**DEPARTMENT OF AGRICULTURE, ENVIRONMENT AND RURAL AFFAIRS**

**Equality and Human Rights**

**Screening Template**

November 2017

 

**DAERA Equality** and **Human Rights**

# Screening Template

DAERA has a statutory duty to screen. This includes our strategies and plans, policies, legislative developments; and new ways of working such as – the introduction, change or end of an existing service, grant funding arrangement or facility. This screening template is designed to help business areas consider the likely equality and human rights impacts of their proposed decisions on different groups of customers, service users, staff and visitors.

Before carrying out an equality screening exercise it is important that you have received the necessary training and know the current effective guidance first (see HPRM (Trim) link below for Guidance Document). To find out about the training needed, contact - equalitybranch@daera-ni.gov.uk. All screening exercises must be supported by evidence and Quality Assured by Equality Unit prior to being cleared at Grade 3 level.



The accompanying Screening Guidance note provides straightforward advice on how to carry out equality screening exercises. Detailed information about the Section 75 equality duties**[[1]](#footnote-1)** and what they mean in practice is available on the Equality Commission’s website.

Please note: Only plain English**[[2]](#footnote-2)** should be used in all sections of this document.

The screening template has 4 sections to complete. These are:

**Section A** - asks you to provide details about the policy / decision that is being screened.

**Section B** - has 4 key questions that require you to outline the likely impacts on equality groups, and all supporting evidence.

**Section C** - has 4 key questions in relation to obligations under the Disability Discrimination Order and the Human Rights Act.

**Section D** - is the formal record of the screening decision.

Section A

Details about the policy / decision to be screened – In plain English

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| Title of policy / decision to be screened:- Animal Health Sciences Building Project – AFBI New Build, Stoney Road, Belfast |

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| Brief description of policy / decision to be screened:- The Agri-Food & Biosciences Institute (AFBI) is an executive Non-Departmental Public Body with DAERA as its sponsor Department. It is a multi-disciplinary scientific institute offering world class science services to a wide range of customers which benefit the agri-food sector in Northern Ireland. This project will provide a new suite of modern laboratory and staff accommodation facilities for AFBI Veterinary Sciences Division (VSD) at Stoney Road, Belfast, by 2023. This is the main site for VSD with 95% of its staff being predominantly based there and a smaller satellite facility located in Omagh. A continued AFBI VSD presence is envisaged over the long-term on Stoney Road and the building is being designed with a lifespan of 60 years, with a period of at least 25 years expected, before any significant refurbishment or life cycle intervention is required. The project is being funded by the Department of Agriculture, Environment and Rural Affairs. This project will replace AFBI VSD’s current (main) accommodation, which also houses a post-mortem suite and incineration facility, as it is close to being no longer fit-for-purpose. The building was erected in the 1960’s and has significant problems with its roof, electrics, windows and structures, which pose a number of risks to AFBI (as a service provider leasing the asset) and DAERA (as the asset owner). The project will therefore deliver:* + - approximately 7,000m2 of purpose designed laboratory and general administrative space;
		- accommodate circa 175 multi-disciplined staff , and
		- provide a working environment which is safe for both staff and customers in full compliance with the requirements of the Disability Discrimination Act, Health and Safety at Work (NI Order), and all other statutory requirements including the ‘Achieving Excellence in Construction’ initiative and the ‘Building Research Establishment Environmental Assessment Method (BREEAM)’ which assesses, rates and certifies sustainability in buildings.
		- Additionally, as far as is practicable, the new build will incorporate good practice in terms of inclusivity and equality in terms of design e.g. the Stonewall Trans Inclusive Policies and Benefits Guidance for employers, particularly in relation to premises and facilities.

The project’s estimated budget in the current Outline Business Case is £30.2m capital (including fees) which was approved by the Department of Finance (DoF) in 2016. An open procurement process will apply (we will be advised by Central Procurement Directorate in relation to taking this forward) for the design and construction of the building. The project will also be subject to the rigour of the Northern Ireland Civil Service Gateway Review processes at critical periods in its lifetime. This will ensure, for example, that the project has a business justification, an appropriate delivery strategy and that the decision to invest in the project has been fully considered. It will also go through all of the required planning processes as required by Belfast City Council including any required public consultations as part of that process. A full Post Project Evaluation will be completed where delivery of all of the monetary and non-monetary benefits will be thoroughly evaluated. |

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| * Aims and objectives of the policy / decision to be screened:-

To provide a suite of modern laboratory facilities and staff accommodation for AFBI VSD by March 2023. 1. To provide approximately 7,000m2 of purpose designed laboratory, ancillary and administrative space compliant with all current building, health and safety (including Advisory Committee for Dangerous Pathogens (ACDP) guidelines), bio-containment (including Specified Pathogens Order (SAPO) requirements, and waste management regulations (as measured by external inspection regimes).
2. To provide a suite of facilities which supports and maintains current ISO accreditation levels whilst providing a platform to enable any necessary expansion of the existing portfolio of accreditation for surveillance, research and development work at VSD Stormont (as measured by the successful inspection regimes of the ISO to current and future standards e.g. ISO 17025 and ISO 9001).
3. To provide accommodation for circa 175 multi-disciplined staff which draws upon the principles of the current Northern Ireland Civil Service office accommodation standards as a means of creating a modern, flexible working environment, which supports service delivery.
4. To provide accommodation and a working environment for staff and which is safe for both staff (and customers) in full compliance with Health and Safety at Work (NI Order), and is compliant with the Disability Discrimination legislation and other statutory requirements including the ‘Achieving Excellence in Construction’ & BREEAM initiative.
5. Additionally, as far as is practicable, the new build will incorporate good practice in terms of inclusivity and equality in terms of design e.g. the Stonewall Trans Inclusive Policies and Benefits Guidance for employers, particularly in relation to premises and facilities.
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| **On whom will the policy / decision impact?**This main impact will be on the VSD staff members. 1. AFBI Staff at Stoney Road

The project will provide new accommodation for circa 175 multi-disciplined staff from VSD at the AFBI Stoney Road site. Their current accommodation was built in the 1960’s and there is wide recognition that this is now reaching a point where it is no longer fit for purpose. The vision for the building is to create a Centre of Excellence, providing AFBI VSD with state of the art, modern and fit-for purpose accommodation and laboratory research facilities that support AFBI in meeting present and future needs. Given their current accommodation, this new building will have a positive impact on VSD staff members. It will provide more up to date facilities and has an architectural vision of a modern building with natural daylight, intuitive way-finding and an open aspect to encourage collaboration across the various branches in VSD. It will of course meet all of the current health and safety standards. The building will not replace the VSD main building but it will be located very close to it on the same site, so there are no impacts on staff in terms of their current daily routines and a limited impact, in terms of disruption to staff when transferring across to the new building. Whilst the building will be designed to allow for some new thinking around sharing space more effectively, and through an ‘open-plan’ lay-out encourage greater synergies between and across branches within the Division, there are no significant planned changes to staff members’ roles and responsibilities as they currently stand. The high technology research and development, statutory, analytical and diagnostic functions which AFBI undertakes for DAERA, other government departments and commercial companies will continue. The project recognises that both communication and transition management plans are required, and whilst the first is in place, the second will be developed as the project progresses. It is intended that the existing accommodation will be demolished after staff have relocated to the new building. The accommodation will be based on the principles of the current NICS office accommodation standards as a means of creating a modern, flexible working environment, which supports service delivery. It will create a working environment which is safe for both staff and customers in full compliance with Health and Safety at Work (NI Order), and be compliant with the Disability Discrimination legislation and other statutory requirements including the ‘Achieving Excellence in Construction’ initiative and BREEAM excellence. The project has been raised with Trade Union Side (TUS) and we intend to continue communicating and working with them throughout the life of the project. 1. AFBI clients/service users

 Over 80% of AFBI VSD services are delivered directly for DAERA and the remaining elements of their work is with other commercial interests or public bodies e.g. companies, universities etc. For all, there will be no adverse impact given that VSD services will continue as is, and on the same site. Even during the building phase there will be minimum disruption to external ‘customers’ as the main building where VSD currently sits will continue in use and only when the new building is complete will staff decant across to it.A very small proportion of the VSD work programme is accessed by the wider public, that is, post-mortems of farm animals, from farmers, veterinary practices etc. This is a very small % of AFBI’s overall work programme and sits at about 3k carcasses per year. However, there is no intention to change how this service is currently delivered. Currently, diseased animals are transported to the AFBI site for post mortem analysis. There has already been a recognition that delivery of such carcasses to Belfast placed an additional burden on those living further away and so a mitigation was put in place which provided a second centre for delivery of these carcasses, to the AFBI Omagh site. This mitigation has been working well and there are no plans to lift it because of this project. To date we have not undertaken any substantial consultation with the wider public though a previous Minister (Michelle O’ Neill, MLA) was briefed on the proposal. The reality is that a key driver for this project is the deterioration of the current building and health and safety concerns for staff etc. Additionally, given that there will be no change or reduction to the services provided by AFBI VSD we are not envisaging that a significant public consultation will be required. It is unlikely that there will be any negative response to the proposed plans from the various farming unions and/or commercial interests. We will however be engaging with key industry stakeholders as appropriate going forward as part of our stakeholder engagement strategy and communications plan.1. Rural community and wider rural economy

The principle underpinning the project is that it will support AFBI in continuing to deliver services that will positively benefit the rural and broader Northern Ireland economy. A Rural Needs Impact Assessment has been completed which found that there is no detrimental impact on those living in rural areas. As per the Agricultural Census in Northern Ireland (2016) the total number of farm enterprises is 25k and the total agricultural labour force (including farmers, spouses, casual and seasonal workers) is 48.7k. All of these farms and their employees will indirectly benefit from the project given that it contributes to statutory surveillance and testing, research & development and animal health. However, the benefits will be felt beyond those directly involved in the farming industry as the work that AFBI carries out underpins the wider agri-food industry which contributes around £1.2 billion per annum in value added to the NI economy. Given that around 73% of the agri-food sector’s sales are to markets outside of Northern Ireland (and almost 30% is sold to markets outside of the UK) new flagship accommodation will send a positive signal to visiting foreign delegations about Northern Ireland’s commitment to high standards of food safety, as diseases and/or food contamination incidents can have very detrimental impacts on the sector. The project therefore will be of significant indirect benefit to the wider rural economy (as well as the overall NI economy) given that it will support the continuation of AFBI’s work programme and positively impact the success of farms, poultry factories, fish farms and the wider industry. 1. Householders in the vicinity of Stoney Road site

The Stoney Road site is adjacent to the Stormont estate which is the main neighbor to AFBI. There are also some houses and a farm nearby and a small new housing development is being considered close to the site. Central Procurement Directorate (DoF) has initiated preliminary discussions with planning section in Belfast City Council and all necessary public planning consultations will be undertaken as part of that process. Those living near the site will therefore have an opportunity to lodge any concerns and these will be addressed as appropriate through the planning application processes. The building will also be subject to all of the required environmental regulations, and meet all the required standards and legislation for a specialised building of this nature given the inclusion of scientific laboratories within it. However, as above, this proposal is not introducing any new work practices or changes to the programme of work currently delivered by VSD.  |
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| Are there linkages to other NI Departments / NDPBs? *Under the new Programme for Government there is an emphasis on shared responsibility between departments & this should be considered when answering this question.*The project board whilst being funded by DAERA has board membership made up of representatives from DAERA, AFBI (an NDPB) & DoF. Central Procurement Directorate within DoF will clearly have a significant role in terms of advising re the best and most appropriate ways of procuring the design and construction companies. The project will benefit the wider economy both through the procurement process and also by ensuring that AFBI VSD continues to deliver a high standard of scientific support to the wider agri-food industry.   |

Section B

**Available evidence**

The underpinning rationale for this project was a series of internal reports highlighting issues with the deterioration of the current building which VSD staff occupy. Following these reports, and given ongoing costs for repair and maintenance, an Outline Business Case was completed and approved by DoF in April 2016. It found that after examining monetary and non-monetary benefits and looking at a wide range of options that a new build was the best option for moving forward.

Given that, consultation with for example staff and/or post mortem suite users would be inappropriate – health and safety concerns along with the deterioration of the building requires DAERA to take action and as per the Outline Business Case approved by DoF take forward a new modern building on the site.

Other statistics referred to in this screening assessment were taken from;

(i) The Agricultural Census in Northern Ireland, *Results for June 2017* (DAERA) National Statistics

(ii) Farmers and Farm Families in Northern Ireland, The results of a Social Survey of Farmers and Farm Families conducted in 2001/02. (DAERA) National Statistics Publication

With regards to the latter publication which is based on information from some time ago, it should be noted that the farming population remains quite stable and therefore the data is unlikely to have changed substantially. Whilst new data is being compiled it is not available for use as yet.

In relation to the information on staff members, AFBI Human Resources Division have provided information on the various Section 75 categories, where they held such information. It should be noted that of the approximately 175 staff who will eventually potentially be housed in the new building only 157 are currently in post. VSD is currently carrying 22 vacancies – which accounts for the disparity in the numbers below. It is unlikely that if these posts were filled that it would significantly change the breakdown detailed below.

We have no data on those connected with Private Veterinary Practitioners. Whilst they would also send carcasses to AFBI for post mortem examination this is a small % of AFBI’s work programme. Additionally, given that these are private businesses, that the post mortem service is working well for them to date and no plans to change current arrangements under this proposal, we do not believe that they will be impacted by this proposal.

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| **Section 75 category**  | **Details of evidence or information and engagement** |
| **Religious belief**  | **AFBI Staff -** A breakdown of community background has been provided by AFBI Human Resources as follows:

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
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| --- | --- | --- |
| Community Background | Total | **%** |
| Neither Protestant nor Roman Catholic | 5 | 3.2 |
| Protestant | 93 | 59.2 |
| Residuaried Protestant | 4 | 2.5 |
| Roman Catholic | 51 | 32.5 |
| Not recorded |       4 | 2.5 |
| Grand Total | 157 |  |

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**Farmers –** we do not have a breakdown of religious belief in relation to farmers who use the AFBI VSD post-mortem service. |
| **Political opinion**  | **AFBI Staff –** Whilst we do not have specific information relating to political background/opinion as it is not recorded by AFBI Human Resources the community background information above suggests that the majority of staff are likely to come from a Unionist political background, 97 staff members (61.8%) and a minority from a Nationalist political background 51 staff members (32.5 %). **Farmers –** we do not have a breakdown of political opinion in relation to farmers who use the AFBI VSD post-mortem service.  |
| **Racial group**  | **AFBI Staff-** A breakdown of racial group has been provided by AFBI Human Resources as follows:

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
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|  |  |  |
| --- | --- | --- |
| Ethnic Origin | Total | **%** |
| Black African | 1 | 0.6 |
| White | 140 | 89.2 |
| Not recorded |     16 | 10.2 |
| Grand Total | 157 |  |

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**Farmers –** we do not have a breakdown of ethnic origin in relation to farmers who use the AFBI VSD post-mortem service, however given the overall population in Northern Ireland it is reasonable to presume that it is predominantly white. Additionally, the Social Survey 2001/02 indicates that the farming population is overwhelmingly white.  |
| **Age**  | **AFBI Staff-** Staff members’ age profile has been provided by AFBI Human Resources but given the number of staff for ease of reference these are being provided in age bands below as percentage figures.

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| Age Profile of AFBI Staff Summary as % bands Aged Under 26 : 0%Aged Between 26-34: 14%Aged Between 35-49 : 49%Aged Between 50-65: 33.8%Aged Over 65: 3.2% |

**Farmers –** The majority of farmers tend to sit in the 45+ bracket according to the Social Survey of Farmers with 21% being over 65.  |
| **Marital status**  | **AFBI Staff-** A breakdown of marital status has been provided by AFBI Human Resources as follows:

|  |  |  |
| --- | --- | --- |
| Marital Status | Total | **%** |
| Civil Partnership | 2 | 1.3 |
| Divorced | 6 | 3.8 |
| Married | 67 | 42.7 |
| Single | 54 | 34.4 |
| Surviving Partner, from Civil Partnership | 1 | 0.6 |
| Unknown | 2 | 1.2 |
| Not Recorded | 25 | 15.9 |
| Grand Total | 157 |  |

**Farmers –** According to the Social Survey of Farmers 2001/02 the majority are married 73%.  |
| **Sexual orientation** | **AFBI staff-** A breakdown of sexual orientation has been provided by AFBI Human Resources as follows:

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Sexual Orientation:

|  |  |  |
| --- | --- | --- |
| Sexual Orientation | Total | **%** |
| Different Sex | 18 | 11.5 |
| Not Recorded |   139 | 88.5 |
| Grand Total | 157 |  |

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**Farmers –** There is no data currently on the sexual orientation of farmers who use the VSD post-mortem service.  |
| **Men & women generally** | **AFBI staff-** A breakdown of gender has been provided by AFBI Human Resources as follows:

|  |  |  |
| --- | --- | --- |
| Gender | Total | **%** |
| Female | 67 | 42.7 |
| Male | 88 | 56.0 |
| Not Recorded |      2 | 1.3 |
| Grand Total | 157 |  |

**Farmers** – The vast majority of farmers are males as per the Agricultural Census June 2017 – 29,600 farmers in total and of those working full time 15.2k (male) 0.8 (female). Of those working part-time 12.1 (male) and 1.5 (female).  |
| **Disability** | **AFBI staff-** A breakdown in relation to disability been provided by AFBI Human Resources as follows:

|  |  |  |
| --- | --- | --- |
| Disability | Total | **%** |
| No | 51 | 32.5 |
| Yes | 6 | 3.8 |
| Not recorded | 100 | 63.7 |
| Grand Total | 157 |  |

**Farmers –** We do not have a breakdown of disability in relation to farmers who use the AFBI VSD post-mortem service. However, the social survey 2001/02 does indicate that some 27% of farmers do suffer from a long-standing illness or disability.  |
| **Dependents** | **AFBI staff**- A breakdown in relation to dependents has been provided by AFBI Human Resources as follows:

|  |  |  |
| --- | --- | --- |
| Dependents | Total | **%** |
| No | 11 | 7.0 |
| Yes | 6 | 3.8 |
| Not recorded | 140 | 89.1 |
| Grand Total | 157 |  |

**Farmers –** The social survey 2001/02 indicates that three-quarters of households supported by family farms included one or more dependent: 39% with children under 16 or 16-18 in full time education, 14% with a member claiming disability related benefit, 32% with a member aged 65 or over, and 73% with any of the above.  |

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| **No evidence held? Outline how you will obtain it:** *If you do not know you must seek advice from the project manager prior to completing this document.*It has been assessed that sufficient evidence has been gathered even though there are some gaps particularly given that this project will see no change to the policy and/or services that AFBI VSD undertake for DAERA and the wider agri-food sector.  |

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

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| --- | --- | --- |
| **Section 75 category**  | **Details of likely impact** | **Level of impact? Minor/Major/None** |
| **Religious belief** | **AFBI Staff** – the place of work of the existing 157 AFBI VSD staff will not change significantly. They will simply be relocated to a new building on the same site. The new building will address the deficiencies in their current accommodation and provide fit for purpose facilities. The current location of AFBI VSD does not appear to be inaccessible to staff based on whether they are catholic or protestant, given the split set out in section B. **Farmers –** Likewise there areno planned changes to the post-mortem service (the only element which is public facing) and it will continue to be provided from two locations, Belfast and Omagh.  | None |
| **Political opinion**  | We do not have specific information relating to the political background/opinion of VSD staff members as it is not recorded by AFBI Human Resources. However, community background information suggests that the majority of staff are likely to come from a Unionist political background with a minority from a Nationalist political background. However, this new building will have no impact on either grouping as there are no changes planned to their overall roles and responsibilities because of this project. We do not have information on political opinion of AFBI Staff or farmers using the VSD post-mortem service.Farmers – As above, no change to services provided.  | None |
| **Racial group**  | **AFBI staff –** a new building in the same location is unlikely to have the capacity to impact a person based on their racial group. **Farmers** – As above, no planned changes in services.  | None |
| **Age** | **AFBI staff -** staff members span a range of age brackets and all are currently able to access the building with no issue. The new building will not change this position in any way. **Farmers –** The breakdown of ages in the farming community suggests that significant numbers are older. Good accessibility to services is key for all ages. The new post mortem suite will be built to current high standards re accessibility and given that there are no planned changes to the service and it will continue to be provided from two locations, Belfast and Omagh we do not believe that there will be any age related impacts.  | NoneNone |
| **Marital status**  | **AFBI staff –** a new building in the same location is unlikely to have the capacity to impact a member of staff based on their marital status.**Farmers -** The majority of farmers are married but we do not believe this project will have any impact, regardless of marital status. As above current service will be maintained in both Belfast and Omagh.  | NoneNone |
| **Sexual orientation** | AFBI staff – A new building in the same location is unlikely to have the capacity to impact a member of staff based on their sexual orientation. Additionally, our Strategic Design Brief refers those applying to design and/or construct the building of the need to ensure that they follow currently published good practice, as far as is practicable, in relation to gender issues where it exceeds statutory requirements; e.g. the Stonewall Trans Inclusive Policies and Benefits Guidance for employers, particularly in relation to premises and facilities. **Farmers.** While we do not have a breakdown of sexual orientation within the farming community, it is not felt that access to post mortem services is likely to have an impact on a person based on their sexual orientation. There is no change to existing post mortem services in any case.  | NoneNone |
| **Men and women generally**  | **AFBI staff –** The building will be compliant with all statutory and NICS requirements and follow good practice as far as is practicable in relation to inclusivity and equality in terms of design e.g. the Stonewall Trans Inclusive Policies and Benefits Guidance for employers for the provision of toilets etc. **Farmers –** As above given that there are no planned changes to the current service we do not believe that this proposal will have any impact on either men or women.  | NoneNone |
| **Disability** | **AFBI staff -** 100/157 AFBI staff have not recorded whether or not they have a disability. It may be reasonable to assume that those who do have a disability will have recorded it (6 have) to ensure access to any reasonable adjustments they may require to enable them to complete their work. In any case, the new building will be built to the very latest standards and compliant with Disability Discrimination legislation.**Farmers -** We do not have a breakdown of disability in relation to farmers using the AFBI VSD post mortem service. There is no change to existing post mortem services in any case in that they will continue to accessible at 2 locations – Omagh and Belfast.  | NoneNone |
| **Dependents**  | **AFBI Staff -** 140/157 AFBI staff have not recorded whether or not they have dependents. A new building in the same location is unlikely to have the capacity to impact a member of staff based on whether or not they have dependents (11 have) given that they will continue to work on the same site and in the same roles.**Farmers –** Again, given that there is no change to existing post mortem services we do not believe that there will be any impact on farmers with dependents because of this proposal.  | NoneNone |

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

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| **Section 75 category**  | **If Yes, provide details**  | **If No, provide reasons** |
| **Religious belief** |  | The project will deliver a new building but as there are no changes to services it will not create better equality of opportunity.  |
| **Political opinion**  |  | As above |
| **Racial group**  |  | As above |
| **Age** |  | As above |
| **Marital status** |  | As above |
| **Sexual orientation** |  | As above |
| **Men and women generally**  |  | As above |
| **Disability** |  | As above |
| **Dependants** |  | As above  |

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

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| --- | --- | --- |
| **Good relations category**  | **Likely impact?**  | **Level of impact? Minor/Major/None**  |
| **Religious belief** | No change | None |
| **Political opinion**  | No change | None |
| **Racial group** | No change | None |

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

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| --- | --- | --- |
| **Good relations category** | **If Yes, provide details**  | **If No, provide reasons** |
| **Religious belief** |  | Given that there are no planned changes to policies/services it is unlikely that this new building will better promote good relations between people.  |
| **Political opinion**  |  | As above. |
| **Racial group**  |  | As above.  |

Section C

DAERA also has legislative obligations to meet under the Disability Discrimination Order and Human Rights Act Questions 5 -9 relate to these two areas.

Consideration of Disability Duties

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

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| **Explain your assessment in full** All NICS buildings are DDA compliant and accessible to those with disabilities, including the current VSD main building which is being replaced. However, given that it was built in the 1960’s the structure and fabric of the building means that that facilities are basic and whilst accessible to those with disabilities not necessarily very inviting for staff generally. The new flagship building therefore will provide accommodation and a working environment for staff which is not only safe for both staff (and customers) in full compliance with Health and Safety at Work (NI Order), and compliant with Disability Discrimination legislation/regulations and other statutory requirements including the ‘Achieving Excellence in Construction’ & BREEAM initiative, but also provide a more welcoming and modern environment. Additionally, as far as is practicable, the new build will incorporate good practice in terms of inclusivity and equality in terms of design e.g. for example the Stonewall Trans Inclusive Policies and Benefits Guidance for employers, particularly in relation to premises and facilities. Whilst this may not directly provide better opportunities for those with a disability or promote greater opportunities for them it will ensure that their needs will be fully met both now and in the future in a welcoming and inclusive facility.  |

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| 6. Does this proposed policy or decision provide an opportunity to actively **increase the participation** by disabled people in public life? **Explain your assessment in full** The new building will be compliant with the very latest standards and compliant with the Disability Discrimination legislation but the project in and of itself is unlikely to increase the participation by disabled people in public life.  |

Consideration of Human Rights

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

Consideration of Human Rights (cont)

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

None identified for this policy/project.  |

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| 9. **Please indicate any ways which you consider the policy positively promotes human rights** None identified for this policy/project but we adhere to all relevant human rights legislation within the UK. |
|  |

**Monitoring Arrangements**

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.*

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**  |  **Good Relations** | **Disability Duties** |
| Monitoring will be put in place to see the impact of the project on staff and customers one year after the building is fit for use and will examine Staff data to see impact on Section 75 GroupsStaff data to see any impact on those with a disabilityMonitoring of any customer complaints to see if there is any negative impact on public customers using the facility.  |

Section D – Summary Sheet

Formal Record of Screening Decision

|  |
| --- |
| **Title of Proposed Policy / Decision being screened** Animal Health Sciences Building Project – New Build, Stoney Road, Belfast |

I can confirm that the proposed policy / decision has been screened for –

|  |  |
| --- | --- |
|  [x]  | equality of opportunity and good relations |
| [x]  | disabilities duties; and |
| [x]  | human rights issues |

On the basis of the answers to the screening questions, I recommend that this policy / decision is –

\***place an X in the appropriate box below**

|  |  |
| --- | --- |
| [ ]  | \***Screened In** – Necessary to conduct a full EQIA |

|  |  |
| --- | --- |
| [x]  | \***Screened Out** – No EQIA necessary (no impacts)Provide a brief note here to explain how this decision was reached:* This project is the delivery of a new building for AFBI Veterinary Science Division with both general accommodation and scientific laboratories. It will replace their current building which is falling into disrepair, creating a brand new flagship building for staff members, which will support AFBI and DAERA in continuing to meet the Agri-food industry’s requirements.
* As the building will be on the same site there are no impacts on staff members in terms of relocation and this new building will provide modern, high quality accommodation for them which will meet all current health and safety, disability discrimination legislation etc.
* There are no planned changes to the services that AFBI currently carries out for DAERA or its wider commercial clientele which form the bulk of its overall work programme so the project will not impact its current customers.
* The AFBI site is accessed by the general public (farmers/private veterinary practitioners) for post mortems on animals. This is a very small % of AFBI’s overall work programme and the service currently provided will not be affected or changed in any way as the post mortem facilities will still be fully available to those who require them on the Stoney Road site. Additionally, there are no plans to close the current Omagh site (where post mortems can also be delivered), and which was established as a mitigation for those who live further from Belfast.
* We have considered the implications of this new building on all of the Section 75 groups and we do not believe that it will have any negative impact on their equality of opportunity and that is why we do not believe it is necessary to complete a full EQIA.
 |

|  |  |
| --- | --- |
| [ ]  | \* **Screened Out -** Mitigating Actions (minor impacts)Provide a brief note here to explain how this decision was reached: * Describe clearly the mitigating actions and / or policy changes that will now be introduced
* Explain how these actions will address the inequalities:
 |

**DAERA Equality** and **Human Rights**

# 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 –

|  |  |
| --- | --- |
| [x]  | I have explained any technical issues in plain English (easily understood by a 12 year old) |
| [x]  | I have added evidence and explained my assessments in full |
| [x]  | I have provided a brief note to justify my decision to ‘Screen In’ or ‘Screen Out’ |
| [x]  | 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  |

**Formal Record of Screening Decision** (cont.)

***Have you issued this document to Equality Unit prior to obtaining Grade 3 signature?***

Yes. Equality Unit has indicated that they are content with it.

|  |
| --- |
| **Screening assessment completed by (Staff Officer level or above) -** |
| Name: | Grade: 7 |
| Janet Uhlemann | Date: 13th July 2018 |
| Branch: **Science Transformation Programme** |

|  |
| --- |
| Signature: cid:image001.png@01D04C29.B53C6A70 |

|  |
| --- |
| **Screening decision approved by (must be Grade 3 or above) -** |
| Name: Colin Lewis | Grade: 3 |
| cid:image001.png@01D3A019.483F9770 | Date: 16 August 2018 |
| Branch: Head of Corporate Services Group       |

|  |
| --- |
| Signature: please insert a scanned image of your signature below |

Please save the final signed version of the completed screening form in the HPRM container below as soon as possible after completion and forward the HPRM link to Equality Branch at equalitybranch@daera-ni.gov.uk. 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

Old Library Building
County Hall
Coleraine
BT51 3HS

Email: equalitybranch@daera-ni.gov.uk

Tel: 028 7034 1253

**November 2017**



**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. ECNI ‘Section 75 of the NI Act 1998: A Guide for Public Authorities’ April 2010. [www.equalityni.org](http://www.equalityni.org) [↑](#footnote-ref-1)
2. Should be easily understood by a 12 year old. [↑](#footnote-ref-2)