy ensures that the needs of all citizens, women and men are equally addressed.  Future Agricultural Policy  In response to the 2018 stakeholder engagement on Northern Ireland Future Agricultural Policy Framework from stakeholders representing the wider farming, food and environmental sectors, the Department did not receive any responses to indicate that the future agricultural policy framework would create any inequality in respect of men and women generally.  During the pre-engagement stage for the consultation on Future Agricultural Policy Proposals for Northern Ireland, stakeholder input was sought on needs, experiences and priorities in relation equality and no issues were raised in relation to men and women generally.  The need for further evidence relating to potential impacts on the needs, experience and priorities in relation to men and women generally will be reviewed as each of the workstreams evolve towards implementation.  Rural Policy Framework  The Rural Policy Framework has provided an opportunity to take stock to ensure that the needs of rural communities continue to be appropriately addressed. The Framework supports the Northern Ireland Executive’s vision for rural areas by promoting a fair and inclusive rural society where rural dwellers enjoy the same quality of life as all others in the region.  The draft Rural Policy Framework for NI aims to create a sustainable rural community where people can work and live. Statistics from the 2011 census show the make-up of the rural community to be 50% men and 50% women.    Innovations and entrepreneurial accomplishments of rural women are imperative to the future progress and viability of rural areas. The Treasury commissioned ‘Alison Rose Review of Female Entrepreneurship (2019)’ identified three areas of opportunities to help female entrepreneurs including: increasing the funding directed towards them; greater family care support; making entrepreneurship more accessible to women; and increasing support locally, through relatable and accessible mentors and networks. The government is aiming to increase the number of female entrepreneurs by half by 2030, equivalent to nearly 600,000 additional female entrepreneurs. Therefore, a need has been identified by the Working Groups feeding into the development of the Rural Policy Framework for NI to target females with training to develop their entrepreneurial skills. Women also need assistance as they tend to be more disproportionately affected by caring responsibilities which can block small business start-up.  The proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI have the potential to have a minor positive impact on equality (in particular on women) given the need which has been identified in relation to this group and the likelihood of being targeted in any future schemes. |

**Disability**

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| Climate Change  A disabled journalist wrote an article (published in January 2020) for Disability Horizons sharing her experiences of living with a disability and the fight to tackle Climate Change in ‘Climate Change: Why Disabled People Need to be Considered’. The article highlighted the impact of some ‘eco-changes’ on disabled people, for example their ability to adapt to change to tackle climate change for example is more difficult as many disabled people struggle financially, accessibility to public transport is often limited and electric/low emissions cars are unaffordable.  The views of people living with disabilities should be considered when deciding and developing what policies and actions will be chosen, developed and implemented by NICS departments going forward so as to meet the targets and requirements of the Act. The Act, however, does not specify the future policies and actions required to meet those targets. Implementing a just transition to a net zero emissions, environmentally sustainable green economy and society is also a priority to people living with disabilities. To achieve a just transition it must be ensured that this group as with all Section 75 categories are not left behind and that social inclusion, the opportunities for green jobs, and the eradication of poverty is achieved. The Act acknowledges this need and contains a requirement for all NICS departments to apply the specified just transition principle to each individual policy and action chosen by them to achieve their requirements under the Act. The Act states that departments in taking action to reduce emissions will achieve the objective of: “supporting persons who are most affected by climate change, particularly those who may have done the least to cause it or may be the least equipped to adapt to its effects, and reducing, with a view to eliminating poverty, inequality and social deprivation”. This will be enabled and further driven by the aforementioned just transition principle requirements on departments and the oversight and the advisory role of the Just Transition Commissioner to be established under the Act in departments’ implementation of this principle and in the establishment of a Just Transition Fund for Agriculture.  Green Growth  While those with a disability tend to be under-represented within the workforce as a whole, the benefits attaching to the Strategy should be experienced by all sections of the community, irrespective of health status, while measures designed to reduce poverty and promote social inclusion should benefit those with a disability, and including those suffering the long-term impact of COVID-19.  DAERA is committed to the fulfilment of the two disability duties as set out under Section 49A of the Disability Discrimination Act (DDA) 1995 and continues to work hard to ensure that there is disability equality in everything we do across all aspects of our business, in how we treat our customers and our staff and all those who use our services. The DAERA Disability Action Plan 2019-2024 sets out how the Department proposes to fulfil the duties under Section 49A of the Disability Discrimination Act 1995 in relation to its functions, for the period 2019-2024. The action plan has two strategic priorities i.e. to promote positive attitudes towards people with disabilities; and to encourage participation by people with disabilities in public life.  As part of the action plan, DAERA now has an Equality Unit representative sitting on the NICS Disability Staff Network to ensure uniformity across all departments.  Green Growth and Climate Action Division will promote identified opportunities on its working groups, steering groups, committees or similar within the disability sector and where relevant, work with the sector and NICSHR and Commissioner for Public Appointments for Northern Ireland (CPANI) to encourage uptake of these opportunities.  Future Agricultural Policy  In response to the 2018 stakeholder engagement on Northern Ireland Future Agricultural Policy Framework from stakeholders representing the wider farming, food and environmental sectors, the Department did not receive any responses to indicate that the future agricultural policy framework would create any inequality in respect of disability.  During the pre-engagement stage for the consultation on Future Agricultural Policy Proposals for Northern Ireland, stakeholder input was sought on needs, experiences and priorities in relation to equality and no issues were raised in relation to disability.  The need for further evidence relating to potential impacts on the needs, experience and priorities in relation to disability will be reviewed as each of the workstreams evolve towards implementation.  Rural Policy Framework  The Rural Policy Framework has provided an opportunity to take stock to ensure that the needs of rural communities continue to be appropriately addressed. The Framework supports the Northern Ireland Executive’s vision for rural areas by promoting a fair and inclusive rural society where rural dwellers enjoy the same quality of life as all others in the region. The Rural Policy Framework for NI aims to create a sustainable rural community where people can work and live. Statistics from the 2011 census show that 40% of rural households contain at least one person with a long term health problem or disability.  A need was identified by the Working Groups feeding into the development of the Rural Policy Framework for NI to target improving the mental and emotional wellbeing of those living in rural areas. In particular, thematic pillar 3: Health and Wellbeing to reduce loneliness and social exclusion in rural areas, to minimise the impacts of rural isolation and to promote the health and wellbeing of rural dwellers and associated priority areas for intervention seeks to do this.  The Working Groups found that the levels of reported (and anecdotal) poor mental and emotional wellbeing are increasing in rural communities. It was identified that there is a need for timely access to support services in relation to mental and emotional wellbeing within rural communities when in a crisis. Whilst such issues affect wider society, matters are exacerbated further for rural dwellers due to poor transport and access to services and this can also impact on people’s ability to access employment and training opportunities.  The proposals including the thematic pillars and associated priority areas for intervention (in particular under Thematic Pillar 3: Health and Wellbeing) identified in the Rural Policy Framework for NI have the potential to have a minor positive impact on equality for disability given the need which has been identified in relation to this group. The need is also likely to be greater following on from the impacts of COVID-19. |

**Dependants**

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| Climate Change  There is little evidence available to suggest that this Act will have any foreseeable impact on equality of opportunity or good relations on those individuals with dependant children or caring responsibilities, and so the needs, experiences and priorities of this Section 75 category could not be fully identified at this early stage. The required policies and actions to deliver the requirements of the Act have yet to be identified and/or are still to be developed by departments. The Act does not specify what these required future policies and actions are, nor what they should be/look like.  However, the Act acknowledges that the transition to a net zero emissions, environmentally sustainable green economy and society is a priority for all people living in Northern Ireland, including those with dependants to ensure that no one is left behind and that social inclusion and the eradication of poverty is achieved. All NICS departments are required, under the Act, to apply the specified just transition principle to each individual policy and action chosen by them to meet their requirements of the Act. The Act states that departments in taking action to reduce emissions will achieve the objective of: “supporting persons who are most affected by climate change, particularly those who may have done the least to cause it or may be the least equipped to adapt to its effects, and reducing, with a view to eliminating poverty, inequality and social deprivation”. This will be enabled and further driven by the aforementioned just transition principle requirements on departments and the oversight and the advisory role of the Just Transition Commissioner to be established under the Act in departments’ implementation of this principle  Green Growth  At this stage in the development of Draft Green Growth Strategy there is limited evidence available to suggest the Strategy will impact on stakeholders as a result of their dependants.  DAERA acknowledge there may be barriers to participation related to people having dependants, particularly for women who statistically are less economically active due to dependant and home commitments. Mitigation measures will be considered to reduce the impact of identified barriers. Measures designed to reduce poverty and promote social inclusion should benefit those with dependants. Opportunities for encouraging engagement from those with dependants will be considered as part of Strategy development.  Future Agricultural Policy  In response to the 2018 stakeholder engagement on Northern Ireland Future Agricultural Policy Framework from stakeholders representing the wider farming, food and environmental sectors, the Department did not receive any responses to indicate that the future agricultural policy framework would create any inequality in respect of dependants.  During the pre-engagement stage for the consultation on Future Agricultural Policy Proposals for Northern Ireland, stakeholder input was sought on needs, experiences and priorities in relation to equality and no issues were raised in relation to dependants.  The need for further evidence relating to potential impacts on the needs, experience and priorities in relation to dependants will be reviewed as each of the workstreams evolve towards implementation.  Rural Policy Framework  The Rural Policy Framework has provided an opportunity to take stock to ensure that the needs of rural communities continue to be appropriately addressed. The Framework supports the Northern Ireland Executive’s vision for rural areas by promoting a fair and inclusive rural society where rural dwellers enjoy the same quality of life as all others in the region. The draft Rural Policy Framework for NI aims to create a sustainable rural community where people can work and live. Statistics from the 2011 census show the make-up of rural households to be 37% with dependants and 63% without.  A need was identified by the Working Groups feeding into the development of the Rural Policy Framework for NI to target the lack of services such as access to affordable, good quality and consistent childcare which was also available beyond early years provision. Access to such services are needed in rural areas to facilitate parents in gaining employment. A lack of such services can also increase isolation and negatively impact on child development (i.e. poor language skills and low levels of physical activity resulting in obesity among children), which can in turn lead to poor academic performance.    It was also identified that groups at particular risk of loneliness and exclusion include carers (of all ages), especially in the context of an ageing rural population with a growing number of ageing carers which often entails one generation of older people caring for the generation above them. Carers face a number of challenges and obstacles and may need extra support to facilitate access to employment.  The proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI have the potential to have a minor positive impact on equality for dependants given the need which has been identified in relation to this group and the likelihood of being targeted in any future schemes. |

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.

In the £23.2m Resource DEL being allocated in this opening Budget 2024-25 exercise, only £2.4m is a new proposal being reallocated from within DAERA. £1.6m is from savings in overtime, agency and not replacing leavers in FFRAG. The main impact would initially be the pace and timelines of delivery of key programmes, although FFRAG would ensure prioritisation of work which is integral to meeting Climate Change and improving water quality. Reductions in staff numbers would also be prioritised to minimise impacts on delivery of farm payments, approval of business cases and contractual obligations to students and CAFRE would ensure that it delivered its responsibilities to students, in terms of both teaching and learning as well as student welfare The breadth of the programme development may be impacted as this work is scalable within available resources. £0.5m is from staff cost savings in VSAHG. This Group would still be able to take forward a wide range of work but at minimal viable product level across a range of programmes. In generating the £0.3m savings in SPCSG lower priority digital development would be deferred along with lower priority maintenance projects and completion of condition surveys. Implementing these savings would not have any differential impact on any of the Section 75 groupings as the funding being reallocated specifically relates to staff costs instead of programme costs and the work in each Group will still be taken forward albeit at a slower pace or at a reduced level. Therefore due to the nature of these savings, they are not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible.

£17.3m of the £23.2m Resource DEL allocations are to stabilise existing programmes. This includes the £3.7m for bTB Compensation and £0.8m for the Office for Environmental Protection (OEP) within the first two bids. This also includes £10.0m for pay pressures on existing staff in post arising from actual and assumed pay awards in 2023-24 and 2024-25 as well as increased pension contributions as a result of the Government Actuary’s Department’s (GAD) review of the Civil Service Pension Scheme. In addition this includes £2.8m for inflationary pressures on operational contractual costs. These are allocated on a pro rata basis across the top four bids. The £17.3m is to be used to fund existing activities and is in essence incremental allocations to 2023-24. £5.9m of these allocations are to take forward new work of which £2.4m is for Tackling Climate Change, £2.8m is for Protecting Our Natural Environment, £0.6m is for PEACEPLUS staff and £0.1m for Animal Welfare operational costs in relation to XL Bully Dog Legislation. The breakdown of the £111.6m Capital DEL allocations are set out in the table on pages 11 and 12.

The additional Resource DEL and Capital DEL allocations for 2024-25 either directly or indirectly support the Minister’s priorities and the following four major policy areas in the Department:

* Climate Change;
* Green Growth;
* Future Agricultural Policy; and
* Rural Policy Framework.

The likely policy impacts of these on each of the Section 75 equality categories are set out below. By allocating additional funding to these areas, there are better opportunities to better promote equality of opportunity and/or good relations.

The Equality Screening of the XL Bully Dog Legislation noted that while the introduction of the policy will affect all XL Bully type dog owners in Northern Ireland), there is no evidence to suggest that there will be an impact on any one particular Section 75 group within the community.

Details on other Equality Screenings that have already taken place and which will inform the expenditure to be taken forward in 2024-25 are set out in the following links:

[Equality Screening 2024 | Department of Agriculture, Environment and Rural Affairs](https://www.daera-ni.gov.uk/publications/equality-screening-2024)

[Equality Screening 2023 | Department of Agriculture, Environment and Rural Affairs](https://www.daera-ni.gov.uk/publications/equality-screening-2023)

[Equality Screening 2022 | Department of Agriculture, Environment and Rural Affairs](https://www.daera-ni.gov.uk/publications/equality-screening-2022)

[Equality screening 2021 | Department of Agriculture, Environment and Rural Affairs](https://www.daera-ni.gov.uk/publications/equality-screening-2021)

[Equality screening 2020 "screened out" | Department of Agriculture, Environment and Rural Affairs](https://www.daera-ni.gov.uk/publications/equality-screening-2020-screened-out)

[Equality screening 2019 "screened out" | Department of Agriculture, Environment and Rural Affairs](https://www.daera-ni.gov.uk/publications/equality-screening-2019-screened-out)

[Equality screening of policies and decisions for 2018 | Department of Agriculture, Environment and Rural Affairs](https://www.daera-ni.gov.uk/publications/equality-screening-policies-and-decisions-2018)

[Equality screening of policies and decisions for 2017 | Department of Agriculture, Environment and Rural Affairs](https://www.daera-ni.gov.uk/publications/equality-screening-policies-and-decisions-2017)

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

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| Climate Change  Potential equality impacts are complex given the relationships and patterns with religious belief and sectorial employment, geographic location, etc in Northern Ireland. They will be dependent on the policies and actions chosen, developed and implemented by the relevant Northern Ireland departments going forward in the future to meet the requirements of the Act. The plan’s and polices under the Act which will implement emission reduction measures, will impact sectors differently as they have different emissions reduction capabilities and mechanisms, and economic and marketing make-ups and factors. For example, in the industrial sector-major changes are expected to include the adoption of new technology, innovative production methods, an increase in the sustainability of products, increased utilisation of artificial intelligence and changes in the type and quantity of labour required. These changes will in turn impact each sector’s employees in different ways, for example out of the 13 major industrial sectors in Northern Ireland ‘agriculture, forestry and fishing’, had the highest numbers of Protestant employees (65% compared to 35% Catholic employees) according to the Labour Force Religion Report 2017 (executiveoffice-ni.gov.uk). Where impacts are and the level of them are yet to be determined as the policies and actions have to be chosen by the relevant departments to drive down emissions in these sectors.  The Act however, is not unlawfully discriminatory. It is specifically designed to promote equality of opportunity for, and the fair sharing of impacts and benefits on all sectors, Section 75 groups and for particular groups of disadvantaged people. This is enabled through the just transition principle requirements of the Act on departments and the oversight and the advisory role of the Just Transition Commissioner to be established under the Act. Also, the Act requires the establishment of a Just Transition Fund for Agriculture, in order to ensure this sector is not unfairly disadvantaged to other sectors, and its people (no matter their religious or political beliefs) who work and depend on it are not disproportionality impacted by the requirements of the Act. For these reasons the impacts are therefore considered minor for this category  Green Growth  Further details on the Strategy’s delivery programmes and proposed actions with the climate plan will be needed to detail the likely impacts. The Draft Green Growth Strategy and Climate Action Plan’s emission reduction measures will impact industrial sectors very differently. Major changes are expected to include the adoption of new technology, innovative production methods, an increase in the sustainability of products, increased utilisation of Artificial Intelligence and changes in the type and quantity of labour required. These changes will in turn impact each sector’s employees in different ways. Four out of 13 industrial sectors in NI have higher numbers of Protestant employees, with the biggest disparity in agriculture, forestry and fishing, where 65% of employees were Protestant and 35% Catholic Labour Force Religion Report 2017 (executiveoffice-ni.gov.uk). Differences are also often reflected across geographical areas e.g. Belfast, the North of NI and the West & South of NI, working age economic activity rates were higher among Protestants than Catholics in 2017. In Outer Belfast, working age economic activity rates were higher among Catholics than Protestants, while in the East of NI 74% of both Protestants and Catholics were economically active.  Future Agricultural Policy  The future agricultural policy proposals for Northern Ireland are considered to have no differential impact on the Religious Belief category. Although this category should not be affected, the policy proposals are subject to public consultation and should any issues be raised in relation to Religious Belief they will be considered.  Rural Policy Framework  The draft Rural Policy Framework for NI aims to create a sustainable rural community where people can work and live. Statistics from the 2011 census show the make-up of the rural community (based on head of household) to be 45% Catholic, 52% Protestant and other Christian and 3% other or no religion. The proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI are neutral as regards religious belief and therefore are considered to have no impact on the equality of opportunity as regards religious belief.  DAERA will use and gather evidence to examine needs, experience and priorities of those of different religious beliefs and where necessary consider and employ mitigation measures to promote equality of opportunity. |

**What is the level of impact?** Minor Major None   
(select as appropriate)

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

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| Climate Change  Same as above, given the correlation (as discussed previously in this document) with religious belief and political opinion in Northern Ireland.  Green Growth  As above, given the correlation with religious belief and political opinion in Northern Ireland.  Future Agricultural Policy  Equality Commission monitoring guidelines for public authorities suggest that community background/religion is a reasonable proxy indicator for the unionist/nationalist divide. Applying this principle to the likely impact of the future agricultural policy proposals for Northern Ireland under consideration suggests that, as detailed under Religious Belief, there should not be a differential impact on those of differing political opinion. The policy proposals are subject to public consultation and should any issues be raised in relation to Political Opinion they will be considered.  Rural Policy Framework  The draft Rural Policy Framework for NI aims to create a sustainable rural community where people can work and live. Statistics from the 2011 census show the make-up of the rural community (based on head of household) to be 45% Catholic, 52% Protestant and other Christian and 3% other or no religion. The Northern Ireland Life and Times Survey 2013 found that 25% of the Northern Ireland population describe themselves as nationalist, 29% as unionist and 43% held neither political opinion.  The proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI are neutral as regards political opinion and therefore are considered to have no impact on the equality of opportunity as regards political opinion. |

**What is the level of impact?** Minor Major None   
(select as appropriate)

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

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| Climate Change  Poverty in Northern Ireland has been found to correlate with racial group, and financial limitations may make it more difficult coping with changes to meet the requirements of the Act as a result of future actions and policies yet to be chosen by departments, for example financing a change to cleaner heating, using accessible public transport, purchasing electric cars etc. The Act however, is not unlawfully discriminatory. It is specifically designed to promote equality of opportunity for, and the fair sharing of impacts and benefits on all Section 75 categories and for particular groups of disadvantaged people. This is enabled through the just transition principle requirements of the Act on departments and the oversight and the advisory role of the Just Transition Commissioner to be established under the Act. Also, the Act requires the establishment of a Just Transition Fund for Agriculture, in order to ensure this sector is not unfairly disadvantaged to other sectors, and its people (no matter people’s racial group) who work and depend on it are not disproportionality impacted by the requirements of the Act. For these reasons the impacts are therefore considered minor for this category.  Through inclusive collaboration and collation of racial group evidence any potential impact can be identified and managed, as the strategy develops, by making appropriate changes to the strategy or by adopting appropriate mitigating measures.  Green Growth  The Draft Green Growth Strategy is not unlawfully discriminatory and any residual potential impacts on people of different racial groups are judged at this stage to be minor. Through inclusive collaboration and collation of racial group evidence any potential impact can be identified and managed, as the strategy develops, by making appropriate changes to the strategy or by adopting appropriate mitigating measures.  DAERA acknowledges the importance of The Northern Ireland Affairs Committee inquiry to examine the experiences of minority ethnic and migrant people in Northern Ireland. The findings and recommendation of this inquiry will be used to update the likely impacts and equality assessments relating to Green Growth.  Future Agricultural Policy  The future agricultural policy proposals for Northern Ireland are considered to have no differential impact on Racial Group. However, the policy proposals are subject to public consultation and should any issues be raised in relation to Racial Group they will be considered.  Rural Policy Framework  The draft Rural Policy Framework for NI aims to create a sustainable rural community where people can work and live. Statistics from the 2011 census show the make-up of the rural community to be 99.4% white and 0.6% other ethnic groupings. The proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI are neutral as regards racial group and therefore are considered to have no impact on the equality of opportunity as regards racial group. |

What is the level of impact? Minor Major None    
(select as appropriate)

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

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| Climate Change  The Act is not unlawfully discriminatory. It is specifically designed to promote equality of opportunity for, and the fair sharing of impacts and benefits on all Section 75 categories and for particular groups of disadvantaged people. This is enabled through the just transition principle requirements of the Act on departments and the oversight and the advisory role of the Just Transition Commissioner to be established under the Act in departments’ implementation of this principle. Also, the Act requires the establishment of a Just Transition Fund for Agriculture, in order to ensure this sector is not unfairly disadvantaged to other sectors, and its people (no matter people’s age group) who work and depend on it are not disproportionality impacted by the requirements of the Act. For these reasons the impacts are therefore considered minor for this category.  Green Growth  Potential age related equality impacts are complex given the diversity, range and scale of proposed actions to achieve zero carbon on Northern Ireland’s economy, environment and society. As further details on delivery programmes and proposed actions with the climate plan will emerge as a result of the implementation of the Draft Green Growth Strategy, more work will be needed to detail any Age related impacts.  The impacts of actions will often be experienced very differently by youth compared to the elderly and this equality impact will be further assessed and mitigation measures employed where appropriate as the strategy develops. It is likely the impact of the Draft Green Growth Strategy may have an effect on people within different age groups, particularly in relation to ability to procure, adapt and utilise new technologies and products required to reduce greenhouse emissions; successfully secure alternative employment or reskill for carbon neutral jobs; or afford investment to increase the energy efficiency of their homes. The strategy is likely to require significant behavioural change and therefore has potential to impact significantly on people across different age groups in a disproportionate way.  Future Agricultural Policy  The Department of Agriculture, Environment and Rural Affairs report (October 2018), ‘Equality Indicators for Northern Ireland Farmers’ states that the average age of farmers in Northern Ireland was 59 years. The future agricultural policy proposals for Northern Ireland are considered to have no differential impact on the ‘Age’ category. However, the policy proposals are subject to public consultation and should any issues be raised in relation to ‘Age’ they will be considered.  Rural Policy Framework  The draft Rural Policy Framework for NI aims to create a sustainable rural community where people can work and live. Statistics from the 2011 census show the make-up of the rural community to be 22% aged under 15, 24% aged 16 – 34, 39% aged 35 – 64 and 14% aged 65+.  NI is the second youngest UK region (median age 38.7) after London (35.3). Evidence from the Working Groups feeding into the Rural Policy Framework for NI indicated that support is needed to facilitate young people into employment in rural areas. There are concerns that young people are moving away from rural areas due to a lack of employment and training opportunities; a lack of affordable housing; and connectivity issues. If young people move out of rural areas, there is a negative impact on the sustainability of those rural communities.  According to the GEM UK: Northern Ireland Report 2017, the Total Early-Stage Entrepreneurial Activity (TEA) in NI in 2017 was 6.5% compared to the UK average of 8.7%. Those aged between 25-34 years old in NI were most entrepreneurial. Opportunity also exists to tap into the entrepreneurial potential of 18-24-year olds. There is a need to make enterprise and entrepreneurship visible to the existing and potential talent pool in rural areas including graduates. Just under 30% of the non-entrepreneurial working age population perceive good start-up opportunities locally. The UK rate, which is almost 40%, continues to be significantly higher than that for NI.  Previous initiatives relevant to young people funded by DAERA include:   * - Tackling Rural Poverty Social Isolation (TRPSI) funded projects such as Prosper and Step Up to Sustainable Employment (SUSE). This initiative successfully assisted young unemployed and those in lower paid employment, into better jobs; and * - Rural Business Investment Scheme 2014-2020 delivered under Priority 6 of the Rural Development Programme in Northern Ireland. An analysis in January 2020 found that there are lower levels of youth, social enterprise and farm diversification engagement. The review showed that the highest percentage of beneficiaries were over 40 years old with 309 compared to less than 10 for those under the age of 25 years old.   A need has been identified by the Working Groups feeding into the development of the Rural Policy Framework for NI to target young people with training to develop their entrepreneurial skills. This could involve tying into education at a young age or addressing barriers such as childcare and other caring responsibilities etc. Linkages could also be improved between the education and private sector to facilitate young people in accessing employment and training opportunities including apprenticeships and more specialised training. In addition, there is a need for succession planning in the voluntary and community sector with young people encouraged to take up volunteering activity.  Within the Framework, it was identified that there is an ageing rural population with increased caring responsibilities which can exacerbate the risk of loneliness and exclusion. In particular NISRA noted that in NI in 2018/19 people without internet access or access to a car were more likely to be “more often lonely” than those with access, highlighting two key challenges for rural dwellers. People in the 75+ and 55-64 age groups were “more often lonely”.  Given the strategic nature of the Framework, any potential impacts on Section 75 groups cannot be fully evaluated until a later stage. Following public consultation and subject to approval, an Equality Screening exercise will be carried out in respect of the Rural Business and Community Investment Programme. The proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI have the potential to have a minor positive impact on equality of opportunity for age (in particular young and elderly people) given the need which has been identified in relation to these groups and the likelihood of being targeted in any future schemes. |

**What is the level of impact?** Minor Major None   
(select as appropriate)

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

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| Climate Change  The Act however, is not unlawfully discriminatory. It is specifically designed to promote equality of opportunity for, and the fair sharing of impacts and benefits on all Section 75 categories and for particular groups of disadvantaged people. This is enabled through the just transition principle requirements of the Act on departments and the oversight and the advisory role of the Just Transition Commissioner to be established under the Act in departments’ implementation of this principle. Also, the Act requires the establishment of a just transition fund for agriculture, in order to ensure this sector is not unfairly disadvantaged to other sectors, and its people (no matter people’s marital status) who work and depend on it are not disproportionality impacted by the requirements of the Act. For these reasons the impacts are therefore considered minor for this category.  Green Growth  At this stage in the development of Draft Green Growth Strategy there is no evidence available to suggest the Strategy will have any foreseeable impact on equality of opportunity on stakeholders as a result of their marital status. The Draft Green Growth Strategy is not unlawfully discriminatory and any residual potential impacts on people of different marital status are judged at this stage to be minor. Through inclusive collaboration and collation of marital status evidence any potential impact, such as domestic energy costs, can be identified and managed, as the strategy develops, by making appropriate changes to the strategy or by adopting appropriate mitigating measures.  Future Agricultural Policy  The future agricultural policy proposals for Northern Ireland are considered to have no differential impact on the ‘Marital Status’ category. However, the policy proposals are subject to public consultation and should any issues be raised in relation to ‘Marital Status’ they will be considered.  Rural Policy Framework  The draft Rural Policy Framework for NI aims to create a sustainable rural community where people can work and live. Statistics from the 2011 census show the make-up of the rural households to be 22.24% one person households, 48.67% married couple households, 0.03% same-sex civil partnership couple households, 4.58% cohabiting couple households, 11.05% lone parent households and 6.58% other types of households. The proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI are neutral as regards people of different marital status and consequently there is no opportunity to promote equality of opportunity. |

**What is the level of impact?** Minor Major None   
(select as appropriate)

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

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| Climate Change    The Act however, is not unlawfully discriminatory. It is specifically designed to promote equality of opportunity for, and the fair sharing of impacts and benefits on all Section 75 categories and for particular groups of disadvantaged people. This is enabled through the just transition principle requirements of the Act on departments and the oversight and the advisory role of the Just Transition Commissioner to be established under the Act in departments’ implementation of this principle. Also, the Act requires the establishment of a Just Transition Fund for Agriculture, in order to ensure this sector is not unfairly disadvantaged to other sectors, and its people (no matter people’s sexual orientation) who work and depend on it are not disproportionality impacted by the requirements of the Act. For these reasons the impacts are therefore considered minor for this category.  Green Growth  The Draft Green Growth Strategy is not unlawfully discriminatory and any residual potential impacts on people of different sexual orientation are judged at this stage to be minor. Through inclusive collaboration and collation of sexual orientation evidence any potential impact can be identified and managed, as the strategy develops, by making appropriate changes to the strategy or by adopting appropriate mitigating measures. Information and available evidence relating to sexual orientation inequalities in NI is currently somewhat limited.  Future Agricultural Policy  The future agricultural policy proposals for Northern Ireland are considered to have no differential impact on the ‘Sexual Orientation’ category. However, the policy proposals are subject to public consultation and should any issues be raised in relation to ‘Sexual Orientation’ they will be considered.  Rural Policy Framework  The draft Rural Policy Framework for NI aims to create a sustainable rural community where people can work and live. Statistics from the 2011 census show the make-up of the rural households to be 22.24% one person households, 48.67% married couple households, 0.03% same-sex civil partnership couple households, 4.58% cohabiting couple households, 11.05% lone parent households and 6.58% other types of households. The proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI are neutral as regards people of different sexual orientation and consequently there is no opportunity to promote equality of opportunity. |

**What is the level of impact** Minor Major None   
(select as appropriate)

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

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| Climate Change  The potential impacts on equality of opportunity for men and women can be complex given the diversity, range and scale of proposed actions to achieve net zero GHG emissions on Northern Ireland’s economy, environment and society. The impacts of actions may be experienced differently by men compared to the impact on women due to factors such as sectoral employment and dependants.  The Act is specifically designed to promote equality of opportunity for, and the fair sharing of impacts and benefits on all Section 75 groups and for particular groups of disadvantaged people. This is enabled through the just transition principle (including eliminating gender inequality and advancing equality of opportunity between men and women) requirements of the Act on departments and the oversight and the advisory role of the Just Transition Commissioner to be established under the Act in departments’ implementation of this principle. Also, the Act requires the establishment of a Just Transition Fund for Agriculture, in order to ensure this sector is not unfairly disadvantaged to other sectors, and its people (no matter people’s gender) who work and depend on it are not disproportionality impacted by the requirements of the Act. For these reasons the impacts are therefore considered minor for this category.  Green Growth  Potential men and women related equality impacts are complex given the diversity, range and scale of proposed actions to achieve zero carbon on Northern Ireland’s economy, environment and society. The impacts of actions will often be experienced very differently by men compared to the impact on women due to factors such as sectoral employment and dependents.  The Draft Green Growth Strategy and Climate Action Plan’s emission reduction measures will impact every aspect of our lives, family, employment, health, food, transport and consumer choice, each of which is experienced differently depending on gender. Equality impacts will be further assessed and mitigation measures employed where appropriate as the programmes, initiatives and actions arising from the Draft Green Growth Strategy develop.  DAERA is supportive of gender mainstreaming, which involves the integration of a gender perspective into the preparation, design, implementation, monitoring and evaluation of policies, regulatory measures and spending programmes. A gender responsive policy ensures that the needs of all citizens, women and men, are equally addressed.  Future Agricultural Policy  The Department, considers that the policy proposals under consideration will not have a differential impact based on gender. However the policy proposals are subject to public consultation and should any issues be raised in relation to gender they will be considered.  Rural Policy Framework  The draft Rural Policy Framework for NI aims to create a sustainable rural community where people can work and live. Statistics from the 2011 census show the make-up of the rural community to be 50% men and 50% women.  According to the GEM UK: Northern Ireland Report 2017, the Total Early-Stage Entrepreneurial Activity (TEA) in NI in 2017 was 6.5% compared to the UK average of 8.7%. Females in NI were half as likely to be entrepreneurs as males. An analysis in January 2020 of the Rural Business Investment Scheme 2014-2020 funded by DAERA and delivered under Priority 6 of the Rural Development Programme in Northern Ireland found that in line with wider research there was a disparity between male and female entrepreneurs. In relation to gender males benefitted most from the scheme with 76% of beneficiaries identified as male and 24% female.  Innovations and entrepreneurial accomplishments of rural women are imperative to the future progress and viability of rural areas. The Treasury commissioned ‘Alison Rose Review of Female Entrepreneurship (2019)’ identified three areas of opportunities to help female entrepreneurs including: increasing the funding directed towards them; greater family care support; making entrepreneurship more accessible to women; and increasing support locally, through relatable and accessible mentors and networks. The government is aiming to increase the number of female entrepreneurs by half by 2030, equivalent to nearly 600,000 additional female entrepreneurs.  Therefore, a need has been identified by the Working Groups feeding into the development of the Rural Policy Framework for NI to target females with training to develop their entrepreneurial skills. Women also need assistance as they tend to be more disproportionately affected by caring responsibilities which can block small business start-up.  The proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI have the potential to have a minor positive impact on equality of opportunity for gender (in particular on women) given the need which has been identified in relation to this group and the likelihood of being targeted in any future schemes. |

**What is the level of impact?** Minor Major None    
(select as appropriate)

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

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| Climate Change  NI: IN PROFILE Key statistics on Northern Ireland (nisra.gov.uk) reports that in 2021 one in five people in NI have a disability or limiting long-term illness. People with a disability may experience climate change impacts differently than others. The Act is likely to require behavioural change and therefore, has potential to impact on people with disabilities. Their ability and impacts to adapt to future changes in lifestyles, employment, transportation and new technology, which will be required through future policies and actions to be chosen by departments to achieve their requirements of the Act, may vary significantly.  The Act however, is not unlawfully discriminatory. It is specifically designed to promote equality of opportunity for, and the fair sharing of impacts and benefits on all Section 75 categories and for particular groups of disadvantaged people. This is enabled through the just transition principle requirements of the Act on departments (including supporting persons who are most affected by climate change, particularly those who may be the least equipped to adapt to its effect etc) and the oversight and the advisory role of the Just Transition Commissioner to be established under the Act. Also, the Act requires the establishment of a Just Transition Fund for Agriculture, in order to ensure this sector is not unfairly disadvantaged to other sectors, and its people (including those with disability) who work and depend on it are not disproportionality impacted by the requirements of the Act. For these reasons the impacts are therefore considered minor for this category.  Green Growth  Potential disability related equality impacts are complex given the diversity, range and scale of proposed actions to achieve zero carbon on Northern Ireland’s economy, environment and society. The impacts of actions will often be experienced very differently by disabled people due to factors such as sectoral employment. NI: IN PROFILE Key statistics on Northern Ireland (nisra.gov.uk) reports that in 2021 one in five people in NI have a disability or limiting long-term illness.  People with a disability experience climate change impacts differently and more severely than others. Their ability to adapt to future changes in our lifestyles, employment, transportation and new technology, which will be required to achieve net zero, may vary significantly. Therefore it would be appropriate to conduct an equality impact assessment in order to better assess them. Equality impacts will be further assessed and mitigation measures employed where appropriate as the Green Growth strategy develops.  Future Agricultural Policy  The future agricultural policy proposals for Northern Ireland are considered to have no differential impact on the ‘Disability’ category. Although this category should not be affected, the policy proposals are subject to public consultation and should any issues be raised in relation to ‘Disability’ they will be considered.  Rural Policy Framework  The draft Rural Policy Framework for NI aims to create a sustainable rural community where people can work and live. Statistics from the 2011 census show that 40% of rural households contain at least one person with a long term health problem or disability.  A need was identified by the Working Groups feeding into the development of the Rural Policy Framework for NI to target improving the mental and emotional wellbeing of those living in rural areas. In particular, thematic pillar 3: Health and Wellbeing To reduce loneliness and social exclusion in rural areas, to minimise the impacts of rural isolation and to promote the health and wellbeing of rural dwellers and associated priority areas for intervention seeks to do this.  The Working Groups found that the levels of reported (and anecdotal) poor mental and emotional wellbeing are increasing in rural communities. It was identified that there is a need for timely access to support services in relation to mental and emotional wellbeing within rural communities when in a crisis. Whilst such issues affect wider society, matters are exacerbated further for rural dwellers due to poor transport and access to services and this can also impact on people’s ability to access employment and training opportunities.  Interventions suggested by the Working Groups and stakeholders that could be considered include:   * - reducing stigma around mental and emotional wellbeing issues via engagement; health and wellbeing programmes (e.g. social prescribing, social farming, walking trails, intergenerational programmes etc.); support groups; and outreach services; * - social enterprises in rural communities which can create training and employment opportunities for a range of target groups including adults post-18 years exiting the special needs education environment, people on the autism spectrum and people dealing with / coping with life challenges (e.g. addictions, anxiety, depression); and * - extra support for certain groups seeking access to employment such as those with disabilities.   A publication by the Centre for Mental Health –‘BRIEFING Covid-19 and the nation's mental health: May 2020’ highlighted the following:   * - the COVID-19 pandemic is likely to lead to an increase in mental ill health in the UK, as a result of both the illness itself and the measures being taken to protect people from the virus; * - if the economic impact is similar to that of the post 2008 recession, then we could expect 500,000 additional people experiencing mental health problems, with depression being the most common; and * - the economic impact is likely to affect different parts of the country differently and therefore the likely increased prevalence of mental illness will be unevenly distributed.   The proposals including the thematic pillars and associated priority areas for intervention (in particular under Thematic Pillar 3: Health and Wellbeing) identified in the Rural Policy Framework for NI have the potential to have a minor positive impact on equality of opportunity for disability given the need which has been identified in relation to this group. The need is also likely to be greater following on from the impacts of COVID-19. |

**What is the level of impact?** Minor Major None   
(select as appropriate)

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

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| Climate Change  Currently one in three households in Northern Ireland have a dependent child, with the most common reason for economic inactivity among women being cited as family and home commitments. It is likely that households with dependants will be impacted differently to those without from the future actions and policies to be chosen by departments to meet the requirements of the Act. For example, households with young children and especially single parent families, with nearly 4 in 10 single-parent families reported to be living in poverty, are more likely to struggle financially than those without dependant children (Poverty in Northern Ireland 2022). Also, their ability to adapt to a more sustainable lifestyle, such as affordable sustainable children’s clothing, etc, could be more challenging. In households with elderly dependents, impacts may include the need to adapt to sustainable zero carbon heating and electricity provision, to learn to use sustainable goods and services which are expected to become mainstream such as electric vehicles, etc.  Through inclusive collaboration and collation of dependent related evidence any potential impact can be identified and managed, as the strategy develops, by making appropriate changes to the strategy or by adopting appropriate mitigating measures.  The Act however, is not unlawfully discriminatory. It is specifically designed to promote equality of opportunity for, and the fair sharing of impacts and benefits on all Section 75 categories and for particular groups of disadvantaged people. This is enabled through the just transition principle requirements of the Act on departments and the oversight and the advisory role of the Just Transition Commissioner to be established under the Act. Also, the Act requires the establishment of a Just Transition Fund for Agriculture, in order to ensure this sector is not unfairly disadvantaged to other sectors, and its people (whether they have dependants or not) who work and depend on it are not disproportionality impacted by the requirements of the Act.  For these reasons the impacts are therefore considered minor for this category.  Green Growth  The Draft Green Growth Strategy is not unlawfully discriminatory and any residual potential impacts on dependants are judged at this stage to be minor. Through inclusive collaboration and collation of dependent related evidence any potential impact can be identified and managed, as the strategy develops, by making appropriate changes to the strategy or by adopting appropriate mitigating measures. Currently one in three households in NI have a dependent child, with the most common reason for economic inactivity among women being cited as family and home commitments. It is likely that households with dependents will be impacted very differently to those without. For example in households with young children there may be an increased need: for climate literacy development in children or for affordable sustainable children’s clothing etc. In households with elderly dependents impacts may include the need to adapt to sustainable heating and electricity provision, to learn to use sustainable goods and service which are expected to become mainstream such as electric vehicles etc.  Future Agricultural Policy  The future agricultural policy proposals for Northern Ireland are considered to have no differential impact on the ‘Dependants’ category. However, the policy proposals are subject to public consultation and should any issues be raised in relation to ‘Dependants’ they will be considered.  Rural Policy Framework  The draft Rural Policy Framework for NI aims to create a sustainable rural community where people can work and live. Statistics from the 2011 census show the make-up of rural households to be 37% with dependants and 63% without.  A need was identified by the Working Groups feeding into the development of the Rural Policy Framework for NI to target the lack of services such as access to affordable, good quality and consistent childcare which was also available beyond early years provision. Access to such services are needed in rural areas to facilitate parents in gaining employment. A lack of such services can also increase isolation and negatively impact on child development (i.e. poor language skills and low levels of physical activity resulting in obesity among children), which can in turn lead to poor academic performance.  It was also identified that groups at particular risk of loneliness and exclusion include carers (of all ages), especially in the context of an ageing rural population with a growing number of ageing carers which often entails one generation of older people caring for the generation above them. Carers face a number of challenges and obstacles and may need extra support to facilitate access to employment.  The proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI have the potential to have a minor positive impact on equality of opportunity for dependants given the need which has been identified in relation to this group and the likelihood of being targeted in any future schemes. |

**What is the level of impact?** Minor Major None    
(select as appropriate)

1. **Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?**

Yes No (select 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:**

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| Climate Change  The Act should enable opportunities to better promote equality of opportunity through its just transition requirements on all NICS departments. The Act specifies that departments should so far as possible, achieve the Act’s objectives in reducing greenhouse gas emissions in a manner which will, for example:  · support jobs and growth of jobs that are climate resilient and environmentally and socially sustainable;  · develop and maintain consensus through engagement with (among others) workers, trade unions, communities, non-governmental organisations and representatives of the interests of business and industry;  · create decent, fair and high-value work in a way which does not negatively affect the current workforce;  · support persons who are most affected by climate change, particularly those who may have done the least to cause it or may be the least equipped to adapt to its effects;  · reducing, with a view to eliminating poverty, inequality and social deprivation;  · ensuring that gender inequality is eliminated and advancing equality of opportunity between men and women; and  · supporting the social and economic needs of people in rural areas.  Green Growth  The Draft Green Growth Strategy will encourage collaborative partnerships between stakeholders at local, national and international level. This could involve for example groups consisting of business owners, environmentalists, research providers, facilitators and academics working together to solve problems. This may help to bring together people from diverse religious backgrounds to promote equality of opportunity. |

**If No, provide reasons:**

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| Future Agricultural Policy  It is unlikely that there will be any facility with the future agricultural policy proposals for Northern Ireland to better promote equality of opportunity for those affected by the policies. However, the future implementation of the policy proposals will take cognisance of any inequality issues identified and evidenced by stakeholders during this consultation and where possible promote equality of opportunity.  Rural Policy Framework  The draft Rural Policy Framework for NI aims to create a sustainable rural community where people can work and live. The proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI are neutral as regards religious belief and therefore are considered to have no impact on the equality of opportunity as regards religious belief. |

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

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| Climate Change  The Act should enable opportunities to better promote equality of opportunity through its just transition requirements on all NICS departments. The Act specifies that departments should so far as possible, achieve the Act’s objectives in reducing greenhouse gas emissions in a manner which will, for example:  · support jobs and growth of jobs that are climate resilient and environmentally and socially sustainable;  · develop and maintain consensus through engagement with (among others) workers, trade unions, communities, non-governmental organisations and representatives of the interests of business and industry;  · create decent, fair and high-value work in a way which does not negatively affect the current workforce;  · support persons who are most affected by climate change, particularly those who may have done the least to cause it or may be the least equipped to adapt to its effects;  · reduce, with a view to eliminating poverty, inequality and social deprivation;  · ensure that gender inequality is eliminated and advancing equality of opportunity between men and women; and  · support the social and economic needs of people in rural areas.  Green Growth  The Draft Green Growth Strategy will encourage collaborative partnerships between stakeholders at local, national and international level. This could involve for example groups consisting of business owners, environmentalists, research providers, facilitators and academics working together to solve problems. This may help to bring together people from diverse political opinions to promote equality of opportunity. |

**If No, provide reasons:**

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| Future Agricultural Policy  It is unlikely that there will be any facility with the future agricultural policy proposals for Northern Ireland to better promote equality of opportunity for those affected by the policies. However, the future implementation of the policy proposals will take cognisance of any inequality issues identified and evidenced by stakeholders during this consultation and where possible promote equality of opportunity.  Rural Policy Framework  The proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI are neutral as regards people of different political opinion and consequently there is no opportunity to promote equality of opportunity. |

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

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| --- |
| Climate Change  The Act should enable opportunities to better promote equality of opportunity through its just transition requirements on all NICS departments. The Act specifies that departments should so far as possible, achieve the Act’s objectives in reducing greenhouse gas emissions in a manner which will, for example:  · support jobs and growth of jobs that are climate resilient and environmentally and socially sustainable;  · develop and maintain consensus through engagement with (among others) workers, trade unions, communities, non-governmental organisations and representatives of the interests of business and industry;  · create decent, fair and high-value work in a way which does not negatively affect the current workforce;  · support persons who are most affected by climate change, particularly those who may have done the least to cause it or may be the least equipped to adapt to its effects;  · reduce, with a view to eliminating poverty, inequality and social deprivation;  · ensure that gender inequality is eliminated and advancing equality of opportunity between men and women; and  · support the social and economic needs of people in rural areas.  Green Growth  The Draft Green Growth Strategy will encourage collaborative partnerships between stakeholders at local, national and international level. This could involve for example groups consisting of business owners, environmentalists, research providers, facilitators and academics working together to solve problems. This may help to bring together people from diverse backgrounds, cultures and opinions to promote equality of opportunity.  Stakeholder engagement opportunities, information and publicity relating to Draft Green Growth Strategy development and implementation should aspire to accommodate those who may have difficulties with standard language methods and formats. |

**If No, provide reasons:**

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| Future Agricultural Policy  It is unlikely that there will be any facility with the future agricultural policy proposals for Northern Ireland to better promote equality of opportunity for those affected by the policies. However, the future implementation of the policy proposals will take cognisance of any inequality issues identified and evidenced by stakeholders during this consultation and where possible promote equality of opportunity.  Rural Policy Framework  The proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI are neutral as regards people of different racial groups and consequently there is no opportunity to promote equality of opportunity. |

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

|  |
| --- |
| Climate Change  The Act should enable opportunities to better promote equality of opportunity through its just transition requirements on all NICS departments. The Act specifies that departments should so far as possible, achieve the Act’s objectives in reducing greenhouse gas emissions in a manner which will, for example:  · support jobs and growth of jobs that are climate resilient and environmentally and socially sustainable;  · develop and maintain consensus through engagement with (among others) workers, trade unions, communities, non-governmental organisations and representatives of the interests of business and industry;  · create decent, fair and high-value work in a way which does not negatively affect the current workforce;  · support persons who are most affected by climate change, particularly those who may have done the least to cause it or may be the least equipped to adapt to its effects;  · reduce, with a view to eliminating poverty, inequality and social deprivation;  · ensure that gender inequality is eliminated and advancing equality of opportunity between men and women; and  · support the social and economic needs of people in rural areas.  Stakeholder engagement methods and information required as a result of the Act by relevant departments should ensure that those, particularly the  elderly, without access to or adequate knowledge of new/digital technology are not disadvantaged. Also, that information is available in easy to read formats and is suitable for younger age groups to understand and reply on. This is required as part of normal NICS engagement and guidance.  Green Growth  The Draft Green Growth Strategy will encourage collaborative partnerships between stakeholders at local, national and international level. This could involve for example groups consisting of business owners, environmentalists, research providers, facilitators and academics working together to solve problems. This may help to bring together people from diverse age ranges and promote equality of opportunity.  Rural Policy Framework  The proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI have the potential to promote equality of opportunity for people within this group. For example, young people and elderly people in rural areas have been identified as being in need and could potentially be targeted in future schemes. |

**If No, provide reasons:**

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| Future Agricultural Policy  It is unlikely that there will be any facility with the future agricultural policy proposals for Northern Ireland to better promote equality of opportunity for those affected by the policies. However, the future implementation of the policy proposals will take cognisance of any inequality issues identified and evidenced by stakeholders during this consultation and where possible promote equality of opportunity. |

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

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| --- |
| Climate Change  The Act should enable opportunities to better promote equality of opportunity through its just transition requirements on all NICS departments. The Act specifies that departments should so far as possible, achieve the Act’s objectives in reducing greenhouse gas emissions in a manner which will, for example:  · support jobs and growth of jobs that are climate resilient and environmentally and socially sustainable;  · develop and maintain consensus through engagement with (among others) workers, trade unions, communities, non-governmental organisations and representatives of the interests of business and industry;  · create decent, fair and high-value work in a way which does not negatively affect the current workforce;  · support persons who are most affected by climate change, particularly those who may have done the least to cause it or may be the least equipped to adapt to its effects;  · reduce, with a view to eliminating poverty, inequality and social deprivation;  · ensure that gender inequality is eliminated and advancing equality of opportunity between men and women; and  · support the social and economic needs of people in rural areas.  Green Growth  The Draft Green Growth Strategy will encourage collaborative partnerships between stakeholders at local, national and international level. This could involve for example groups consisting of business owners, environmentalists, research providers, facilitators and academics working together to solve problems. This may help to bring together people with a diverse marital status to promote equality of opportunity. |

**If No, provide reasons**

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| Future Agricultural Policy  It is unlikely that there will be any facility with the future agricultural policy proposals for Northern Ireland to better promote equality of opportunity for those affected by the policies. However, the future implementation of the policy proposals will take cognisance of any inequality issues identified and evidenced by stakeholders during this consultation and where possible promote equality of opportunity.  Rural Policy Framework  The proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI are neutral as regards people of different marital status and consequently there is no opportunity to promote equality of opportunity. |

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

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| --- |
| Climate Change  The Act should enable opportunities to better promote equality of opportunity through its just transition requirements on all NICS departments. The Act specifies that departments should, so far as possible, achieve the Act’s objectives in reducing greenhouse gas emissions in a manner which will, for example:  · support jobs and growth of jobs that are climate resilient and environmentally and socially sustainable;  · develop and maintain consensus through engagement with (among others) workers, trade unions, communities, non-governmental organisations and representatives of the interests of business and industry;  · create decent, fair and high-value work in a way which does not negatively affect the current workforce;  · support persons who are most affected by climate change, particularly those who may have done the least to cause it or may be the least equipped to adapt to its effects;  · reduce, with a view to eliminating poverty, inequality and social deprivation;  · ensure that gender inequality is eliminated and advancing equality of opportunity between men and women; and  · support the social and economic needs of people in rural areas.  Green Growth  The Draft Green Growth Strategy will encourage collaborative partnerships between stakeholders at local, national and international level. This could involve for example groups consisting of business owners, environmentalists, research providers, facilitators and academics working together to solve problems. This may help to bring together people from diverse sexual orientation to promote equality of opportunity. |

**If No, provide reasons:**

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| Future Agricultural Policy  It is unlikely that there will be any facility with the future agricultural policy proposals for Northern Ireland to better promote equality of opportunity for those affected by the policies. However, the future implementation of the policy proposals will take cognisance of any inequality issues identified and evidenced by stakeholders during this consultation and where possible promote equality of opportunity.  Rural Policy Framework  The proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI are neutral as regards people of different sexual orientations and consequently there is no opportunity to promote equality of opportunity. |

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

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| Climate Change  The Act should enable opportunities to better promote equality of opportunity through its just transition requirements on all NICS departments. The Act specifies that departments should so far as possible, achieve the Act’s objectives in reducing greenhouse gas emissions in a manner which will, for example:  · support jobs and growth of jobs that are climate resilient and environmentally and socially sustainable;  · develop and maintain consensus through engagement with (among others) workers, trade unions, communities, non-governmental organisations and representatives of the interests of business and industry;  · create decent, fair and high-value work in a way which does not negatively affect the current workforce;  · support persons who are most affected by climate change, particularly those who may have done the least to cause it or may be the least equipped to adapt to its effects;  · reduce, with a view to eliminating poverty, inequality and social deprivation;  · ensure that gender inequality is eliminated and advancing equality of opportunity between men and women; and  · support the social and economic needs of people in rural areas.  Green Growth  The Draft Green Growth Strategy will encourage collaborative partnerships between stakeholders at local, national and international level. This could involve for example groups consisting of business owners, environmentalists, research providers, facilitators and academics working together to solve problems. This may help to bring together people from diverse genders and promote equality of opportunity.  Rural Policy Framework  The proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI have the potential to promote equality of opportunity for people within this group. For example, women in rural areas have been identified as being in need and could potentially be targeted in future schemes. |

**If No, provide reasons:**

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| Future Agricultural Policy  It is unlikely that there will be any facility with the future agricultural policy proposals for Northern Ireland to better promote equality of opportunity for those affected by the policies. However, the future implementation of the policy proposals will take cognisance of any inequality issues identified and evidenced by stakeholders during this consultation and where possible promote equality of opportunity. |

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

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| Climate Change  The Act should enable opportunities to better promote equality of opportunity through its just transition requirements on all NICS departments. The Act specifies that departments should so far as possible, achieve the Act’s objectives in reducing greenhouse gas emissions in a manner which will, for example:  · support jobs and growth of jobs that are climate resilient and environmentally and socially sustainable;  · develop and maintain consensus through engagement with (among others) workers, trade unions, communities, non-governmental organisations and representatives of the interests of business and industry;  · create decent, fair and high-value work in a way which does not negatively affect the current workforce;  · support persons who are most affected by climate change, particularly those who may have done the least to cause it or may be the least equipped to adapt to its effects;  · reduce, with a view to eliminating poverty, inequality and social deprivation;  · ensure that gender inequality is eliminated and advancing equality of opportunity between men and women; and  · support the social and economic needs of people in rural areas.  Green Growth  The Draft Green Growth Strategy will encourage collaborative partnerships between stakeholders at local, national and international level. This could involve for example groups consisting of business owners, environmentalists, research providers, facilitators and academics working together to solve problems. This may help to bring together people from diverse abilities and promote equality of opportunity.  Positive actions can be highlighted within this strategy to ensure people with disabilities can participate in DAERA Green Growth and Climate Action related activities. For example Green Growth stakeholder related meetings, training or fact finding trips should be organised to ensure they are available to those with disabilities  Rural Policy Framework  The proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI have the potential to promote equality of opportunity for people within this group. For example, promoting health and emotional wellbeing has been identified as a need within the Framework and it is likely that future schemes will target those in disabled groups, particularly under Thematic Pillar 3. |

**If No, provide reasons:**

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| --- |
| Future Agricultural Policy  It is unlikely that there will be any facility with the future agricultural policy proposals for Northern Ireland to better promote equality of opportunity for those affected by the policies. However, the future implementation of the policy proposals will take cognisance of any inequality issues identified and evidenced by stakeholders during this consultation and where possible promote equality of opportunity. |

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

|  |
| --- |
| Climate Change.  The Act should enable opportunities to better promote equality of opportunity through its just transition requirements on all NICS departments. The Act specifies that departments should so far as possible, achieve the Act’s objectives in reducing greenhouse gas emissions in a manner which will, for example:  · support jobs and growth of jobs that are climate resilient and environmentally and socially sustainable;  · develop and maintain consensus through engagement with (among others) workers, trade unions, communities, non-governmental organisations and representatives of the interests of business and industry;  · create decent, fair and high-value work in a way which does not negatively affect the current workforce;  · support persons who are most affected by climate change, particularly those who may have done the least to cause it or may be the least equipped to adapt to its effects;  · reduce, with a view to eliminating poverty, inequality and social deprivation;  · ensure that gender inequality is eliminated and advancing equality of opportunity between men and women; and  · support the social and economic needs of people in rural areas.  Green Growth  The Draft Green Growth Strategy will encourage collaborative partnerships between stakeholders at local, national and international level. This could involve for example groups consisting of business owners, environmentalists, research providers, facilitators and academics working together to solve problems. This may help to bring together people with and without dependants and promote equality of opportunity.  Positive actions can be highlighted within this strategy to ensure people with dependents can participate in DAERA Green Growth and Climate Action related activities. For example where possible locally based meetings relating to innovation will mean that the time away from home will be minimised facilitating elder and child care.  Rural Policy Framework  The proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI have the potential to promote equality of opportunity for people within this group. For example, future schemes could potentially target provision of support facilitating access to childcare and employment opportunities for those with caring responsibilities. |

**If No, provide reasons:**

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| --- |
| Future Agricultural Policy  It is unlikely that there will be any facility with the future agricultural policy proposals for Northern Ireland to better promote equality of opportunity for those affected by the policies. However, the future implementation of the policy proposals will take cognisance of any inequality issues identified and evidenced by stakeholders during this consultation and where possible promote equality of opportunity. |

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*:**

|  |
| --- |
| Climate Change  The Climate Change Act (Northern Ireland) 2022 does not contain provisions related to good relations directly.  Green Growth  Although good relations is not a key aim of the Draft Green Growth Strategy it is likely that the Strategy will have a positive impact on the good relations between people of different religious beliefs. The Strategy will encourage inclusive stakeholder engagement and the development of collaborative partnerships at local, national and international levels. This could involve for example groups consisting of business owners, environmentalists, research providers, facilitators and academics working together to solve problems. This may help to bring together people from diverse religious backgrounds and political opinions.  Future Agricultural Policy  The future agricultural policy proposals for Northern Ireland are likely to have no impact on good relations between people of different religious belief. However, DAERA is proactive in improving good relations between people of different religious belief and will review any issues identified in light of responses to the consultation and consider these during the implementation stage of any proposals that are progressed in the future.  Rural Policy Framework  As the proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI are neutral as regards the impact on good relations between people of different religious belief, there is likely to be no impact. |

**What is the level of impact?** Minor Major None

(select as appropriate)

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

|  |
| --- |
| Climate Change  The Climate Change Act (Northern Ireland) 2022 does not contain provisions related to good relations directly.  Green Growth  Although good relations is not a key aim of the Draft Green Growth Strategy it is likely that the Draft Green Growth Strategy will have a positive impact on the good relations between people of different political opinions. The Strategy will encourage inclusive stakeholder engagement and the development of collaborative partnerships at local, national and international levels. This could involve for example groups consisting of business owners, environmentalists, research providers, facilitators and academics working together to solve problems. This may help to bring together people from diverse religious backgrounds and political opinions.  Future Agricultural Policy  The future agricultural policy proposals for Northern Ireland are likely to have no impact on good relations between people of different political opinion. However, DAERA is proactive in improving good relations between people of different political opinion and will review any issues identified in light of responses to the consultation and consider these during the implementation stage of any proposals that are progressed in the future.  Rural Policy Framework  As the proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI are neutral as regards the impact on good relations between people of different political opinion, there is likely to be no impact. |

**What is the level of impact?** Minor Major None

(select as appropriate)

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

|  |
| --- |
| Climate Change  The Climate Change Act (Northern Ireland) 2022 does not contain provisions related to good relations directly.  Green Growth  Although good relations is not a key aim of the Draft Green Growth Strategy it is likely that the Draft Green Growth Strategy will have a positive impact on the good relations between people of different racial groups. The Strategy will encourage inclusive stakeholder engagement and the development of collaborative partnerships at local, national and international levels. This could involve for example groups consisting of business owners, environmentalists, research providers, facilitators and academics working together to solve problems. This may help to bring together people from diverse racial groups.  Future Agricultural Policy  The future agricultural policy proposals for Northern Ireland are likely to have no impact on good relations between people of different racial group. However, DAERA is proactive in improving good relations between people of different racial group and will review any issues identified in light of responses to the consultation and consider these during the implementation stage of any proposals that are progressed in the future.  Rural Policy Framework  As the proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI are neutral as regards the impact on good relations between people of different racial groups, there is likely to be no impact. |

**What is the level of impact?** Minor Major None    
(select as appropriate)

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:**

|  |
| --- |
| Climate Change  The Climate Change Act (Northern Ireland) 2022 does not contain provisions which promote good relations directly.  Green Growth  The Draft Green Growth Strategy is a multi-decade initiative. Within this extended timeframe it is reasonable to assume good relations between stakeholders of different religious beliefs, who have been involved in stakeholder engagement, partnership development and collaborative projects, will be developed and maintained. |

**If No, provide reasons:**

|  |
| --- |
| Future Agricultural Policy  The future agricultural policy proposals for Northern Ireland are likely to have no impact on promoting good relations between people of different religious belief. However, DAERA is proactive in improving good relations between people of different religious belief and will review any issues identified in light of responses to the consultation and consider these during the implementation stage of any proposals that are progressed in the future.  Rural Policy Framework  Given that the proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI are neutral as regards to promoting good relations between people of different religious beliefs, there is likely to be no impact. |

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

|  |
| --- |
| Climate Change  The Climate Change Act (Northern Ireland) 2022 does not contain provisions which promote good relations directly.  Green Growth  The Draft Green Growth Strategy is a multi-decade initiative. Within this extended timeframe it is reasonable to assume good relations between stakeholders of different political opinions, who have been involved in stakeholder engagement, partnership development and collaborative projects, will be developed and maintained. |

**If No, provide reasons:**

|  |
| --- |
| Future Agricultural Policy  The future agricultural policy proposals for Northern Ireland are likely to have no impact on promoting good relations between people of political opinion. However, DAERA is proactive in improving good relations between people of different political opinion and will review any issues identified in light of responses to the consultation and consider these during the implementation stage of any proposals that are progressed in the future.  Rural Policy Framework  Given that the proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI are neutral as regards to promoting good relations between people of different political opinion, there is likely to be no impact. |

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

|  |
| --- |
| Climate Change  The Climate Change Act (Northern Ireland) 2022 does not contain provisions which promote good relations directly.  Green Growth  The Draft Green Growth Strategy is a multi-decade initiative. Within this extended timeframe it is reasonable to assume good relations between stakeholders of different racial groups, who have been involved in stakeholder engagement, partnership development and collaborative projects, will be developed and maintained. |

**If No, provide reasons:**

|  |
| --- |
| Future Agricultural Policy  The future agricultural policy proposals for Northern Ireland are likely to have no impact on promoting good relations between people of different racial group. However, DAERA is proactive in improving good relations between people of different racial group and will review any issues identified in light of responses to the consultation and consider these during the implementation stage of any proposals that are progressed in the future.  Rural Policy Framework  Given that the proposals including the thematic pillars and associated priority areas for intervention identified in the Rural Policy Framework for NI are neutral as regards to promoting good relations between people of different racial groups, there is likely to be no impact. |

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 four major policy areas of DAERA support the previous Executive’s PfG and its vision towards an inclusive society in which people of all ages and backgrounds are respected and cared for. A society which has no barriers to prevent people from living fulfilling lives.  As such, it is intended that all those within the Section 75 equality categories, including those who fall into more than one Section 75 equality category, will be included in co-design and production of Departmental strategies with a view to delivering outcomes which positively impact those with multiple identities.  DAERA recognises the Equality Commission recommendations within the RacialEquality\_PolicySummary2014.pdf (equalityni.org), particularly that attention should be paid to multiple identity issues within the delivery of public services and associated Government strategies and that the delivery of public services and associated information provision should be targeted at multiple identity individuals e.g. BME (Black and Minority Ethnic) women, BME people with disabilities etc.  DAERA acknowledges the complexities of social identity, for example where different identities can combine to define specific disadvantages in a marginalised community. DAERA strategies aspire to equality across the range of identities.  It is envisaged that there will be a significant number of beneficiaries from the future agricultural policy proposals for Northern Ireland. At a farm population level any differential effect on people who fall into more than one Section 75 category is likely to be negligible. DAERA will review any issues identified in light of responses to the consultation and consider these during the implementation stage of any proposals that are progressed in the future. |

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?**

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| --- |
| Climate Change  While the Act does not directly contain provisions to better promote positive attitudes, the Act does set requirements for all NICS departments to apply its specified just transition principle when developing and bringing forward policies and actions to meet requirements of the Act. A just transition through the delivery of this principle will support persons, such as those with disabilities, who are most affected by climate change and impacts from the policies and actions chosen by departments to deliver their requirements under the Act, and who may be the least equipped to adapt to its effects. A just transition has focus on social inclusion and poverty eradication. Departments delivering a just transition under the Act would enable promotion of positive attitudes towards disabled people through opportunities for new green jobs, education, re-skilling and upskilling programmes, and ensuring that green contracts and green jobs promote disability inclusion.  NICS departments in delivering their duties and requirements under the Act, will as part of normal policy development and as appropriate, further screen and impact assess their promotion of positive attitudes towards disabled people of their chosen policy and action.  Green Growth  The project may provide some opportunity to better promote positive attitudes towards disabled people. Positive actions can be highlighted within this strategy to ensure people with disabilities can participate in DAERA Green Growth and Climate Action related activities. For example meetings, training or fact finding trips can be organised to ensure that participants with disabilities are fully accommodated.  Details of opportunities to promote positive attitudes towards disabled people have not been scoped at this stage. Potential areas for promotion may include Just Transition, inclusive co-design and opportunities presented through education.  Future Agricultural Policy  It is very unlikely that there will be any facility in any of the future agricultural policy proposals for Northern Ireland to promote positive attitudes towards people with disabilities but comments through the public consultation will be welcomed should stakeholders feel there is an opportunity to do so.  Rural Policy Framework  Thematic Pillar 3: Health and Wellbeing: To reduce loneliness and social exclusion in rural areas, to minimise the impacts of rural isolation and to promote the health and wellbeing of rural dwellers and associated priority areas for intervention provide an opportunity for DAERA to better promote positive attitudes towards disabled people. In particular groups which are likely to benefit are those living in rural areas who require support to improve their mental and emotional wellbeing. The need to target such groups is potentially going to be greater post COVID-19. However, given the strategic nature of the Framework, any benefits are unlikely to be fully realised until the development of the Rural Business and Community Investment Programme. |

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

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| --- |
| Climate Change  Although it is part of normal government policy development, the Act sets out public consultation requirements for relevant departments in the implementation of their certain requirements under the Act, for example to inform the development of CAPs by way of one example. Public consultations will make allowances for public scrutiny and allows additional evidence to be sought from a range of interested parties, stakeholders and Section 75 categories including those from the disabled community so as to inform the development of the policy or its implementation required under the Act.  NICS departments in delivering their duties and requirements under the Act, will as part of normal policy development and as appropriate, further screen and impact assess whether there is an opportunity to actively increase the participation by disabled people in public life relating to their chosen policy and action.  Green Growth  Details of opportunities to actively increase the participation by disabled people have not been scoped at this stage. Potential areas for promotion may include Just Transition, inclusive co-design and opportunities for new green jobs, presented through education / re-skilling and upskilling programmes.  Future Agricultural Policy  It is very unlikely that there will be any facility in any of the future agricultural policy proposals for Northern Ireland to increase the participation by disabled people in public life but comments through the public consultation will be welcomed should stakeholders feel there is an opportunity to do so.  Rural Policy Framework  Thematic Pillar 3: Health and Wellbeing: To reduce loneliness and social exclusion in rural areas, to minimise the impacts of rural isolation and to promote the health and wellbeing of rural dwellers and associated priority areas for intervention provide an opportunity for DAERA to actively increase the participation by disabled people in public life. The Framework additionally will seek to address barriers to participation in public life such as difficulties in accessing transport, broadband, employment, training and social isolation etc. However, given the strategic nature of the Framework, any benefits are unlikely to be fully realised until the development of the Rural Business and Community Investment Programme. |

Part 3. Screening decision

1. “Screened out”.

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

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| The proposed Resource DEL and Capital DEL allocations for 2024-25 either directly or indirectly support the Minister’s priorities and the following four major policy proposals in the Department:   * - Climate Change * - Green Growth; * - Future Agricultural Policy; and * - Rural Policy Framework.   By allocating additional funding to these areas, there are better opportunities to better promote equality of opportunity and/or good relations. Further information on the impacts of these are set out below.  Implementation of the Climate Change Act (Northern Ireland) 2022 will likely impact all sectors and everyone in Northern Ireland. Action to tackle climate change will be required across all sectors, and it may also require people behaviour change so to meet the targets of the Act. However, the policies and actions chosen, developed and implemented by all of the NICS departments going forward to meet their requirements of the Act will determine where, and the level of the exact impacts on Northern Ireland society, its sectors and its people, including the Section 75 categories. It is not known at this stage what policies and actions will be developed and/or chosen to be taken forward by the departments within their remit, so to meet the requirements of this cross-cutting legislation, as the Act does not specify what these should be, or look like. However, each department as relevant during their policy development as part of normal government processes, will as appropriate carryout equality and disability duty screening and conduct an equality impact assessment if relevant for their particular chosen policy and action to meet their duties of the Act. This action by the relevant department (DAERA) also applies to the future development of the CAPs, sectoral plans and carbon budgets, and any other future subordinate legislation required under the Act.  At the time of publication of this screening document, the first of the five year CAPs setting out departments’ policies and proposals to meet the carbon budgets and emission targets of the Act is under development. The first three carbon budgets for the years 2023-2027, 2028-2031 and 2031-2035 are expected to be laid before the Assembly. The sectoral plans (which will set out departments’ plans on how the emissions reduction targets under the Act will be achieved by the sector within their remit) required under the Act are expected to be developed and published alongside the first CAP. The equality screening and assessments as relevant and as appropriate for these will be made available by the relevant departments in due course.  Also, the Act is not unlawfully discriminatory. It is specifically designed to promote equality of opportunity for, and the fair sharing of impacts and benefits on all Section 75 groups and for particular groups of disadvantaged people. This is enabled through the just transition principle requirements of the Act on departments and the oversight and the advisory role of the Just Transition Commissioner to be established under the Act. Also, the Act requires the establishment of a Just Transition Fund for Agriculture, in order to ensure this sector is not unfairly disadvantaged to other sectors, and its people (including all those in Section 75 categories) who work and depend on it are not disproportionality impacted by the requirements of the Act. For these reasons the impacts are therefore considered minor. An EQIA on the Act itself is therefore deemed not necessary. However, the Act will be reviewed annually and also when/if updated, then the requirement for an EQIA on the Act will be re-assessed/screened, and fully impact assessed if required and as appropriate.  The Draft Green Growth Strategy supports the previous Executive’s PfG and its vision towards an inclusive society in which people of all ages and backgrounds are respected and cared for. A society which has no barriers to prevent people from living fulfilling lives. As the Draft Green Growth Strategy will be a multi-decade strategy, its first iteration will not contain sufficient qualitative or quantitative information to enable a meaningful Equality Impact Assessment (EQIA) to be completed at this stage. However, the importance of achieving a Just Transition and complying with the equality screening process is fully recognised. It is vital to fully assess the impact and identify the opportunities to promote equality of opportunity and good relations. The recommendation from that screening was that a full EQIA on the Draft Green Growth Strategy should be conducted and consulted on in line with the TEO Equality Scheme and overarching ECNI (Equality Commission Northern Ireland) guidance. Subsequently an EQIA was prepared for consultation. This has now been completed as per the following link:  [Equality Impact Assessment for the Draft Green Growth Strategy](https://www.daera-ni.gov.uk/sites/default/files/consultations/daera/Equality%20Impact%20Assessment%20for%20the%20Draft%20Green%20Growth%20Strategy.pdf)  The effects at Northern Ireland level of the future agricultural policy proposals for Northern Ireland will not have an identifiable differential impact because of an individual’s religious belief, political opinion, racial group, age, marital status, sexual orientation, gender, disability or whether or not he/she has dependants.  In relation to the Rural Policy Framework, the screening exercise has established that it is unlikely for Section 75 categories to be adversely impacted upon as a result of the proposals including the thematic pillars and associated priority areas for intervention identified in the Framework. In regards to some groups there is a potential for minor positive impacts.  The Equality Screening of the XL Bully Dog Legislation noted that while the introduction of the policy will affect all XL Bully type dog owners in Northern Ireland, there is no evidence to suggest that there will be an impact on any one particular Section 75 group within the community.  In terms of the proposed savings, these would not have any differential impact on any of the Section 75 groupings as the funding being reallocated specifically relates to staff costs instead of programme costs and the work in each Group will still be taken forward albeit at a slower pace or at a reduced level. Therefore due to the nature of these savings, they are not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible.  In light of the above, there is no need to undertake an EQIA on DAERA’s Budget 2024-25 Allocations. |

**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.**

|  |
| --- |
| DAERA Budget 2024-25 allocations have been made after considering potential implications on Section 75 groups. As noted above the proposed savings are not unlawfully discriminatory and any potential impacts on people are judged to be negligible. DAERA will monitor these savings at each Monitoring Round and at Provisional Outturn to ensure that this is the case and take action where necessary. The formal monitoring of equality implications will be reported to DAERA’s Finance and Major Projects Committee (FMPC) in September 2024 and May 2025. This along with the wider DAERA annual progress and audit of inequality reporting should ensure that any funding implications are captured and mitigated in line with the DAERA Equality Scheme requirements. |

**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?  Yes  No** (select as appropriate)

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

|  |
| --- |
| The screening exercise has established that the proposed savings for reallocation are not unlawfully discriminatory and any potential impacts on people are judged to be negligible. DAERA will monitor these savings at each Monitoring Round and at Provisional Outturn to ensure that this is the case and take action where necessary. The formal monitoring of equality implications will be reported to DAERA’s Finance and Major Projects Committee (FMPC) in September 2024 and May 2025. This along with the wider DAERA annual progress and audit of inequality reporting should ensure that any funding implications are captured and mitigated in line with the DAERA Equality Scheme requirements. |

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 | N/A |
| Social need | N/A |
| Effect on people’s daily lives | N/A |
| Relevance to a public authority’s functions | N/A |
| **Total score** | N/A |

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?** Yes No (select as appropriate)  
**If yes, please provide details.**

|  |
| --- |
| N/A |

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:**

|  |
| --- |
| DAERA will monitor the savings at each Monitoring Round and at Provisional Outturn to ensure that any potential impacts on people are still judged to be negligible and take action where necessary. This will be informed by the following as appropriate.  Climate Change  DAERA has lead co-ordination role under the Act and therefore will monitor the impact of this Act overall on equality duties. This will include review and updating of the Act (including amending its emissions reduction targets) in light of independent expert advice, as a result of significant developments in UK or international law or policy, scientific knowledge on climate change and/or technology relevant to climate change. Any future amendments to the Act will require equality screening and impact assessments and public consultations as appropriate. The results of these will be published as appropriate.  Green Growth  External participants in relevant Green Growth related initiatives will be asked to complete a Section 75 Monitoring Form which will allow full equality monitoring.  Future Agricultural Policy  The consultation was issued to a range of Section 75 groups. Comments from any and all of the Section 75 groups are welcome, especially if any group considers that it is significantly affected by the proposals.  Rural Policy Framework  Section 75 data monitoring will be carried out on any Rural Business and Community Investment Programmes to be delivered under the Rural Policy Framework for NI.  The formal monitoring of equality implications will be reported to DAERA’s Finance and Major Projects Committee (FMPC) in September 2024 and May 2025. This along with the wider DAERA annual progress and audit of inequality reporting should ensure that any funding implications are captured and mitigated in line with the DAERA Equality Scheme requirements. |

**Good Relations:**

|  |
| --- |
| DAERA will monitor the savings at each Monitoring Round and at Provisional Outturn to ensure that any potential impacts on people are still judged to be negligible and take action where necessary. This will be informed by the following as appropriate.  Climate Change  DAERA has lead co-ordination role under the Act and therefore will monitor the impact of this Act overall on good relations duties. This will include review and updating of the Act (including amending its emissions reduction targets) in light of independent expert advice, as a result of significant developments in UK or international law or policy, scientific knowledge on climate change and/or technology relevant to climate change. Any future amendments to the Act will require equality screening and impact assessments and public consultations as appropriate. The results of these will be published as appropriate.  Green Growth  External participants in Green Growth related initiatives will be asked to complete an evaluation of good relations pre and post participation.  Future Agricultural Policy  The consultation will issue to a range Section 75 groups. Comments from any of the Section 75 groups are welcome, especially if any group considers that it is significantly affected by the proposal.  Rural Policy Framework  Section 75 data monitoring will be carried out on any Rural Business and Community Investment Programmes to be delivered under the Rural Policy Framework for NI.  The formal monitoring of equality implications will be reported to DAERA’s Finance and Major Projects Committee (FMPC) in September 2024 and May 2025. This along with the wider DAERA annual progress and audit of inequality reporting should ensure that any funding implications are captured and mitigated in line with the DAERA Equality Scheme requirements. |

**Disability Duties:**

|  |
| --- |
| DAERA will monitor the savings at each Monitoring Round and at Provisional Outturn to ensure that any potential impacts on people are still judged to be negligible and take action where necessary. This will be informed by the following as appropriate.  Climate Change  DAERA has lead co-ordination role under the Act and therefore will monitor the impact of this Act overall on disability duties. This will include review and updating of the Act (including amending its emissions reduction targets) in light of independent expert advice, as a result of significant developments in UK or international law or policy, scientific knowledge on climate change and/or technology relevant to climate change. Any future amendments to the Act will require equality screening and impact assessments and public consultations as appropriate. The results of these will be published as appropriate.  Green Growth  Data on external participants’ disabilities and adjustments made to Green Growth related initiatives will be recorded.  Future Agricultural Policy  The consultation will issue to a range Section 75 groups. Comments from any of the Section 75 groups are welcome, especially if any group considers that it is significantly affected by the proposal.  Rural Policy Framework  Section 75 data monitoring will be carried out on any Rural Business and Community Investment Programmes to be delivered under the Rural Policy Framework for NI.  The formal monitoring of equality implications will be reported to DAERA’s Finance and Major Projects Committee (FMPC) in September 2024 and May 2025. This along with the wider DAERA annual progress and audit of inequality reporting should ensure that any funding implications are captured and mitigated in line with the DAERA Equality Scheme requirements. |

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 |

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

|  |
| --- |
| No adverse impacts identified. |

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

|  |
| --- |
| Climate Change  The policy/Act will promote Human Rights, as the Act being screened will be a legislative driver for further climate action to tackle the causes of climate change and address the impacts of climate change we cannot prevent. The United Nations’ Office of the High Commissioner for Human Rights states that climate change has a negative impact on Human Rights. In their Statement to the Conference of the Parties (COP21) they stated: “Climate change impacts, directly and indirectly, an array of internationally guaranteed human rights. States ... have an affirmative obligation to take effective measures to prevent and redress these climate impacts, and therefore, to mitigate climate change, and to ensure that all human beings ... have the necessary capacity to adapt to the climate crisis.” This statement can be found at the following website link: <https://www.ohchr.org/Documents/Issues/ClimateChange/COP21.pdf>  Green Growth  The transition to carbon neutrality can be a socially inclusive one, undertaken in an inclusive way. The Draft Green Growth Strategy provides opportunities for stakeholders and government to assess what changes mean in terms of reducing inequalities and positively promoting human rights along with maximising opportunities for vulnerable people, workers and communities. Through inclusive engagement and collaboration DAERA will ensure it hears the voices of all those recognised under Section 75 and particularly young people to ensure their voices shape a sustainable future.  Co-designed policy development and delivery has the potential to provide various opportunities to positively promote human rights. The potential to improve understanding of our environment through promoting the development and access to climate awareness and carbon literacy is just one example. |

Part 6 - Approval and authorisation

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:** Roger Downey **Grade: 5**

**Branch:** Finance Director **Date:** 10 July 2024

**Signature: please insert a scanned image of your signature.**

|  |
| --- |
| C:\Users\2337442\Desktop\RD Signature_130520.png |

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

**Name:** Brian Doherty **Grade:** Deputy Secretary (G3)

**Branch:** SPCSG **Date:** 31 July 2024

**Signature: please insert a scanned image of your signature.**

|  |
| --- |
| BD1 |

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 (AE2-24-65634) 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

Capacity, Capability, Equality & Diversity Branch

Jubilee 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.
   1. In defense of any person from unlawful violence;
   2. In order to effect a lawful arrest or to prevent the escape of a person lawfully detained;
   3. 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.
4. 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;
5. 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;
6. Any service exacted in case of an emergency or calamity threatening the life or well-being of the community;
7. 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.
   1. The lawful detention of a person after conviction by a competent court;
   2. 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;
   3. 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;
   4. 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;
   5. 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;
   6. 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.
2. 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.
3. 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.
4. 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.
5. 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.
   1. To be informed promptly, in a language which he understands and in detail, of the nature and cause of the accusation against him;
   2. To have adequate time and facilities for the preparation of his defense;
   3. 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;
   4. 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;
   5. 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.

For further information:

Equality Unit,   
Equality & Diversity Branch

Department of Agriculture, Environment and Rural Affairs (DAERA)  
Jubilee House  
111 Ballykelly Road

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