**Equality & Disability Duties**

**Screening Template**

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

**Introduction**

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

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

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

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

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

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

 A screening flowchart is provided overleaf.

Policy Scoping

* + Policy
	+ Available data

Screening Questions

* Apply screening questions
* Consider multiple identities

Screening Decision: None/Minor/Major

Mitigate

 Publish Template

Re-consider screening

Publish Template

for information

Publish Template

 EQIA

Monitor

**‘None’**

Screened out

**‘Major’**

Screened in for EQIA

**‘Minor’**

Screened out with mitigation

Concerns raised with evidence

Concerns raised with evidence re: screening decision

**Part 1. Policy scoping**

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

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

**Information about the policy**

**Name of the policy**

Rural Business Development Grant Scheme

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

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

Existing

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

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

The Tackling Rural Poverty and Social Isolation Programme’s (TRPSI) Rural Business Development Grant Scheme aims to support the sustainability, recovery and development of micro rural businesses across Northern Ireland by providing a small capital grant for the business. The TRPSI Programme is funded by the Department of Agriculture, Environment and Rural Affairs, and this grant Programme is administered and managed by local Councils.

Grants are available to support the sustainability and development of existing micro businesses based in rural areas who have not previously received funding under the TRPSI Rural Business Development Scheme, which was administered by local Councils during 2019-20 and 2020-21. It is also available to help in the recovery from the Covid-19 pandemic.

The Scheme can provide funding of up to 50% of costs for capital items up to a maximum of £4,999. The minimum grant awarded will be £500. The total cost of the capital project must be a minimum of £1,000 and must not exceed £20,000. Applicants must provide the remaining match funding towards the project.

Each application will undergo an initial eligibility check plus be assessed at an Assessment Panel and must score 65% or above to progress to receiving a Letter of Offer.

The overall Scheme objective is to support at least 304 rural micro businesses to help them sustain, recover or develop their business by the purchase of a capital item.

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

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

**If so, explain how.**

There is the potential for all Section 75 categories who live in rural communities to benefit from the scheme as it is open to applications from anyone who has a rural micro businesses and has not received funding in the previous 2 Schemes in 2019/20 and 2020/21.

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

**Who initiated or wrote the policy?**

Rural Affairs Division

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

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

Rural Affairs Division

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

**Implementation factors**

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

**Financial**

Funding for the scheme is limited and will fund approximately 304 rural micro businesses across the 11 Local Council areas. There is a strong possibility that the number of eligible applications will exceed the funding available so applicants will be ranked according to score obtained and available funding allocated to highest ranking applications.

**SCHEME CRITERIA**

|  |
| --- |
|  |
| * Applicants must have a rural micro business, that already is an existing, registered private business or Social Economy Enterprise that is actively trading commercially.
* Applicant must not have received previous funding under the Rural Business Development Grant Scheme in 2019/20 and 2020/21
* Applicant must be over 18 and have a bank account used by their business.
 |
|  |
|  |

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

**Main stakeholders affected**

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

**Staff** – Support provided within DAERA and the Local Council staff who administer the Scheme on DAERA’s behalf

**Service users** – the main beneficiaries of this scheme are the rural micro businesses who will receive this capital grant to help their business sustain, recover or develop.

**other, please specify** ­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Other policies with a bearing on this policy

The Tackling Rural Poverty and Social Isolation (TRPSI) Framework is a rural initiative led by the Department of Agriculture and Rural Development (DAERA) which aims to tackle poverty and social isolation in rural areas through applicants working in partnership to design and implement measures which target the needs of vulnerable people.

The Framework aims primarily to target those groups that have been identified as being at risk of poverty and/or social isolation in rural areas based on evidence of need. However rather than being too prescriptive by providing a specific ‘Target Group’ list, the new Framework has the flexibility to target a wider range of groups based on evidence of need.

The following list of target groups provides examples of the types of groups that may be targeted under the Framework. The Framework has the flexibility to target these groups and other groups which are identified as being at risk but which are not listed here.

• Children and Young People • Ethnic Minorities

• Farmers • Immigrants

• Lone parents • Older People

• People with caring responsibilities • Women

• People who are unemployed or on benefits • People with disabilities

• The LGB&/T community • People with poor mental health

• People with low skills and/or low • People in work on low

levels of education incomes (the ‘working poor’)

The Framework also has the flexibility to target certain defined geographical areas where this approach is considered to be an effective way of addressing poverty and social isolation among vulnerable groups in line with the overall aims and objectives of the Framework.

Equality monitoring has been completed for 2019 and 2020 for each of the years the Scheme was opened. A summary of the information gathered is detailed below:

|  |  |  |
| --- | --- | --- |
| Total Number of responses | **28** | **138** |
| **2019** | **2020** |
|  | -25 or under | 1 | 1 |
| AGE | -26-65 | 29 | 136 |
|  | -Over 65 | 1 | 2 |
| RACIAL GROUP | White | 31 | 138 |
|  | Mixed White Group | 0 | 1 |
| GENDER | Male | 22 | 48 |
|  | Female | 9 | 91 |
| COUNTRY OF BIRTH | N. Ireland | 30 | 130 |
| Republic of Ireland | 0 | 4 |
| Great Britain | 1 | 4 |
| Elsewhere |  | 1 |
|  | Civil Partnership | 0 | 1 |
|  | Divorced or legally dissolved Civil Partnership | 2 | 2 |
| MARITAL STATUS | Married Living with spouse | 24 | 118 |
|  | Married and Separated | 1 | 2 |
|  | Single | 3 | 16 |
|  | Widowed | 0 | 1 |
|  | Cohabiting | 1 | 0 |
|  | A Child or Children | 18 | 89 |
|  | Dependant Elderly Person | 3 | 9 |
|  | No Dependants | 12 | 35 |
| DEPENDANTS | Other Dependants (specify) | 0 | 2 |
|  | Person with disability | 0 | 4 |
| DISABILITY | Yes | 1 | 13 |
|  | No | 30 | 126 |
| SEXUAL ORIENTATION | Both | 0 | 0 |
|  | Different Sex | 31 | 139 |
|  | Same Sex | 0 | 0 |
|  | Protestant | 18 | 54 |
| RELIGIOUS BELIEFS | Catholic | 6 | 68 |
|  | Neither | 7 | 17 |
|  | Unionist | 11 | 40 |
| POLITICAL OPINION | Nationalist | 4 | 47 |
|  | No Political Opinion | 16 | 52 |
|  | Blank | 0 | 1 |

**Available evidence**

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

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

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

**Religious belief** evidence/information:

* Consideration of the breakdown of rural statistical data in the 2011 census of Northern Ireland.

The 2011 Census of Northern Ireland found that 45 per cent of the population were either Catholic or brought up as Catholic, while 48 per cent belonged to or were brought up in Protestant, Other Christian or Christian-related denominations. A further 0.9 per cent belonged to or had been brought up in Other Religions and Philosophies, while 5.6 per cent neither belonged to, nor had been brought up in, a religion.

The Census further recorded that in rural communities, 52% 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.

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

**Political Opinion** evidence/information:

* Consideration of the breakdown of rural statistical data in the 2011 census of Northern Ireland
* Northern Ireland Life and Times Survey 2013

Information on political opinion was not collected in the Population Census 2011. 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. 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. There is no specific data on rural communities.

There is no data on the political opinion of rural micro businesses and the scheme is open to any all rural micro businesses who want to sustain, recover or develop their business, regardless of their political opinion.

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

**Racial Group** evidence/information:

* Consideration of the breakdown of rural statistical data in the 2011 census of Northern Ireland.

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

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

As with other categories, the scheme is open to anyone that meets the scheme criteria regardless of their racial group.

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

**Age** evidence/information:

* Consideration of the breakdown of rural statistical data in the 2011 census of Northern Ireland.

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+.

This scheme is targeted at rural micro businesses who want to sustain, recover or develop their business, but must be aged 18 or above. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Marital Status** evidence/information:

* Consideration of the breakdown of rural statistical data in the 2011 census of Northern Ireland.

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.

As with other categories, the scheme is open to anyone that meets the scheme criteria regardless of their marital status. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Sexual Orientation** evidence/information:

* Consideration of the breakdown of rural statistical data in the 2011 census of Northern Ireland.
* Northern Ireland Life and Times Survey 2013

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.

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

As with other categories, the scheme is open to anyone that meets the scheme criteria regardless of their sexual orientation. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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

* Consideration of the breakdown of rural statistical data in the 2011 census of Northern Ireland.

Statistics from the 2011 census show the make-up of the rural community to be 50% men and 50% women.

As with other categories, the scheme is open to rural micro businesses consisting of both men and women. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Disability** evidence/information:

* Consideration of the breakdown of rural statistical data in the 2011 census of Northern Ireland.

Statistics from the 2011 census show that 40% of rural households contain at least one person with a long term health problem or disability.

As with other categories, the scheme is open to anyone that meets the scheme criteria regardless of their disability. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Dependants** evidence/information:

* Consideration of the breakdown of rural statistical data in the 2011 census of Northern Ireland.

Statistics from the 2011 census show the make-up of rural households to be 37% with dependants and 63% without.
As with other categories, the scheme is open to anyone that meets the scheme criteria regardless of whether members have dependants or not. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**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***
Data shows that there are fewer Catholics residing in rural areas than Protestants, however this scheme is open to rural micro businesses from all across society and is aimed at improving their business regardless of religious belief.

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

***Political Opinion***

The majority of the Northern Ireland rural population state their political opinion as unionist, however this scheme is open to rural micro business from all across society and is aimed at improving their business regardless of political opinion.

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

***Racial Group***

99.4% of the Northern Ireland population is white, however this scheme is open to all rural micro businesses and is aimed at improving their business regardless of racial group.

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

***Age***

Whilst the applicant must be aged 18 or over, this scheme is targeted at existing rural micro businesses. The scheme is open to rural micro businesses from all across society and is aimed at improving their business regardless of the age group who may benefit from the scheme.

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

***Marital status***

Almost half the rural households in Northern Ireland are made up of married couples. This scheme is targeted at rural micro business and is open to all business from all across society and is aimed at improving their business regardless of their marital status. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Sexual orientation***

Almost half the rural households in Northern Ireland are made up of married couples however this does not indicate the sexual orientation of the rural population. This scheme is targeted at rural micro businesses and is aimed at improving their business regardlessof their sexual orientation.

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

***Men and Women Generally***

There is an even split of men and women within the rural population of Northern Ireland. This scheme is targeted at rural micro businesses and is aimed at improving their business regardlessof whether they are men or women.

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

***Disability***

With 40% of rural households containing at least one person with a disability it is highly likely that disabled people will benefit from this scheme. This scheme is targeted at rural micro businesses and is aimed at improving their business, regardless of any disability.

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

***Dependants***

The majority of rural households do not have dependents. This scheme is targeted at rural micro businesses and is aimed at improving their business regardlessof whether members have dependants or not. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**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*:**

No impact on equality of opportunity – the scheme is open to all rural micro businesses who meet the scheme requirements regardless of religious belief. The scheme shall directly and indirectly benefit rural micro businesses. The criteria for applications does not disadvantage any particular religious belief.

**What is the level of impact?**

None

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

No impact on equality of opportunity – the scheme is open to all rural micro business who meet the scheme requirements regardless of political opinion. The scheme shall directly and indirectly benefit rural micro businesses. The criteria for applications does not disadvantage any particular political opinion.

**What is the level of impact?**

None

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

No impact on equality of opportunity – the scheme is open to all rural micro businesses who meet the scheme requirements regardless of racial group. The scheme shall directly and indirectly benefit rural micro businesses. The criteria for applications does not disadvantage any particular racial group.

**What is the level of impact?**

None

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

No impact on equality of opportunity – the scheme is open to all rural micro businesses who are aged 18+ and who meet the scheme requirements regardless of age. The scheme shall directly and indirectly benefit rural micro businesses. The criteria for applications does not disadvantage any particular age group.

**What is the level of impact?**

None

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

No impact on equality of opportunity – the scheme is open to all rural micro businesses who meet the scheme requirements regardless of marital status. The Scheme shall directly and indirectly benefit rural micro businesses. The criteria for applications does not disadvantage any particular group’s members’ marital status.

**What is the level of impact?**

None

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

No impact on equality of opportunity – the scheme is open to all rural micro businesses who meet the scheme requirements regardless of sexual orientation. The criteria for applications does not disadvantage any particular group’s members’ sexual orientation.

**What is the level of impact?**

None

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

No impact on equality of opportunity – the scheme is open to all rural micro businesses who meet the scheme requirements regardless of whether the members are men or women. The criteria for applications does not disadvantage any particular group’s members’ gender.

**What is the level of impact?**

None

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

Minor impact on equality of opportunity – the scheme is open to all rural micro businesses who meet the scheme requirements regardless of whether they have a disability or not. The criteria for applications does not disadvantage any rural micro business with a disabled employee.

**What is the level of impact?**

Minor

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

No impact on equality of opportunity – the scheme is open to all rural micro businesses who meet the scheme requirements. The criteria for applications does not disadvantage any particular marital status of business employee.

**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

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:N/A**

**If No, provide reasons:**

The scheme is open to all applicants who meet the scheme requirements, regardless of religious belief.

***Political Opinion* - If Yes, provide details:N/A**

**If No, provide reasons:**

The scheme is open to all applicants who meet the scheme requirements, regardless of political opinion.

***Racial Group* - If Yes, provide details:N/A**

**If No, provide reasons:**

The scheme is open to all applicants who meet the scheme requirements, regardless of race.

***Age* - If Yes, provide details:N/A**

**If No, provide reasons: N/A**

The scheme is open to all applicants who meet the scheme requirements, regardless of age.

***Marital Status* - If Yes, provide details:N/A**

**If No, provide reasons**

The scheme is open to all applicants who meet the scheme requirements, regardless of marital status.

***Sexual Orientation* - If Yes, provide details:N/A**

**If No, provide reasons:**

The scheme is open to all applicants who meet the scheme requirements, regardless of sexual orientation.

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

**If No, provide reasons:**

The scheme is open to all applicants who meet the scheme requirements, consisting of both men and women.

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

The scheme is open to all applicants who meet the scheme requirements, regardless of disability.

**If No, provide reasons:N/A**

***Dependants* - If Yes, provide details:N/A**

**If No, provide reasons:**

The scheme is open to all applicants who meet the scheme requirements, regardless of whether they have dependents or not.

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*:**

No detrimental impact.

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

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

No detrimental impact.

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

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

No detrimental impact.

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

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

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

***Religious Belief* - If Yes, provide details:**

**If No, provide reasons: N/A**

This is a grant for rural micro businesses all from various rural areas throughout Northern Ireland and there is very limited opportunities for these businesses to come together.

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

**If No, provide reasons: N/A**

This is a grant for rural micro businesses all from various rural areas throughout Northern Ireland and there is very limited opportunities for these businesses to come together.

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

**If No, provide reasons: N/A**

This is a grant for rural micro businesses all from various rural areas throughout Northern Ireland and there is very limited opportunities for these businesses to come together.

**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.**

While poverty and social isolation exist in both urban areas and rural areas it is recognised that those living in rural areas often experience poverty and social isolation, access to services differently due to issues relating to geographical isolation, lower population density and the dispersed nature of many rural settlements.

Living in a rural area can also exacerbate the effects of poverty and social isolation and access to services for certain groups.

It is evident that a small grant of up to £4,999 can make a huge different to rural micro businesses to help them sustain, recover or develop their business.

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?**

The scheme provides a capital grant of up to £4,999 to help their business recover, develop and sustain and there is little opportunity for DAERA to promote positive attitudes towards disabled people under this Scheme.

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

The purchase of a capital item to help rural micro businesses sustain, recover and develop will have little opportunity to increase the participation by disabled people in public life.

**Part 3. Screening decision**

 “Screened out” without mitigation or an alternative policy proposed to be adopted

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

As the scheme is open to all rural micro businesses, there is no impact on grounds of equality or human rights on any of the Section 75 groupings as all eligible applicants will be free to apply for grant funding regardless of their gender, disability, religious belief etc. All applicants that meet the eligibility criteria and have scored high by the Assessment Panel will obtain grant funding after an eligibility and assessment process.

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

N/A

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

N/A

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

**Mitigation**

When the public authority concludes that the likely impact is ‘minor’ and an equality impact assessment is not to be conducted, the public authority may consider mitigation to lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality of opportunity or good relations.

**Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity and/or good relations? No**

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

As the scheme is open to all rural micro businesses who meet the scheme criteria, there is no impact on grounds of equality or human rights on any of the Section 75 groupings as all eligible applicants will be free to apply for grant funding regardless of their gender, disability, religious belief etc.

**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**.

**Equality:**

In conjunction with the issue of the Letter of Offer to successful applicants, they will be issued with a link to an Equality Monitoring Survey which will provide the Department with sensitive data such as racial or ethnic origin, political opinion or religious beliefs of the project beneficiaries to monitor potential adverse impacts of the scheme.

**Good Relations:**

In conjunction with the issue of the Letter of Offer to successful applicants, they will be issued with a link to an Equality Monitoring Survey which will provide the Department with sensitive data such as racial or ethnic origin, political opinion or religious beliefs of the project beneficiaries to monitor potential adverse impacts of the scheme.

**Disability Duties:**

In conjunction with the issue of the Letter of Offer to successful applicants, they will be issued with a link to an Equality Monitoring Survey which will provide the Department with sensitive data such as racial or ethnic origin, political opinion or religious beliefs of the project beneficiaries to monitor potential adverse impacts of the scheme.

**Part 5. Consideration of Human Rights**

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

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

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

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

N/A

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

This decision does not promote human rights.

**Part 6 - Approval and authorisation**

**Screening Checklist**

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

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

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

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

**Name:** Elizabeth McIlwaine **Grade:** DP

**Branch:** Rural Affairs Division (West)

**Date:** 25/06/2021

**Signature:**

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

**Name: FIONA McCANDLESS** **Grade:** 3

**Branch:** Deputy Secretary RAFSET

**Date:**

**Signature:**

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

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

 

For more information about equality screening, contact –

DAERA Equality Unit

Equality, Diversity & Public Appointments Branch

Ballykelly House

111 Ballykelly Road

LIMAVADY
BT49 9HP

Email: equality@daera-ni.gov.uk

Tel: 028 7744 2027

**Annex A**

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

***Article 2***

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

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

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

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

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

***Article 3***

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

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

***Article 4***

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

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

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

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

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

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

***Article 5***

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

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

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

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

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

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

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

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

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

***Article 6***

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

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

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

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

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

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

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

***Article 7***

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

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

***Article 8***

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

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

***Article 9***

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

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

***Article 10***

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

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

***Article 11***

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

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

***Article 12***

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

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

***Article 14***

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

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

**Protocol 1**

***Article 1***

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

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

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

**Protocol 1**

***Article 2***

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

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

**Protocol 1**

***Article***

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

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