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

**Equality and Human Rights**

**Screening Template**



**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 - [equalitydiversitypublicappointments@daera-ni.gov.uk](mailto:equalitydiversitypublicappointments@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

|  |
| --- |
| Title of policy / decision to be screened:-  Consultation on the proposal to introduce a Protein Crops Payment Pilot Scheme |

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| Brief description of policy / decision to be screened:-  This consultation will seeks views on the proposal to introduce a Protein Crops Payment Pilot Scheme from 1 January 2021.  Protein crop production (peas, beans and sweet lupins) has traditionally been very limited in Northern Ireland. These crops are grown primarily to provide a break in cereal crop rotations which can have the effect of reducing soil borne cereal disease burdens and increasing soil nitrogen levels.  Northern Ireland is currently almost totally dependent on imported soya and other proteins in animal feed manufacture. In 2019, the use of soya alone in feedstuffs manufacture was 369,000 tonnes and adding other high protein animal feeds would bring the total to well over half a million tonnes. A Protein Crop Payment is proposed to be introduced in the context of Northern Ireland’s continued dependence on imported plant protein and will also encourage best practice in crop rotation, pest management and crop diversity.  Funding for coupled support schemes would normally require a scaling back of the direct payments budget. However, the amounts needed for protein crops (at least initially) are likely to be modest and no scaleback of Basic Payment Scheme (BPS) entitlement values is envisaged as there is normally a small underspend from which the funding could be drawn. |

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| Aims and objectives of the policy / decision to be screened:-  The objective is to introduce a stand-alone protein crops payment pilot scheme from 2021. Eligible crops are peas, beans and sweet lupins. The maximum total eligible area for payment will be 1000 hectares and the payment rate will be £330/ha. |

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| **On whom will the policy / decision impact?**  Consider the internal and external impacts (both actual or potential)  Staff    X Service users - Any change will impact on claimants of the payment scheme  X Rural community - applicants are largely resident in rural areas.  other public sector organisations  voluntary / community groups / trade unions  others, please specify |

|  |
| --- |
| 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.*  There are no linkages to other NI Departments/NDPBs. |

Section B

**Available evidence**

What evidence or 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 or information and engagement** |
| **Religious belief** | The DAERA Farm Equality Indicators Report 2018 states that 52% of farms in Northern Ireland were farmed by a member of the Protestant community and 42% by a member of the Catholic community. Whilst the growing of protein crops may be best suited to arable farms, these represent only 1% of all farms of which 16% are farmed by a member of the Catholic community and 79% are farmed by a member of the Protestant community. |
| **Political opinion** | The DAERA Farmer Equality Indicators Report 2018 document states that national identity is a reasonable proxy indicator for the Unionist/Nationalist divide. 44% of farmers have reported their identity as British only, 26% as Irish only and 23% as Northern Irish only. Whilst protein crops may be best suited to arable farms, these represent 1% of all farms of which 57% of farmers have reported their identity as British only, 12% as Irish only and 17% as Northern Irish only. |
| **Racial group** | The 2011 census indicates that 99% of the rural population are white and it, therefore, stands to reason that the farming population would follow a similar pattern. A small number of migrant workers are also employed within the farming industry. |
| **Age** | The DAERA Farm Equality Indicators Report 2018 showed that 36% of farmers are 65 years and over with 8% under forty years of age. A similar profile exists on arable farms as compared to farms overall. |
| **Marital status** | The DAERA Farm Equality Indicators 2018 data showed that around 73% of all farmers are married and living with a wife/husband. On arable farms, 77% of farmers are married. |
| **Sexual orientation** | There is no data held on the number of lesbian, gay or bisexual persons in NI as no national census has ever asked people to define their sexuality. Information provided by sexual orientation groups in response to pre-consultation on the NIRDP 2007-2013 suggest a figure of 10% of the population being lesbian, gay or bisexual (LGB) and is generally accepted as a reasonable estimate. |
| **Men & women generally** | The DAERA Farm Equality Indicators 2018 data showed that 91% of farmers in Northern Ireland are males. Farm Structure Survey data revealed that female workers accounted for 24% of the total workforce and 5% of farms were managed by women. The Survey showed that, where a farmer has a spouse, 16% of those spouses contributed to the work on the farm. Research has further shown that up to 50% of women (on farms) work off the farm and in many cases, the primary motivation is to provide supplemental income to farm income. |
| **Disability** | The DAERA Farmer Equality Indicators 2018 data indicated, that while a high proportion of farmers (30%) suffered from a disability limiting their day to day activities, there was also a difference by farm type with 9% of arable farms reporting a disability that limited their day to day activities compared with 77% who indicated that a disability did not limit their day to day activities. |
| **Dependants** | The most recent data from the 2018 DAERA Farmer Equality Indicators report revealed that almost 40% of households supported by family farms included one or more dependents. On arable farms, 30% of farmers had one or more dependent. |

|  |
| --- |
| **No evidence held? Outline how you will obtain it:**  This proposed consultation exercise will seek views on the proposed scheme, and seek evidence and comments on any aspect of equality that stakeholders wish to raise. |

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?**

|  |  |  |
| --- | --- | --- |
| **Section 75 category** | **Details of likely impact** | **Level of impact? Minor/Major/None** |
| **Religious belief** | It is envisaged that the number of beneficiaries from this scheme will be small and although these are more likely to come from the Protestant community, at a population level, there is likely to be no discernable impact and no one will be significantly disadvantaged. | None |
| **Political opinion** | It is envisaged that the number of beneficiaries from this scheme will be small and although these are more likely to come from the Unionist community, at a population level there is likely to be no discernable impact and no one will be significantly disadvantaged. | None |
| **Racial group** | Category should not be affected | None |
| **Age** | Any aggregate effect is so small that the category should not be affected | None |
| **Marital status** | Any aggregate effect is so small that the category should not be affected | None |
| **Sexual orientation** | Category should not be affected | None |
| **Men and women generally** | Historically farming is a male dominated occupation and it follows that the proposal is more likely to impact on more males than females, however the Department considers that the policy proposal under consideration will not have a differential impact based on the gender composition of the farming population. | None |
| **Disability** | It is envisaged that the number of beneficiaries from this scheme will be small and although arable farmers are less likely to have a disability, at a farm population level, any differential effect is likely to be negligible. | None |
| **Dependants** | It is envisaged that the number of beneficiaries from this scheme will be small and although arable farmers are less likely to have a dependent, at a farm population level, any differential effect is likely to be negligible.  Category should not be affected | None |

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

|  |  |  |
| --- | --- | --- |
| **Section 75 category** | **If Yes, provide details** | **If No, provide reasons** |
| **Religious belief** |  | There is no facility in the policy proposal to better promote 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!***

|  |  |  |
| --- | --- | --- |
| **Good relations category** | **Likely impact?** | **Level of impact? Minor/Major/None** |
| **Religious belief** | None | None |
| **Political opinion** | None | None |
| **Racial group** | None | None |

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

|  |  |  |
| --- | --- | --- |
| **Good relations category** | **If Yes, provide details** | **If No, provide reasons** |
| **Religious belief** |  | There is no facility in the policy proposal to better promote good relations. |
| **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?

|  |
| --- |
| **Explain your assessment in full**  No.  There is no facility in the policy proposal to promote positive attitudes towards disabled people. |

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**  No.  There is no facility in the policy proposal to increase the participation of 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 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)

|  |  |
| --- | --- |
| 8. **Please explain any adverse impacts on human rights that you have identified**   |  | | --- | | No adverse impact identified. | |

|  |
| --- |
| 9. **Please indicate any ways which you consider the policy positively promotes human rights**  The policy does not create any opportunity to promote human rights. |

**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** |
| The consultation will issue to a range Section 75 groups. Comments from any of the Section 75 groups are welcome, especially if any group considers that it is significantly affected by the proposal. | None | None |

Section D – Summary Sheet

Formal Record of Screening Decision

|  |
| --- |
| **Title of Proposed Policy / Decision being screened**  **Consultation on the proposal to introduce a Protein Crops Payment Pilot Scheme** |

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)   |  | | --- | | At a population level there is no discernable impact on any of the Section 75 categories and no one will be significantly disadvantaged. The consultation will seek views on equality issues from stakeholders, and DAERA will continue to engage with industry stakeholder groups. | |

|  |  |
| --- | --- |
|  | \* **Screened Out -** Mitigating Actions (minor impacts) |

**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***

|  |  |
| --- | --- |
| **Screening assessment completed by (Staff Officer level or above) -** | |
| Name: Rosemary Agnew | Grade: 5 |
|  | Date: 14/12/2020 |
| Branch: Brexit Division | |

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

|  |  |
| --- | --- |
| **Screening decision approved by (must be Grade 3 or above) -** | |
| Name: Norman Fulton | Grade: 3 |
|  | Date: 14/12/2020 |
| Group: Food and Farming Group | |

|  |
| --- |
| Signature: please insert a scanned image of your signature below  cid:image002.jpg@01D315DE.B527E510 |

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 [equalitydiversitypublicappointments@daera-ni.gov.uk](mailto:equalitydiversitypublicappointments@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

Equality, Diversity & Public Appointments Branch

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LIMAVADY  
BT49 9HP

Email: [equalitydiversitypublicappointments@daera-ni.gov.uk](mailto:equalitydiversitypublicappointments@daera-ni.gov.uk)

Tel: 028 7744 2027

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)