

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

Screening Template

Agri-Food Co-operation Scheme – Sectoral Limits and Selection Criteria

September 2018



**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 first. To find out about the training needed, contact - [equalitybranch@dardni.gov.uk](mailto:equalitybranch@dardni.gov.uk). All screening exercises must be supported by evidence and 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.

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

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| --- |
| Title of decision to be screened:- Application of sectoral limits and selection criteria to applications to the Agri-Food Co-operation Scheme (AFCS) |

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| --- |
| Brief description of decision to be screened:-  The AFCS aims to support micro operators in organising joint work processes and sharing facilities and resources to develop new products, technologies or processes. The collaborative nature of the scheme will encourage members of the group to work together to develop short supply chains and local markets. |

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| Aims and objectives of the decision to be screened:-  The aim of this decision is to ensure that applicants applying for the AFCS are representative of the general population and that consideration has been given to equality of opportunity for people within Section 75 categories.  As this scheme is open and inclusive to everyone, it is unlikely that there will be any adverse impacts on human rights. |

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| **On whom will the decision impact?**  Consider the internal and external impacts (both actual or potential)  Staff - Countryside Services Limited will deliver the scheme.  **X**    **X**  service users – Farm business owners/SMEs (small medium enterprises) are the main beneficiaries of the scheme  rural community  other public sector organisations  voluntary / community groups / trade unions  others, please specify – The scheme aims to create more efficient co-operation among small operators and therefore will have a positive impact on the agri-food supply chain sector  **X** |

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| Are there linkages to other NI Departments / NDPBs?  The decision will positively impact on the practices and financial outputs of small businesses in Northern Ireland in terms of the environment and food quality and as such there are linkages to NIEA and DfE. |

Section B

* **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?**

| Section 75 category | Details of likely impact | Level of impact? Minor/Major/None |
| --- | --- | --- |
| Religious belief | It is anticipated that participation will reflect the religious beliefs across the NI farming/rural community of 52% Protestant and 48% Catholic. | None |
| Political opinion | In general political belief mirrors religious opinion as above. | None |
| Racial group | The 2011 Census of Northern Ireland (most recent) 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 2001/02Social Survey of Farmers and Farm Families across Northern Ireland (most recent) outlined that the farming population was overwhelmingly white and that there was no difference in racial group by type or size of farm. We therefore consider that there is no evidence to suggest there would be a negative differential impact on the equality of opportunity of applicants in different racial groups. | None |
| Age | Under this scheme, it is necessary for the lead applicant to have a Farm Business ID number. The NIRDP Equality Impact Assessment found that within Northern Ireland 17% of the population is aged over 65, whereas among famers (based on the EU Farm Structure survey data i.e. which takes into account one designated principal occupier[[2]](#footnote-2)) the proportion is 27%. Among Famers only 1% are under 25 compared to 18% of the population of Northern Ireland and 17% in rural areas. This shows the tendency for farmers to belong to an older demographic. However, there are likely to be other members of the group who are not farmers, therefore this should help mitigate any possible inequalities. | None |
| Marital status | 47.5% of people over 16 in Northern Ireland are currently married (2011 Census) with a further 36.1% classed as single (never been married) and the remaining 16.4% separated, divorced or widowed. Within the rural communities of Northern Ireland a higher proportion of people are married at 57% and within the farming context this is even higher with 68% of adults married.  We consider that there is no evidence to suggest there would be a negative differential impact on the equality of opportunity of applicants in relation to their marital status. | None |
| Sexual orientation | The profile of current beneficiaries of the NIRDP 2007-2013[[3]](#footnote-3) (based only on those who returned S75 monitoring forms) indicates that 95% are heterosexual compared with 98% of those who responded to the question on sexual orientation in the 2010 Northern Ireland Life and Times survey.  There is no evidence to suggest there would be a negative differential impact on the equality of opportunity of applicants in relation to their sexual orientation. | None |
| Men and women generally | The farming industry in Northern Ireland tends to be dominated by males (in terms of farm ownership / Business ID holder) as does business ownership in Northern Ireland, so it is possible that there will be a positive differential impact for men in this scheme. | Minor |
| Disability | In Northern Ireland it is estimated that 22% of the population have some form of disability; amongst farmers this figure is slightly higher, with 26% reporting they suffer from some form of disability.  The DAERA Inequalities Audit Action Plan proposes several actions to “Improve Representation (disability, race, age) on NDPBs and associated bodies”. Another Action aims to address the “Low take up for RDP funding” by using “Pro-active activities to target disabled people and other under-represented groups to encourage RDP funding applications.” It is hoped that this action will:   * Increase the profile of the RDP for disabled people; * Increase the number of applications received from disabled people; * Increase the number of successful projects specifically benefitting disabled people.   The scheme will be open and inclusive to all groups with a lead applicant who has a Business ID, therefore ensuring equality of opportunity for all Section 75 Groups, including disability. There is no evidence to suggest that there would be a negative differential impact on the equality of opportunity of applicants in relation to their disability. Groups will be asked to take account of the disability issues of participants, especially in hosting a visit. | None |
| Dependants | Households within the NI rural areas are more likely to have one or more dependent children than in Northern Ireland as a whole but it is unlikely that lack of childcare provision / respite care would be a barrier to involvement with this scheme. | None |

**2. 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** | . | No. This is a technical scheme with the main purpose of supporting small groups in the development of new processes, products and technologies. |
| **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** | Scheme participants who confirm they have a disability will have the opportunity to discuss their issues and gain additional support. Selection of venues for group meeting will take account of the physical requirements of scheme participants. |  |
| **Dependants** | Locally based meetings will mean that the time away from home will be minimised facilitating elder and child care. . |  |

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?**

|  |  |  |
| --- | --- | --- |
| **Good relations category** | **Likely impact?** | **Level of impact? Minor/Major/None** |
| **Religious belief** | The scheme will result in the creation of up to 60 groups of mixed religion meeting to develop a business case for their business idea. This is likely to improve trust and good relations between group members. | Minor |
| **Political opinion** | As above for religious belief. | Minor |
| **Racial group** | There is likely to be no impact as almost all applicants and participants will be from the same racial group. | None |

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

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| --- | --- | --- |
| **Good relations category** | **If Yes, provide details** | **If No, provide reasons** |
| Religious belief | With the scheme being potentially a six year programme, it is reasonable to assume good relations will be sustained out with and beyond the scheme both socially and from a business perspective. |  |
| Political opinion | As above |  |
| Racial group |  | The 2001/02Social Survey of Farmers and Farm Families across Northern Ireland (most recent) outlined that the farming population was overwhelmingly white and that there was no difference in racial group by type or size of farm. |

**Available evidence**

What evidence / information (both qualitative and quantitative) have you gathered to inform this policy? Set out all evidence below along with details of the different groups you have met and / or consulted with to help inform your screening assessment.

|  |  |
| --- | --- |
| **Section 75 category** | **Details of evidence / information and engagement** |
| Religious belief | Quantitative data from the Statistical Review of Northern Ireland Agriculture 2014 was used to calculate the sectoral limits for this decision.  Equality Impact Assessment of the 2014-2020 Rural Development Programme.  2011 Census of Northern Ireland |
| Political opinion | Equality Impact Assessment of the 2014-2020 Rural Development Programme.  2011 Census of Northern Ireland |
| Racial group | The 2001/02Social Survey of Farmers and Farm Families across Northern Ireland  Equality Impact Assessment of the 2014-2020 Rural Development Programme.  2011 Census of Northern Ireland |
| Age | The 2001/02Social Survey of Farmers and Farm Families across Northern Ireland.  Equality Impact Assessment of the 2014-2020 Rural Development Programme.  2011 Census of Northern Ireland |
| Marital status | Equality Impact Assessment of the 2014-2020 Rural Development Programme.  2011 Census of Northern Ireland |
| Sexual orientation | Equality Impact Assessment of the 2014-2020 Rural Development Programme.  2011 Census of Northern Ireland |
| Men & women generally | The 2001/02Social Survey of Farmers and Farm Families across Northern Ireland  Equality Impact Assessment of the 2014-2020 Rural Development Programme.  2011 Census of Northern Ireland |
| Disability | The 2001/02Social Survey of Farmers and Farm Families across Northern Ireland  Equality Impact Assessment of the 2014-2020 Rural Development Programme.  2011 Census of Northern Ireland |
| Dependants | The 2001/02Social Survey of Farmers and Farm Families across Northern Ireland  Equality Impact Assessment of the 2014-2020 Rural Development Programme.  2011 Census of Northern Ireland |

|  |
| --- |
| **No evidence held? Outline how you will obtain it:** |

Section C

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

Consideration of Disability Duties

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

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| **Explain your assessment in full**  No, but the co-operative nature of this Scheme will create opportunities for participants to present their views and experience. The latter will equally be valued irrespective of disability. |

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

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| There are no opportunities for roles within 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 / decision may have in relation to human rights issues.

|  |  |  |
| --- | --- | --- |
| 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 1 Article 1** |  |
| Right to education | **Protocol 1 Article 2** |  |
| Right to free and secret elections | **Protocol 1 Article 3** |  |

Consideration of Human Rights (cont)

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| 8. **Please explain any adverse impacts on human rights that you have identified**  None identified |

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| 9. **Please indicate any ways which you consider the policy positively promotes human rights**  None identified |

**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.

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

|  |  |  |
| --- | --- | --- |
| **Equality** | **Good Relations** | **Disability Duties** |
| Successful applicants will be asked to complete a Section 75 Monitoring Form which will allow full equality monitoring. | Evaluation of good relations will be undertaken as part of the interim and post project evaluation under non-monetary benefits. | Data on applicants’ disabilities and the adjustments made to allow scheme participation will be recorded. |

Section D

Formal Record of Screening Decision

|  |
| --- |
| **Title of Proposed Policy / Decision being screened**  Sectoral Limits and Selection Criteria to be applied to participation in Agri-Food Co-operation Scheme |

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

|  |  |
| --- | --- |
|  | equality of opportunity and good relations |
|  | disabilities duties; and |
|  | 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 |

|  |  |
| --- | --- |
|  | \***Screened Out** – No EQIA necessary (no impacts) |

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|  | \* **Screened Out -** Mitigating Actions (minor impacts)   * This scheme offers the opportunity for expansion of group members, and will therefore create opportunities for female participation. |

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

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| --- | --- |
| **Screening assessment completed by (Staff Officer level or above) -** | |
| Name: Sharon Cabecinha | Grade: DP |
| Branch: Agri-Food Programme Management Branch | Date: 11/06/18 |
|  | |

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

|  |  |
| --- | --- |
| **Screening decision approved by (must be Grade 3 or above) -** | |
| Name: | Grade: 3 |
|  | Date: 18/09/2018 |
| Branch: Food and Farming Group | |

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

Please save the final version of the completed screening form in the TRIM container below as soon as possible after completion and forward the TRIM link to Equality Branch at [equalitybranch@daerani.gov.uk](mailto:equalitybranch@daerani.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, go to - <http://daerantranet/coord_intranet/EqualityBranch/index.shtml>

Or contact –

DAERA Equality Branch

Room 509

Dundonald House

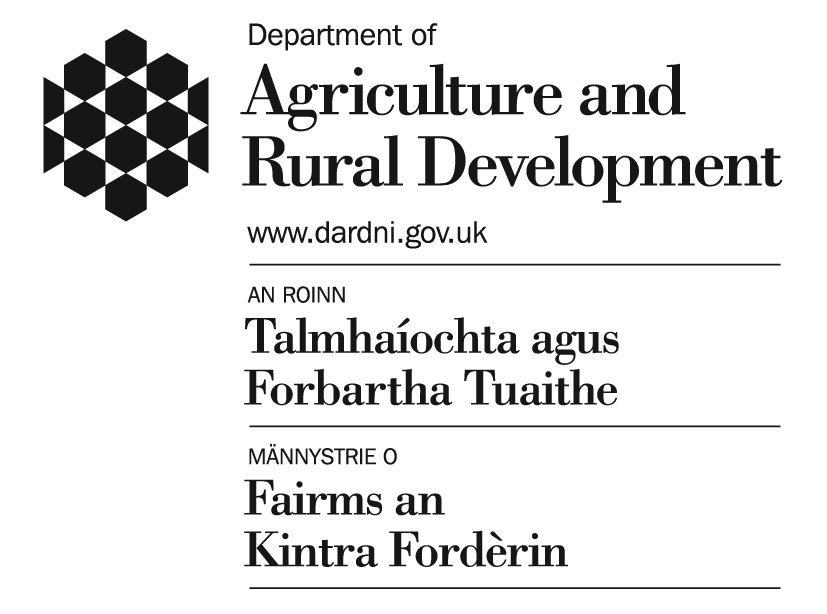
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[equalitybranch@dardni.gov.uk](mailto:equalitybranch@dardni.gov.uk).



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. The EU Farm Structure Survey records the numbers of persons working on farms at any time during the preceding year, whereas, the (agricultural) census refers to a single date; it requires that, except for limited companies and institutions, one person is designated as the principal occupier whereas in the (agricultural) census there may be several “farmers and partners”; and the total labour force counted in the Structure Survey excludes hired workers who are employed on a casual basis whereas in the census they are recorded if they are working on the holding on the census date. [↑](#footnote-ref-2)
3. Note: NISRA state that it is very difficult to assess whether the profile of the applicants who return forms is similar or dissimilar to applicants overall. There is no evidence to suggest that some individuals or groups would be more or less likely to return these forms than their counterparts. Care should be taken in the interpretation of the resulting data as the ‘sample’ is essentially self-selecting. [↑](#footnote-ref-3)