# A4 DAERA Logo process.png

**Equality & Disability Duties**

**Screening**

**For**

**Period Products (Department of Agriculture, Environment and Rural Affairs Specified Public Bodies) Regulations 2023**

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

**Introduction**

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

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

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

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

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

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

**Screening Process flowchart**

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**

*Period Products (Department of Agriculture, Environment and Rural Affairs Specified Public Bodies) Regulations 2023*

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

*This is a new policy, deriving from the requirements imposed by the* [*Period Products (Free Provision) Act (Northern Ireland) 2002*](https://www.legislation.gov.uk/nia/2022/25/enacted#:~:text=Provision%20of%20free%20period%20products%3A%20Department%20scheme&text=%E2%80%94(1)%20The%20Department%20must,who%20need%20to%20use%20them.) *(the Act).*

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

*The Period Products (Free Provision) Act has three broad policy objectives[[1]](#footnote-1):*

1. *To place a duty on the Executive Office to ensure that period products are available free of charge on a universal basis in appropriate locations.*
2. *To require the Executive Office to specify by way of regulations public service bodies who have a duty to ensure period products are widely obtainable free of charge in their premises.*
3. *To place a number of duties on departments and other specified public service bodies in respect of their obligations under this Act and to place a duty on Departments to issue guidance on the exercise of the functions conferred on specified public service bodies.*

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

**If so, explain how.**

*The Act places a duty on the Executive Office to ensure that period products are available free of charge, on a universal basis, in appropriate locations.*

*Further, each Government Department in Northern Ireland must (by 11 May 2023) specify by Regulations ‘Public Service Bodies,’ which must ensure that period products are obtainable, free of charge, for use on their premises.*

*The Department of Agriculture, Environment and Rural Affairs (DAERA) is required to specify bodies with functions that would enable them to discharge this duty in relation to the office accommodation of the following ‘Public Service Bodies’:*

1. *Council for Nature Conservation and the Countryside (CNCC);*
2. *Agri-Food and Biosciences Institute (AFBI);*
3. *Livestock and Meat Commission (LMC);*
4. *Northern Ireland Fisheries Harbour Authority (NIFHA); and*
5. *Agricultural Wages Board for Northern Ireland (AWB).*

*Two Section 75 categories are expected to benefit from this intended policy those being females and those females who have reached the age where they have commenced their menstrual cycle up to and including those who have reached menopause.*

**Who initiated or wrote the policy?**

*DAERA*

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

*DAERA*

**Implementation factors**

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

Yes, these are as follows:

**Financial -** funding for the provision is to be agreed by the Northern Ireland Assembly however this policy is limited to the specification of Public Service Bodies in Regulations rather than the actual provision of free period products.

**Legislative -** The Regulations are subject to approval in the Northern Ireland Assembly under the affirmative procedure. Without the Northern Ireland Executive and functioning Northern Ireland Assembly they cannot be made.

**Privacy -** The practical arrangements for how the policy is to be implemented in each location if not handled sensitively could act as a barrier to individual’s asking for the free period products. It also has the potential to be a breach of privacy for individual’s requesting free period products. This will be mitigated against by consulting with the Department’s Data Protection Officer on the practical arrangements to be put in place.

**Main stakeholders affected**

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

* DAERA staff;
* service users;
* other public sector organisations using the premises; and
* voluntary/community/trade unions using the premises.

Each of these groups of individuals potentially fall within the Section 75 categories.

Other policies with a bearing on this policy

* **What are they?**

*NICS HR Employee Relations and Health and Safety policies have a bearing on this policy. These policies are all mutually supportive.*

* **Who owns them?**

*The Department of Finance, NICS HR owns the above policies.*

**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.

**The following data was considered, and informed this policy.**

1. *Equality statistic for the Northern Ireland Civil Service at 2023 (updated with the 2021 Census data)[[2]](#footnote-2);*
2. *Farmer equality indicators data and rural statistics[[3]](#footnote-3); and*
3. *Data from the 2021 Census also informed this policy, the key aspects of which are detailed in the tables below[[4]](#footnote-4).*

**Religious belief** evidence/information considered:

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ***Total Population*** | ***Catholic*** | ***Protestant and Other Christian*** | ***Muslim*** | ***Hindu*** | ***Buddhist*** | ***Other Religion*** | ***No Religion*** | ***Not stated*** |
| *1.9M* | *42.3%* | *37.36%* | *0.57%* | *0.22%* | *0.08%* | *0.47%* | *17.39%* | *1.6%* |

*The requirement to require and use these products is not determined or impacted by religious belief.*

**Political Opinion** evidence/information considered:

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ***Total Population*** | ***British only*** | ***Irish only*** | ***Northern Irish only*** | ***British and Irish only*** | ***British and Northern Irish only*** | ***Irish and Northern Irish only*** | ***British, Irish and Northern Irish only*** | ***Other*** |
| *1.9M* | *31.86%* | *29.13%* | *19.78%* | *0.62%* | *7.95%* | *1.76%* | *1.47%* | *7.43%* |

*The requirement to require and use these products is not determined or impacted by Political Opinion.*

**Racial Group** evidence/information considered:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| ***Total Population*** | ***White*** | ***Irish Traveller*** | ***Roma*** | ***Indian*** | ***Chinese*** | ***Filipino*** |
| *1.9M* | *96.55%* | *0.14%* | *0.08%* | *0.52%* | *0.50%* | *0.23%* |
| ***Pakistani*** | ***Arab*** | ***Other Asian*** | ***Black African*** | ***Black Other*** | ***Mixed*** | ***Other ethnicities*** |
| *0.08%* | *0.10%* | *0.28%* | *0.42%* | *2,963* | *0.15%* | *0.19%* |

*The requirement to require and use these products is not determined or impacted by Racial Group.*

**Age** evidence/information considered:

|  |  |  |
| --- | --- | --- |
| ***Total Population*** | ***Number of Females*** | ***Females aged between 10-50 years*** |
| *1.9M* | *50.81%* | *25.46%* |

*According to the 2021 Census (first results) there are 484,000 females in Northern Ireland between the ages of 10 and 50 (proxy for menstruating age, which is typically 13 – 50/55). This represents 25.5% of the population.*

**Marital Status** evidence/information considered:

|  |  |  |
| --- | --- | --- |
| ***Total Population*** | ***Single (never married or never registered a civil partnership)*** | ***Married*** |
| *1.9M* | *30.30%* | *36.28%* |
| ***In a civil partnership*** | ***Separated (but still legally married or still legally in a civil partnership)*** | ***Divorced or formerly in a civil partnership which is now legally dissolved*** | ***Widowed or surviving partner from a civil partnership*** |
| *0.14%* | *3%* | *4.79%* | *5.64%* |

*The requirement to require and use these products is not determined or impacted by Martial Status.*

**Sexual Orientation** evidence/information considered:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| ***Total Population*** | ***Straight or heterosexual*** | ***Gay or lesbian*** | ***Bisexual*** | ***Other sexual orientation*** | ***Prefer not to say*** | ***Not stated*** |
| *1.9M* | *71.66%* | *0.93%* | *0.59%* | *0.14%* | *3.64%* | *2.62%* |

*The requirement to require and use these products is not determined or impacted by Sexual Orientation.*

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

|  |  |  |
| --- | --- | --- |
| ***Total Population*** | ***Number of Males*** | ***Number of Females*** |
| *1.9M* | *49.19%* | *50.81%* |

The requirement to require and use these products is determined by gender.

**Disability** evidence/information considered:

|  |  |
| --- | --- |
| ***Total Population*** | ***% of people in NI who have a long term health problem or disability*** |
| *1.9M* | *24.3%* |

*The requirement to require and use these products is not determined or impacted by Disability.*

**Dependant’s** evidence/information considered:

*The requirement to require and use these products is not determined or impacted by Dependants.*

|  |  |
| --- | --- |
| ***Total Population*** | ***% of households in NI with dependents*** |
| *1.9M* | *29.21%* |

**Needs, experiences and priorities**

**Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision?**

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

***Religious belief -*** *The Department needs to be aware of religious and culture beliefs concerning period products. The Department will, as a mitigation measure, consider the views of women from all religious and cultural backgrounds when ordering products and how they are provided in guidance.*

*The* [*Department for Education Guidance for Period Product scheme for schools and colleges in England*](https://www.gov.uk/government/publications/period-products-in-schools-and-colleges/period-product-scheme-for-schools-and-colleges-in-england) *urges schools to consider the "religious and cultural beliefs" concerning periods that "can restrict access to certain types of period products."  
  
The guidance says schools should "be aware of religious and cultural beliefs around tampons when considering which products to buy" and "consider the views of parents and carers before distributing tampons to learners."*

*According to the NI Census 2021, 1.34% of 1.9M have a religious belief other than Christian i.e., Protestant or Roman Catholic, therefore their religious beliefs should be considered.*

***Political Opinion -*** *It is anticipated that the provision of free period products will have a positive impact on citizens, irrespective of their political opinion. The policy is intended to support and increase confidence in managing periods and to carry out normal activities during menstruation.*

***Racial Group -*** *Racial and cultural beliefs concerning periods and the use of period products can restrict access to certain types of period products. Girls and women from certain backgrounds may be less inclined to use internal products such as tampons depending on their beliefs.*

*The Department will, as a mitigation measure, consider the views of women from all racial backgrounds when ordering products and how they are provided in guidance.*

***Age -*** *According to the 2021 Census (first results) there are 484,000 females in Northern Ireland between the ages of 10 and 50. This represents 25.5% of the population.*

*It is anticipated that free period products will have a positive impact on citizens, irrespective of their age. Although citizens of menstruating age will benefit directly from the provision, their households are likely to be indirect beneficiaries given pressures on many household budgets.*

# *The* [*Northern Ireland Poverty and Income Inequality Report 2021-22*](https://www.communities-ni.gov.uk/news/northern-ireland-poverty-and-income-inequality-report-2021-22-released#:%7E:text=Working%2Dage%20adults%20%E2%80%93%20Poverty%20(,12%25%20in%202021%2F22) *states that in 2021/22 the proportion of working age adults in relative poverty was 14%; the same as in 2019/20. The absolute poverty rate for working age adults changed from 11% in 2019/20 to 12% in 2021/22*.

***Marital status -*** *It is anticipated that the provision of free period products will have a positive impact on citizens, irrespective of their marital status.*

***Sexual orientation -*** *It is anticipated that the provision of free period products will have a positive impact on citizens, irrespective of their sexual orientation. Consideration will have to be given to the LGBTQ+ community on where and how the free period products will be made available, and in particular for transgender citizens.*

*The Department will, as a mitigation measure, consider the views of the LGBTQ+ community when ordering products, how they are provided in guidance and where they are located.*

***Men and Women Generally -*** *51% of the Northern Ireland population are female. It is anticipated that households of families with women and girls will benefit from the provisions of free period products given the cost of living crisis.*

*Although citizens of menstruating age will benefit directly from the provision, their households are likely to be indirect beneficiaries given pressures on many household budgets.*

# *The* [*Northern Ireland Poverty and Income Inequality Report 2021-22*](https://www.communities-ni.gov.uk/news/northern-ireland-poverty-and-income-inequality-report-2021-22-released#:%7E:text=Working%2Dage%20adults%20%E2%80%93%20Poverty%20(,12%25%20in%202021%2F22) *states that in 2021/22 the proportion of working age adults in relative poverty was 14%; the same as in 2019/20. The absolute poverty rate for working age adults changed from 11% in 2019/20 to 12% in 2021/22.*

***Disability -*** *It is anticipated that the provision of free period products will have a positive impact on citizens, irrespective of whether or not they have a disability. The aim of the policy is intended to support and increase confidence in managing periods in day-to-day life, and to carry out normal activities during menstruation.*

***Dependants -*** *It is anticipated that the provision of free period products will have a positive impact on citizens irrespective of whether or not they have dependents in their households. Households of families with dependents will benefit from free period products given the cost of living crisis.*

*Although citizens of menstruating age will benefit directly from the provision, their households are likely to be indirect beneficiaries given pressures on many household budgets.*

# *The* [*Northern Ireland Poverty and Income Inequality Report 2021-22*](https://www.communities-ni.gov.uk/news/northern-ireland-poverty-and-income-inequality-report-2021-22-released#:%7E:text=Working%2Dage%20adults%20%E2%80%93%20Poverty%20(,12%25%20in%202021%2F22) *states that in 2021/22 the proportion of working age adults in relative poverty was 14%; the same as in 2019/20. The absolute poverty rate for working age adults changed from 11% in 2019/20 to 12% in 2021/22.*

**Part 2. Screening questions**

**Introduction**

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

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

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

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

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

**In favour of a ‘major’ impact**

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

**In favour of ‘minor’ impact**

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

**In favour of none**

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

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

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

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

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

*These are detailed in pages 10 to 12.*

**What is the level of impact?**

*Minor*.

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

*These are detailed in pages 10 to 12.*

**What is the level of impact?**

*None*.

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

*These are detailed in pages 10 to 12.*

**What is the level of impact?**

*Minor*.

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

*These are detailed in pages 10 to 12.*

**What is the level of impact?**

*None*.

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

*These are detailed in pages 10 to 12.*

**What is the level of impact?**

*None*.

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

*These are detailed in pages 10 to 12.*

**What is the level of impact?**

*Minor.*

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

*These are detailed in pages 10 to 12.*

**What is the level of impact?**

*None*.

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

*These are detailed in pages 10 to 12.*

**What is the level of impact?**

*None*.

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

*These are detailed in pages 10 to 12.*

**What is the level of impact?**

*None*.

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

Detail opportunities of how this policy could promote equality of opportunity for people within each of the Section 75 Categories below:

**Religious Belief –** *No opportunities exist.*

*The policy is intended to be implemented across all religious groups equally with no opportunities for it to be promoted on the grounds of religion.*

**Political Opinion -** *No opportunities exist.*

*The policy is intended to be implemented across all political groups equally with no opportunities for it to be promoted on the grounds of political opinion.*

**Racial Group *-*** *No opportunities exist.*

*The policy is intended to be implemented across all racial groups equally with no opportunities for it to be promoted on the grounds of race.*

**Age *-*** *No opportunities exist.*

*The policy is intended to be implemented across all citizens of menstruating age. Therefore there are no opportunities for it to be promoted across all age groups.*

**Marital Status *-*** *No opportunities exist.*

*The policy is intended to be implemented across all marital status groups equally with no opportunities for it to be promoted on the grounds of marital status.*

**Sexual Orientation *-*** *No opportunities exist.*

*The policy is intended to be implemented across all sexual orientation groups who menstruate with no opportunities for it to be promoted on the grounds of sexual orientation alone.*

**Men and Women generally *-*** *No opportunities exist.*

*The policy is intended to be implemented for females of menstruating age who menstruate irrespective of the gender they identify with. Therefore there are no opportunities for it to be promoted across all genders.*

**Disability *-*** *No opportunities exist.*

*The policy is intended to be implemented across all females who menstruate with a disability equally with no opportunities for it to be promoted on the grounds of a disability.*

**Dependants *-*** *No opportunities exist.*

*The policy is intended to be implemented across all females who menstruate with dependents equally with no opportunities for it to be promoted on the grounds of having dependents*.

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

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

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

*The policy is not intended to have any impact on good relations between people of different religious belief.*

**What is the level of impact?** *None*.

Noting the comments above, careful consideration will need to be given to the sensitive implementation of the policy to respect the religious beliefs of every individual who seeks to benefit from the policy.

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

*The policy is not intended to have any impact on good relations between people of different political opinion.*

**What is the level of impact?** *None*.

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

*The policy is not intended to have any impact on good relations between people of different racial groups.*

**What is the level of impact?** *None*.

1. **Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?**

Detail opportunities of how this policy could better promote good relations for people within each of the Section 75 Categories below:

***Religious Belief* -** *No opportunities exist.*

*There are no opportunities for how this policy could better promote good relations between those with different religious beliefs. The policy is not being delivered for that purpose, not does it impact on same.*

***Political Opinion* –** *No opportunities exist.*

*There are no opportunities for how this policy could better promote good relations between those with different political opinions. The policy is not being delivered for that purpose, not does it impact on same.*

***Racial Group* -** *No opportunities exist.*

*There are no opportunities for how this policy could better promote good relations between those with different racial groups. The policy is not being delivered for that purpose, not does it impact on same.*

**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).*

*There are no potential impacts of the policy/decision on people with multiple identities. The policy is not being delivered for that purpose, not does it impact on same.*

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

Consideration of Disability Duties

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

*No, this policy does not provide an opportunity in this regard.*

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

*No, this policy does not provide an opportunity in this regard.*

**Part 3. Screening decision**

‘Screened out’ with mitigations to be deployed.

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

*There are some minor impacts in relation to certain section 75 groups, however these can be effectively mitigated by the Department in:*

1. *the period products the Department chooses to supply;*
2. *the location on the premises where the products will be provided;*
3. *the guidance prepared by the Department, in accordance with section 5 of the Period Products (Free Provision) Act (Northern Ireland) 2022, which will reflect the sensitivities of the section 75 groups where a minor impact has been identified; and*
4. *any communications surrounding the implementation of the policy.*

**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.**

*Noting the mitigations that will be deployed above, the Department does not consider there is a need to mitigate the policy, or implement an alternative policy.*

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

*Not applicable.*

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?**

*No*

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

*There’s no requirement to amend this policy as the mitigations that can be deployed, are anticipated to address the sensitivities surrounding the minor impacts identified on the S75 groups.*

**Timetabling and prioritising**

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

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

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

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

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

**Is the policy affected by timetables established by other relevant public authorities?**

**If yes, please provide details.**

**Part 4. Monitoring**

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

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

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

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

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

There will be subject to separate consultation and screening but will provide a further opportunity to ensure S 75 groups are supported and will ensure that information is captured on usage, location, and feedback/complaints.  
  
The use of the products are a private matter for the individual who may avail of them if they wish to do so, therefore specific data on the section 75 groups who avail of them cannot be recorded.

**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 |

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

*No adverse impacts apply.*

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

*The policy is not capable of, nor anticipated to, promote any of the Article 2 to 14 rights, or Article 1 to 3 of Protocol 1 protections or rights.*

**Part 6 - Approval and authorisation**

# **Screening Checklist**

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

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

* I have explained any technical issues in plain English (easily understood by a 12 year old);
* I have used the most relevant, current & up to date data available;
* I have added evidence and explained my assessments in full;
* I have provided a brief note to justify my decision to ‘Screen In’ or ‘Screen Out’; and
* 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:** Rachel Conn **Grade:** Deputy Principal

**Branch:** Business Management Branch **Date:**

**Signature:** 

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

**Name:** FIONA McCANDLESS **Grade: DEPUTY SECRETARY**

**Branch:** Central Services and Contingency Planning Group **Date: 17 August 2023**

**Signature:** A close-up of a signature

Description automatically generated

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

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



For more information about equality screening, contact –

DAERA Equality Unit

Staff Engagement, 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**

**Annex A - Synopsis of Human Rights Act Articles & Protocols**

***Article 2***

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

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

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

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

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

***Article 3***

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

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

***Article 4***

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

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

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

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

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

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

***Article 5***

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

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

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

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

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

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

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

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

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

***Article 6***

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

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

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

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

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

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

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

***Article 7***

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

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

***Article 8***

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

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

***Article 9***

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

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

***Article 10***

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

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

***Article 11***

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

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

***Article 12***

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

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

***Article 14***

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

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

**Protocol 1**

***Article 1***

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

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

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

**Protocol 1**

***Article 2***

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

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

**Protocol 1**

***Article***

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

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

1. Paragraph 4 of the Explanatory Notes to the Period Products (Free Provision) Act (Northern Ireland) 2022. [↑](#footnote-ref-1)
2. [*https://www.nisra.gov.uk/publications/equality-statistics-northern-ireland-civil-service-2023-updated-2021-census-data*](https://www.nisra.gov.uk/publications/equality-statistics-northern-ireland-civil-service-2023-updated-2021-census-data) [↑](#footnote-ref-2)
3. [*https://www.daera-ni.gov.uk/topics/statistics/farmer-equality-indicators*](https://www.daera-ni.gov.uk/topics/statistics/farmer-equality-indicators) [↑](#footnote-ref-3)
4. [*https://www.nisra.gov.uk/publications/census-2021-main-statistics-religion-tables*](https://www.nisra.gov.uk/publications/census-2021-main-statistics-religion-tables) [↑](#footnote-ref-4)