**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 first. To find out about the training needed, contact - [equalitybranch@daera-ni.gov.uk](mailto:equalitybranch@daera-ni.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 policy / decision to be screened:-  Rural Business Development Grant Scheme |

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| Brief description of policy / decision to be screened:-  The Rural Business Development Grant Scheme will provide micro businesses in rural areas with a capital grant capped at £4,999, at a match funding rate of 50% from DAERA and 50% from participating businesses to enhance their sustainability and growth prospects. Funding of £682,000 would be provided under DAERA’s Tackling Rural Poverty and Social Isolation Programme budget. |

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| Aims and objectives of the policy / decision to be screened:-  The proposed aim and objective of the Rural Business Development Grant Scheme are:  **Aim:** The Scheme’s overarching aims are to support rural business development (sustainability and growth), contributing towards the TRPSI’s objectives of:   1. Alleviate financial poverty by enhancing entrepreneurship and growth 2. Alleviate financial poverty by supporting micro businesses in rural areas   **Objective:** The Scheme objectives are to achieve the following:   1. To provide at least 168 micro businesses in rural areas[[2]](#footnote-2), with a capital grant capped at £4,999, at a match funding rate of 50% from DAERA and 50% from participating businesses to assist with business recovery plans; 2. To support 70% of participating businesses in recovery or sustainability of their business following the COVID-19 pandemic; 3. To support 30% of participating businesses to grow and develop their business; 4. To have 50% of supported businesses maintaining or increasing staffing levels (from those recorded at the time of applying) 9 months following receipt of funding. 5. Evaluation completed on participating businesses to assess impact of the Scheme 12 months following letter of offer end dates.   **Target:** To provide at least 168 micro businesses in rural areas, with a capital grant capped at £4,999, at a match funding rate of 50% from DAERA and 50% from participating businesses to enhance their sustainability and growth prospects. |

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| **On whom will the policy / decision impact?**  Consider the internal and external impacts (both actual or potential)  Staff    service users  rural community  x  other public sector organisations  x  voluntary / community groups / trade unions  others, please specify |

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| Are there linkages to other NI Departments / NDPBs?  Although other organisations do not contribute financially to this particular Scheme, Rural Business Development Grant Scheme is supported by 11 local councils throughout Northern Ireland. DAERA has established strong partnership arrangements with these organisations. |

Section B

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 | Neutral – therefore considered to have no impact on the equality of opportunity as regards religious belief | None |
| Political opinion | Neutral – therefore considered to have no impact on the equality of opportunity as regards political opinion | None |
| Racial group | Neutral – therefore considered to have no impact on the equality of opportunity as regards racial group | None |
| Age | Neutral – therefore considered to have no impact on the equality of opportunity as regards age. | None |
| Marital status | Neutral – therefore considered to have no impact on the equality of opportunity as regards marital status | None |
| Sexual orientation | Neutral – therefore considered to have no impact on the equality of opportunity as regards sexual orientation | None |
| Men and women generally | Neutral – therefore considered to have no impact on the equality of opportunity as regards gender | None |
| Disability | Neutral – therefore considered to have no impact on the equality of opportunity as regards disability | None |
| Dependants | Neutral – therefore considered to have no impact on the equality of opportunity as regards dependants. | 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** |  | This Scheme is neutral as regards people of different religious belief and consequently there is no opportunity to promote equality of opportunity. |
| **Political opinion** |  | This Scheme is neutral as regards people of different religious belief and consequently there is no opportunity to promote equality of opportunity. |
| **Racial group** |  | This Scheme is neutral as regards people of different racial groups and consequently there is no opportunity to promote equality of opportunity. |
| **Age** |  | This Scheme is neutral as regards people of different age groups and consequently there is no opportunity to promote equality of opportunity. |
| **Marital status** |  | This Scheme is neutral as regards people of different marital status and consequently there is no opportunity to promote equality of opportunity. |
| **Sexual orientation** |  | This Scheme is neutral as regards people of different sexual orientation and consequently there is no opportunity to promote equality of opportunity. |
| **Men and women generally** | . | This Scheme is neutral as regards people of different gender and consequently there is no opportunity to promote equality of opportunity. |
| **Disability** |  | This Scheme is neutral as regards people of different gender and consequently there is no opportunity to promote for people within this group. |
| **Dependants** |  | This Scheme is neutral as regards people with dependants and consequently there is no opportunity to promote equality of opportunity. |

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 Rural Business Development GrantScheme is neutral as regards the impact on good relations between people of different religious belief, political opinion or racial group, so there is likely to be no impact. | None |
| **Political opinion** | As above | None |
| **Racial group** | As above | None |

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

|  |  |  |
| --- | --- | --- |
| **Good relations category** | **If Yes, provide details** | **If No, provide reasons** |
| Religious belief | No | There is no opportunity in the Rural Business Development GrantScheme to better promote good relations between people with different religious beliefs, political opinions or racial groups. |
| Political opinion | As above | As above |
| Racial group | As above | As above |

**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 | None |
| Political opinion | As above. |
| Racial group | As above. |
| Age | As above. |
| Marital status | As above. |
| Sexual orientation | As above. |
| Men & women generally | As above. |
| Disability | As above. |
| Dependants | As above. |

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| **No evidence held? Outline how you will obtain it:**  To add to the information already available, the proposed Scheme will incorporate Equality Monitoring. The data gathered will help to further inform the impact of Rural Business Development initiatives on Section 75 categories. |

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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| There is no opportunity in the Rural Business Development Grant Scheme to better promote positive attitudes between people with different religious beliefs, political opinions or racial groups |

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

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| --- |
| As above |

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**  No adverse impact identified |

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

**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** |
| S75 data monitoring of the Rural Business Development Grant Scheme will be carried out. |  |  |

Section D

Formal Record of Screening Decision

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| --- |
| **Title of Proposed Policy / Decision being screened**  Rural Business Development GrantScheme |

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)  Provide a brief note here to explain how this decision was reached:   * The screening exercise has established that it is unlikely for Section 75 categories to be adversely impacted on as a result of the Rural Business Development Grant Scheme. There is the potential to have a positive impact in terms of its impact on equality of opportunity and disability duties and as regards to Human Rights, this Scheme will have no differential impact. |

|  |  |
| --- | --- |
|  | \* **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: |

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

|  |  |
| --- | --- |
| **Screening assessment completed by (Staff Officer level or above) -** | |
| Name: Oliver McGale | Grade: SO |
|  | Date: 03/07/2020 |
| Branch: Rural Development West Branch | |

|  |  |
| --- | --- |
| **Screening decision approved by (must be Grade 3 or above) -** | |
| Name: FIONA McCANDLESS | Grade: 3 |
|  | Date: 19/11/2020 |
| Branch: RAFSET | |

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

Please save the final signed 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@daera-ni.gov.uk](mailto: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 Branch

Room 515

Dundonald House

Upper Newtownards Road

Belfast BT4 3SB

Telephone 028 9052 4435

Text Relay 18001 028 9052 4435

[equalitybranch@daera-ni.gov.uk](mailto:equalitybranch@daera-ni.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. Rural definition as per RDP [↑](#footnote-ref-2)