# Equality & Disability Duties Screening Template

# December 2023 version

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

Introduction

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

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

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

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

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

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

A screening flowchart is provided below.

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Policy Scoping

* + Policy
  + Available data

Screening Questions

* Apply screening questions
* Consider multiple identities

Screening Decision: None/Minor/Major

Mitigate

Publish Template

Re-consider screening

Publish Template

for information

Publish Template

EQIA

Monitor

**‘None’**

Screened out

**‘Major’**

Screened in for EQIA

**‘Minor’**

Screened out with mitigation

Concerns raised with evidence

Concerns raised with evidence re: screening decision

Part 1. Policy scoping

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

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

Information about the policy

**Name of the policy**

|  |
| --- |
| Generational Renewal – Farming for the Generations Pilot Scheme |

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

|  |
| --- |
| New policy |

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

|  |
| --- |
| The pilot scheme has been designed to test a range of targeted interventions aimed at providing support for the farm family to plan for the successful transfer of the business to a suitably competent successor and to encourage new entrants to the industry through promotion of ‘Farming in Partnership’ Opportunities. It also aims to test interventions to encourage continuous professional development within the agricultural industry through the provision of knowledge and training to the identified successor.  The outcome being sought is a timely, planned and orderly transfer of farm businesses to a new generation. This will enable businesses to continue to develop by introducing new leadership that is more receptive to new ideas and emerging technology, have an appetite for long term investment and a readiness and capacity to address the challenges that farming will face over the coming decades. |

**Are there any Section 75 categories which might be expected to benefit from the intended policy?** Yes XNo (select as appropriate)

**If so, explain how.**

|  |
| --- |
| There are no specific Section 75 categories that will benefit from the intended policy. This is a pilot scheme with the policy having the potential to impact positively on all people in Northern Ireland and potentially deliver benefit to all Section 75 categories generally as it seeks to ensure the orderly transition from one generation to the other. The pilot will identify if there is any unintended impacts on any of the section 75 groups and this will be taken into account in the design of the policy for full roll-out in two years time. |

**Who initiated or wrote the policy?**

|  |
| --- |
| The then DAERA Minister announced the Future Agricultural Policy Decisions for Northern Ireland on 24 March 2022. This included a scheme which encourage generational renewal in farm businesses. |

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

|  |
| --- |
| DAERA will own and implement the policy |

Implementation factors

**Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision? X** Yes No (select as appropriate)

**If yes, are they (please select as appropriate)**

**Financial X**

**Legislative X**

**other, please specify:**

|  |
| --- |
| **Resourcing:** Staff resource – sufficient suitably experienced staff, with the appropriate expertise, will need to be available to progress the policy finalisation of the Farming for the Generations scheme and implementation needs of the scheme within the proposed timeframe. The pilot scheme will involve the appointment of an external delivery agents, this procurement will managed by Central Procurement Unit and will fully comply with equality commitments.   **Communication:** Delivery of timely and accurate communication to stakeholders and the Northern Ireland Agricultural Industry. |

Main stakeholders affected

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

**Staff X**

**Service users X**

**Other public sector organisations**

**Voluntary/community/trade unions X**

**Other, please specify**

|  |
| --- |
|  |

Other policies with a bearing on this policy

**What are they?**

|  |
| --- |
| DAERA Vision DAERA Farm Support and Development Programme |

**Who owns them?**

|  |
| --- |
| DAERA |

Available evidence

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

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

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

**Religious belief evidence/information:**

|  |
| --- |
| [2021 Census of Northern Ireland](https://www.nisra.gov.uk/statistics/census/2011-census)  The 2021 Census of Northern Ireland found that 43.5% of the population belongs to one of the main Protestant Christian Churches, 45.7% of the population belongs to the Catholic Church and 9.3% do not belong to either religious belief. In rural areas, the make-up is 43% Protestant and other Christian, 45% Catholic, 12% other or non-stated. The 2018 DAERA Equality indicators Report found that overall 42% of farmers were Catholic and 51% were Protestant and other Christian.  2018 DAERA Equality indicators The 2018 DAERA Equality indicators Report found differences within farm size categories by farmer religion for small farms (33% Catholic, 62% Protestant and other Christian); medium farms (24% Catholic, 71% Protestant and other Christian); and large farms (14% Catholic and 81% Protestant and other Christian). |

**Political Opinion evidence/information:**

|  |
| --- |
| 2021 Census of Northern Ireland  In general political belief mirrors religious opinion. |

**Racial Group evidence/information:**

|  |
| --- |
| 2021 Census of Northern Ireland  The 2011 Census of Northern Ireland (most recent as next is 2021) found that over 98% of the population, state their ethnic origin to be white. Non-white ethnic groups accounted for 1.7% of the total population. In addition under 1.3% of non-white minority ethnic groups of Black, Asian and Other live in rural area.  2018 DAERA Equality indicators  In the 2018 DAERA Equality indicators Report 44% of farmers reported their identity as British only, 26% as Irish only and 23% as Northern Irish only, with 8% stating another identity or a combination of more than one identity. However, the religious profile varied across farm characteristics, with the proportions stating a British only identity increasing with farm size, from 40% of those in very small farms to 65% of those in large farms. |

**Age evidence/information:**

|  |
| --- |
| 2011 Census of Northern Ireland – [Population Estimates – Single year of Age](https://www.ninis2.nisra.gov.uk/public/Theme.aspx?themeNumber=74&themeName=Population) - The mean age of the NI population is 37.59. 57.61% of NI residents aged 16-72 were economically active.  The 2018 DAERA Equality indicators Report found the average age of farmers in Northern Ireland was 59 years. Only 8% of farmers were aged under 40 years, and more than a third (36%) were aged 65 years or older. There was little variation in the age profile of farmers by farm size, although farmers of very small farms (which account for three-quarters of all farms in Northern Ireland) had a slightly older age profile than those of larger farms. There was also little variation in age across farming activity type. |

**Marital Status evidence/information:**

|  |
| --- |
| 2011 Census of Northern Ireland (2021 Census for Northern Ireland has not yet reported on 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.  2018 DAERA Equality indicators  The DAERA Farm Equality Indicators Report 2018 showed that around 73% of all farmers are married and living with a wife/husband.  There is no specific reference to marital status included in the future agricultural policy decisions, however further policy development in line with the decisions, will be subject to public consultation where necessary and should any Section 75 issues be raised in relation to marital status they will be considered. |

**Sexual Orientation evidence/information:**

|  |
| --- |
| 2011 Census of Northern Ireland  [Sexual Identity, UK: 2016](https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2016)  In 2016, just over 1 million (2%) of the UK population aged 16 and over identified themselves as lesbian, gay or bisexual (LGB). The population aged 16 – 24 were the age group most likely to identify as LGB in 2016 (4.1%). More males (2.3%) than females (1.6%) identified themselves as LGB in 2016.  There is no data on the number of lesbian, gay or bisexual (LGB) persons in NI as no national census has ever asked people to define their sexuality. However, according to the 2013 NI Life and Times Survey (NILT), 96% of people in NI are heterosexual and 1% are homosexual (<http://www.ark.ac.uk/nilt/2013/Background/ORIENT.html>).  There is no specific reference to sexual orientation included in the future agricultural policy decisions, however further policy development in line with the decisions, will be subject to public consultation where necessary and should any Section 75 issues be raised in relation to sexual orientation they will be considered. |

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

|  |
| --- |
| 2011 Census of Northern Ireland  EU Farm Structure Survey 2016 Northern Ireland  The 2011 Census showed that 51% of the population were male and 49% female. In March 2011, female employees (333,000) outnumbered male employees (307,000), which is a reversal from the position in April 2001. In 2016 female workers accounted for 24% of the workforce.  The 2018 DAERA Equality indicators Report found that 91% of main farmers were male and 9% were female. Female farmers were more likely than their male counterparts to farm on very small farms - 87% of women farmers had small farms compared to 75% of male farmers. Farmers engaged in 'Other types' of farming (such as running specialist horse farms) were twice as likely to be women as were farmers engaged in other activity types.  A higher proportion of female (86%) than male farmers (78%) were engaged in cattle and sheep farming, and a much lower proportion (4% of female compared to 12% of male farmers) were dairy farmers. Female farmers were also more likely to farm in Less Favoured Areas. Forty-four percent of women farmers farmed in Severely Disadvantaged Areas compared to 39% of male farmers. Some of the gender differences in farm characteristics may be partly due to the differing age profiles of male and female farmers. Female farmers had an older age profile than their male counterparts, with 4% of female farmers aged under 40, compared to 8% of male farmers, and 45% of female farmers aged 65 or over, compared to 35% of male farmers. |

**Disability evidence/information:**

|  |
| --- |
| 2011 Census of Northern Ireland  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 2018 DAERA Equality indicators Report found that almost a third (30%) of farmers stated that they had a long-term illness or disability which limited their daily activities with the incidence of disability inversely related to farm size. The proportion of farmers of very small farms stating that their activities were limited a lot (16%) was twice that of farmers of large farms (8%). Farmers in disadvantaged areas (16%) were slightly more likely than lowland farmers (12%) to state that their activities were limited. The incidence of those reporting that their activities were limited either a little or a lot rises steeply with age. |

**Dependants evidence/information:**

|  |
| --- |
| Northern Ireland Statistics and Research Agency (NISRA) Report, November 2017.  33.86% of NI households have dependent children (Those aged 0-15 and person aged 16-18 who is a full time student and in a family with parent(s)). For households with dependent children, there is around 9% with one or more persons with a long term health problem or disability. For households without dependent children there is around 31% of those with one or more people with a long term health problem or disability.  The 2018 DAERA Equality indicators Report found that two fifths (40%) of all farm households contained children under 18 years old, elderly disabled people, or both. Households of medium sized farms were slightly more likely than smaller or larger farms to contain dependants as were the households of farmers engaged in pig, poultry or mixed farming. Farm households in Disadvantaged Areas (41%) were slightly more likely than those in lowland areas (38%) to contain dependants. |

Needs, experiences and priorities

**Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision?**

**Specify details of the needs, experiences and priorities for each of the Section 75 categories below:**

**Religious belief**

|  |
| --- |
| The planned pilot scheme is available to all farm businesses. |

**Political Opinion**

|  |
| --- |
| The planned pilot scheme will be open to all farm business family members irrespective of political opinion. |

**Racial Group**

|  |
| --- |
| The planned pilot scheme will be open to all farm business family members irrespective of their racial group. |

**Age**

|  |
| --- |
| The planned pilot scheme is designed to meet the needs of each of the generations in the farm business. |

**Marital status**

|  |
| --- |
| The planned pilot scheme will be open to all farm business family members irrespective of martial status. |

**Sexual orientation**

|  |
| --- |
| The planned pilot scheme will be open to all farm business family members irrespective of sexual orientation. |

**Men and Women Generally**

|  |
| --- |
| The planned pilot scheme is open to all farm business family members irrespective of gender. |

**Disability**

|  |
| --- |
| The planned pilot scheme will be available to all farm business family members irrespective of disability. |

**Dependants**

|  |
| --- |
| The planned pilot scheme will be available to all farm business family members irrespective of dependants. Issues will be explore in relation to making provision for dependants. |

Introduction

In making a decision as to whether or not there is a need to carry out an equality impact assessment, the public authority should consider its answers to the questions 1-4.

If the public authority’s conclusion is **none** in respect of all of the Section 75 equality of opportunity and/or good relations categories, then the public authority may decide to screen the policy out. If a policy is ‘screened out’ as having no relevance to equality of opportunity or good relations, a public authority should give details of the reasons for the decision taken.

If the public authority’s conclusion is **major** in respect of one or more of the Section 75 equality of opportunity and/or good relations categories, then consideration should be given to subjecting the policy to the equality impact assessment procedure.

If the public authority’s conclusion is **minor** in respect of one or more of the Section 75 equality categories and/or good relations categories, then consideration should still be given to proceeding with an equality impact assessment, or to:

* measures to mitigate the adverse impact; or
* the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

**In favour of a ‘major’ impact**

1. The policy is significant in terms of its strategic importance;
2. Potential equality impacts are unknown, because, for example, there is insufficient data upon which to make an assessment or because they are complex, and it would be appropriate to conduct an equality impact assessment in order to better assess them;
3. Potential equality and/or good relations impacts are likely to be adverse or are likely to be experienced disproportionately by groups of people including those who are marginalised or disadvantaged;
4. Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are concerns amongst affected individuals and representative groups, for example in respect of multiple identities;
5. The policy is likely to be challenged by way of judicial review;
6. The policy is significant in terms of expenditure.

**In favour of ‘minor’ impact**

1. The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;
2. The policy, or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated by making appropriate changes to the policy or by adopting appropriate mitigating measures;
3. Any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for particular groups of disadvantaged people;
4. By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

**In favour of none**

1. The policy has no relevance to equality of opportunity or good relations.
2. The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity or good relations for people within the equality and good relations categories.

Taking into account the evidence presented above, consider and comment on the likely impact on equality of opportunity and good relations for those affected by this policy, in any way, for each of the equality and good relations categories, by applying the screening questions given overleaf and indicate the level of impact on the group i.e. minor, major or none.

Screening questions

1. **What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories?** Please provide details of the likely policy impacts and determine the level of impact for each S75 categories below i.e. either minor, major or none.

**Details of the likely policy impacts on *Religious belief***:

|  |
| --- |
| No impact on equality of opportunity. |

**What is the level of impact?** Minor Major None X  
(select as appropriate)

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

|  |
| --- |
| No impact of those of differing political opinion. |

**What is the level of impact?** Minor Major None **X**  
(select as appropriate)

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

|  |
| --- |
| No impact on Racial group. |

What is the level of impact? Minor Major None **X**   
(select as appropriate)

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

|  |
| --- |
| No impact on age. |

**What is the level of impact?** Minor Major None **X**  
(select as appropriate)

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

|  |
| --- |
| No impact on Marital Status. |

**What is the level of impact?** Minor Major None **X**  
(select as appropriate)

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

|  |
| --- |
| No Impact on Sexual Orientation. |

**What is the level of impact** Minor Major None **X**  
(select as appropriate)

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

|  |
| --- |
| No impact on Men or Women. |

**What is the level of impact?** Minor Major None **X**  
(select as appropriate)

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

|  |
| --- |
| No impact on Disability. |

**What is the level of impact?** Minor Major None **X**  
(select as appropriate)

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

|  |
| --- |
| No impact on Dependents. |

**What is the level of impact?** Major None **X**  
(select as appropriate)

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

Yes X No (select as appropriate)

Detail opportunities of how this policy could promote equality of opportunity for people within each of the Section 75 Categories below: ***Religious Belief* - If Yes, provide details:**

|  |
| --- |
|  |

**If No, provide reasons:**

|  |
| --- |
| This is funding for all Farm Businesses and individuals irrespective of religious belief, political opinion, racial group, age, sexual orientation or disability. DAERA actively seeks opportunities to better promote equality of opportunity. It is unlikely that there will be any facility with the future agricultural policy decisions for Northern Ireland to better promote equality of opportunity for those affected by the policies. The pilot will examine the differential impacts on the section 75 categories. Those areas of particular relevance to this scheme include age and gender. |

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

|  |
| --- |
| (insert text here) |

**If No, provide reasons:**

|  |
| --- |
| As above |

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

|  |
| --- |
| (insert text here) |

**If No, provide reasons:**

|  |
| --- |
| As above |

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

|  |
| --- |
| The Farming for the Generation pilot scheme will take account of the needs of each generation within the farm business. Evaluation will examine how the suite of interventions impact on each of the generations. |

**If No, provide reasons:**

|  |
| --- |
|  |

***Marital Status* - If Yes, provide details:**

|  |
| --- |
| (insert text here) |

**If No, provide reasons**

|  |
| --- |
| As above |

***Sexual Orientation* - If Yes, provide details:**

|  |
| --- |
| (insert text here) |

**If No, provide reasons:**

|  |
| --- |
| As above |

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

|  |
| --- |
| The Farming for the Generations scheme is cognisant of the need to encourage females in farming and eliminate any perceived barriers to accessing the industry as a viable career path. |

**If No, provide reasons:**

|  |
| --- |
| (insert text here) |

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

|  |
| --- |
| (insert text here) |

**If No, provide reasons:**

|  |
| --- |
| This is funding for all Farm Businesses and individuals irrespective of religious belief, political opinion, racial group, age, sexual orientation or disability of the members of that business. |

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

|  |
| --- |
| The Farming for the Generation scheme will take account of the dependants of members of the farm business. It will also consider options for farmers who do not have any successors. The evaluation of the pilot scheme will consider the impact of the interventions to each of these groups. |

**If No, provide reasons:**

|  |
| --- |
|  |

1. **To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?**   
     
   Please provide details of the likely policy impact and determine the level of impact for each of the categories below i.e. either minor, major or none.

**Details of the likely policy impacts on *Religious belief*:**

|  |
| --- |
| A significant part of the intervention involves working in groups including a study tour for successors. This will provide the opportunity for farming families from different sides of the political / religious divide to network and develop connections. |

**What is the level of impact?** Minor Major None **X**

(select as appropriate)

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

|  |
| --- |
| DAERA is proactive in improving good relations between people of different political opinion and will review any opportunities identified during the implementation of the policy decisions. |

**What is the level of impact?** Minor Major None **X**

(select as appropriate)

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

|  |
| --- |
| DAERA is proactive in improving good relations between people of different racial groups and will review any opportunities identified during the implementation of the policy decisions. |

**What is the level of impact?** Minor Major None **X**  
(select as appropriate)

1. **Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?**Detail opportunities of how this policy could better promote good relations for people within each of the Section 75 Categories below: ***Religious Belief* - If Yes, provide details:**

|  |
| --- |
|  |

**If No, provide reasons:**

|  |
| --- |
| The Farming for the Generations Scheme promotes collaboration between organisations and farmers, it is reasonable to assume good relations will be sustained with and beyond the funding both socially and from a business perspective. |

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

|  |
| --- |
| (insert text here) |

**If No, provide reasons:**

|  |
| --- |
| The Farming for the Generations Scheme is likely to promote good relations between people of different political opinion through collaboration between organisations and farmers, it is reasonable to assume good relations will be sustained with and beyond the funding both socially and from a business perspective. |

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

|  |
| --- |
| (insert text here) |

**If No, provide reasons:**

|  |
| --- |
| The Farming for the generations Scheme is likely to have limited impact on promoting good relations between people of different racial groups. Although, as the scheme promotes collaboration between organisations and farmers, it is reasonable to assume good relations will be sustained with and beyond the funding both socially and from a business perspective. |

Additional considerations

**Multiple identity**

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities? If so, please detail below.

At a farm population level any differential effect on people who fall into more than one Section 75 category is likely to be negligible.

**Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.**

|  |
| --- |
| There are no potential impacts on people with multiple identities from the Farming for the Generations pilot scheme.  DAERA also has legislative obligations to meet under the Disability Discrimination Order. Questions 5 – 6 relate to these. |

DAERA also has legislative obligations to meet under the **Disability Discrimination Order**. Questions 5 - 6 relate to these.

Consideration of Disability Duties

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

|  |
| --- |
| Participation in the Farming for the Generations scheme will have limited effect on any of the relevant groups, organisations or individuals irrespective of any Section 75 category, nor society generally, and will provide no opportunity to better promote positive attitudes towards disabled people. |

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

|  |
| --- |
| The Farming for the Generations scheme is open to all eligible applicants and all applications will be equally valued, irrespective of disability. Provision will be made to address the particular needs of those with disabilities in the delivery of the pilot scheme. The scheme will support those with disabilities to identify opportunities for the long term sustainability of their business through Farming in Partnerships. |

Part 3. Screening decision (Please delete as appropriate)

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

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

|  |
| --- |
| The effects at Northern Ireland level of the Farming for the Generations Scheme for Northern Ireland will not have an identifiable differential impact because of an individual’s religious belief, political opinion, racial group, age, marital status, sexual orientation, gender, disability or whether or not he/she has dependents.  CAFRE and the Delivery Agent will promote the completion of Section 75 monitoring forms. This data will be used to monitor any impacts on these groups that may arise because of the pilot scheme. Where adverse or positive impacts are noted, the contract management team will introduce any mitigations deemed to be necessary.  Evaluation of the pilot scheme will consider the impact of the scheme on the different section 75 groups and this will inform the development of the policy for roll-out of a full scheme in two year’s time. |

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

|  |
| --- |
| (insert text here) |

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

|  |
| --- |
| (insert text here) |

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

Mitigation

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

**Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity and/or good relations? X Yes  No** (select as appropriate)

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

|  |
| --- |
| The Farming for the Generations scheme is a pilot scheme. The findings and learnings from this pilot will inform a full programme. This will provide an opportunity in the future to better promote equality of opportunity. |

Timetabling and prioritising

Factors to be considered in timetabling and prioritising policies for equality impact assessment.

If the policy has been ‘screened in’ for equality impact assessment, then please answer the following questions to determine its priority for timetabling the equality impact assessment.

**On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.**

| **Priority criterion** | **Rating (1-3)** |
| --- | --- |
| Effect on equality of opportunity and good relations |  |
| Social need |  |
| Effect on people’s daily lives |  |
| Relevance to a public authority’s functions |  |
| **Total score** |  |

Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for equality impact assessment. This list of priorities will assist the public authority in timetabling. Details of the Public Authority’s Equality Impact Assessment Timetable should be included in the quarterly Screening Report.

**Is the policy affected by timetables established by other relevant public authorities?** Yes No (select as appropriate)  
**If yes, please provide details.**

|  |
| --- |
| (insert text here) |

Part 4. Monitoring

Section 75 places a requirement on DAERA to have equality monitoring arrangements in place in order to assess the impact of policies and services etc; and to help identify barriers to fair participation and to better promote equality of opportunity. Please note the following excerpt from The Equality Commission for Northern Ireland in relation to monitoring:

*A system must be established to monitor the impact of the policy in order to find out its effect on relevant groups. The results of ongoing monitoring must be reviewed on an annual basis. The public authority is required to publish the results of this monitoring. And they must be included in the public authorities´ annual review on progress to the Equality Commission. The Equality Scheme must specify how and where such monitoring information will be published. It is therefore essential that monitoring is carried out in a systematic manner and that the results are widely and openly published.*

*If the monitoring and analysis of results over a two year period show that the policy results in greater adverse impact than predicted, or if opportunities arise which would allow for greater equality of opportunity to be promoted, the public authority must ensure that the policy is revised to achieve better outcomes for the relevant equality groups.*

Further advice on monitoring can be found at: [ECNI Monitoring Guidance for Public Authorities](https://www.equalityni.org/ECNI/media/ECNI/Publications/Employers%20and%20Service%20Providers/S75MonitoringGuidance2007.pdf?ext=.pdf)

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

**Equality:**

|  |
| --- |
| CAFRE and the Delivery Agent will promote the completion of Section 75 monitoring forms. This data will be used to monitor any impacts on these groups that may arise because scheme. Where adverse or positive impacts are noted, the contract management team will introduce any mitigations deemed to be necessary. |

**Good Relations:**

|  |
| --- |
| Scheme participants will promote good relations. Where adverse or positive impacts are noted, the contract management team will introduce any mitigations deemed to be necessary. |

**Disability Duties:**

|  |
| --- |
| Where adverse or positive impacts are noted, the contract management team will introduce any mitigations deemed to be necessary. |

Part 5. Consideration of Human Rights

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

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

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

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

|  |
| --- |
| No adverse impacts on human rights have been identified. |

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

|  |
| --- |
| The policy does not create any opportunity to promote human rights. |

Part 6 - Approval and authorisation

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

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

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

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

**Name: Gareth Wadsworth Grade: Agr. Grade II**

**Branch: CAFRE Date: 22/12/23**

**Signature: please insert a scanned image of your signature.**

|  |
| --- |
|  |

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

**Name: Norman Fulton Grade: 3**

**Branch: Head of Food, Farming  
 and Rural Affairs Date: 2 January 2024**

**Signature: please insert a scanned image of your signature.**

|  |
| --- |
|  |

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

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



For more information about equality screening, contact:

DAERA Equality Unit

Equality & Diversity Branch

Jubilee House

111 Ballykelly Road

LIMAVADY  
BT49 9HP

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

Tel: 028 7744 2027



Annex A

Synopsis of Human Rights Act Articles & Protocols

***ARTICLE 2***

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

1. Everyone’s right to life shall be protected by law. No one shall be deprived of his life intentionally save in the execution of a sentence of a court following his conviction of a crime for which this penalty is provided by law.E+W+S+N.I.
2. Deprivation of life shall not be regarded as inflicted in contravention of this Article when it results from the use of force which is no more than absolutely necessary:E+W+S+N.I.
   1. In defense of any person from unlawful violence;
   2. In order to effect a lawful arrest or to prevent the escape of a person lawfully detained;
   3. 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.
4. 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;
5. 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;
6. Any service exacted in case of an emergency or calamity threatening the life or well-being of the community;
7. 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.
   1. The lawful detention of a person after conviction by a competent court;
   2. 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;
   3. 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;
   4. 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;
   5. 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;
   6. 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.
2. 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.
3. 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.
4. 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.
5. 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.
   1. To be informed promptly, in a language which he understands and in detail, of the nature and cause of the accusation against him;
   2. To have adequate time and facilities for the preparation of his defense;
   3. 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;
   4. 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;
   5. 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.

For further information:

Equality Unit,   
Equality & Diversity Branch

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