

**Equality & Disability Duties**

**Screening Template**

**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 tointroducemeasures 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 overleaf.

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

Draft Green Growth Strategy

Is this an existing, revised or a new policy?

New Policy

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

The Draft Green Growth Strategy is a multi-decade strategy which aims to balance climate, environment and the economy. It sets out the vision, principles, targets and a series of commitments to ensure the solid framework for tackling the climate crisis in the right way. The challenge, as set by the Climate Change Committee (CCC), is for Northern Ireland to achieve an at least 82% reduction in greenhouse gases and net zero CO2 by 2050. A Climate Action Plan will be developed and published every 5 years, or in line with Northern Ireland Climate Bill Legislation when adopted. The plans will be aligned to carbon budget periods and will set out the actions we must take to meet sector-specific greenhouse gas emission targets which will deliver a cleaner environment, more efficient use of our resources within a circular economy and green jobs. The Executive have committed to publishing the first Climate Action Plan for Northern Ireland in 2022.

DAERA are leading the development of the Draft Green Growth Strategy. To reflect the scale and scope of Green Growth a phased collaborative design approach will be taken. This approach which will facilitate engagement with other Departments, Local Government and stakeholders from across the business and voluntary sectors as part of our collaborative design process.

Phase 1: Draft Green Growth Strategy will be published in advance of COP26 in November 2021 as part of a consultation exercise.

Phase 2: Final Draft Green Growth Strategy will be delivered by the end of March 2022.

The Draft Strategy sets out the Executive’s commitment to work collaboratively over the next year. It provides an overview of the work programme which includes significant evidence gathering and data modelling, building on the important analytical work undertaken by the Committee on Climate Change.

The Draft Strategy supports the delivery of 3 key intended outcomes to improve the wellbeing of our people:

* Climate change – A fair and equitable reduction to greenhouse gas emissions to meet UK Net Zero.
* Green jobs - Developing a low carbon, inclusive skilled workforce and a strong circular economy.
* Clean Environment - Clear air and water, more sustainable land use; improved habitats and greater biodiversity.

The Strategy enablers include innovation, technology, skills, partnership, collaboration and leadership. Investment in these levers will help us to navigate the change across sectors in a way that maximises the opportunities but also mitigates unintended consequences.

Green Growth cuts across sectors and governance structures have been established to reflect that. An Inter-Ministerial Group, a Strategic Oversight Group and other working groups have been established, working towards a shared goal and desired outcomes of the Green Growth agenda. Further structures and collaboration will be developed to ensure an inclusive Just Transition. DAERA commit to putting citizens at the heart of our green growth policy development and delivery by ensuring ongoing engagement with young people and other key groups. DAERA will provide opportunities for each sector and the wider public to share their views, including those recognised under Section 75. These actions will ensure the strategy’s vision to make the transition fairly and demonstrate a responsibility for each other and for the place in which we live will be delivered.

We have and will continue to actively engage young people to ensure their voice shapes the strategy. We recognise that they are fundamental to the delivery of this - they are the generation that will need to see through the change.

Green Growth supports the UN Sustainable Development Goals (SDG) and will contribute towards achievement of a number of the goals, including: Life on land; Climate action; Life below water; Clean Water and sanitisation; Affordable and clean energy; Sustainable cities and communities; Responsible production and consumption; Decent work and economic growth; No poverty and Reduced inequalities.

The Strategy through its key outcomes of climate action, clean environment and green jobs, recognises and supports the need for a ‘Just Transition’, supporting all our people by removing the inequalities in our society, not creating more.

Green Growth will also take into account the broader social pillar of sustainable development and pay specific attention to social issues and equity concerns that could arise as a result of the greening of our economy.The need to decarbonise our economy and society is for all to deliver, with the associated risk that such a significant transition would potentially be unequal. But the transition to carbon neutrality can be a socially inclusive one, undertaken in an inclusive way. This work provides an opportunities for stakeholders and government to assess what changes mean in terms of reducing inequalities and maximising opportunities for vulnerable people, workers and communities.

DAERA acknowledges that promoting equality of opportunity and good relations are cross-cutting themes across all Government strategies, policy development and actions. As such the multi-decade Draft Green Growth Strategy will be equality monitored and where necessary screened at relevant stages of development and implementation by the appropriate body. This screening document relates to DAERA’s roles and responsibilities.

Are there any Section 75 categories which might be expected to benefit from the intended policy?

If so, explain how.

It is expected that overall Section 75 categories, and the people of Northern Ireland in general, will benefit from the Draft Green Growth Strategy. The Green Growth approach is embedded in the *Programme for Government Draft Outcomes Framework Consultation Document* - the aim of which is to *“improve the well-being of all of our people”*. The Draft Green Growth Strategy will help realise Outcome 2 “*We live and work sustainably – protecting the environment*” as well as supporting the delivery across at least four other outcomes in the PfG. It recognises that our health and wellbeing is directly affected by the quality of the environment around us and that we have a collective responsibility to protect it and tackle climate change.

Green Growth will help support delivery of the UK Government’s ambitious long-term target for the reduction of UK net greenhouse emissions by 100% (compared to a 1990 baseline) to be achieved by 2050, known as the ‘UK Net Zero target’. Northern Ireland must contribute to UK net zero under the UK Climate Change Act 2008. As per [Northern Ireland greenhouse gas inventory 1990 – 2019 statistical bulletin | Department of Agriculture, Environment and Rural Affairs (daera-ni.gov.uk)](http://www.daera-ni.gov.uk/publications/northern-ireland-greenhouse-gas-inventory-1990-2019-statistical-bulletin) Agriculture (26%), transport (20%) and residential (14%) are the largest sectors in terms of emissions in Northern Ireland (2019) and will therefore be the most impacted.

The opportunities and benefits brought about by reducing emissions in these sectors may in turn impact differently across section 75 categories for example:

* Agriculture the highest emitting industry is a largely male dominated sector. Therefore a higher number of males are likely to benefit than females from agricultural transition opportunities such as reskilling.
* In urban areas the projected decrease in vehicle exhaust emissions, as we increase the use of electric and hydrogen power in transport, will bring benefit those with disabilities related to respiratory conditions through improved air quality.
* Poverty in Northern Ireland has been found to correlate with racial group. People from minority ethnic groups tend to be in lower paid employment despite many having high qualifications and skills. Green Growth sets a pathway for a clean environment and green jobs. It would be expected that people from minority ethnic groups would benefit from new green job creation and reskilling opportunities in areas such as low emission vehicles and infrastructure, the production of energy efficient products and lighting, energy monitoring systems, and wind and renewables.
* Through a move to cleaner sources of heat, carbon emissions will be reduced along with energy costs, helping to tackle fuel poverty as well as reducing associated health problems.
* The inclusive, Just Transition approach incorporated within Green Growth would be expected to benefit those of all sexual orientations that may experience barriers to participation.
* The importance of environmental education is explicitly recognised in the UN Convention on the Rights of the Child. Young people would be expected to specifically benefit from increased awareness and environmental education initiatives associated with Green Growth.

The constraints and opportunities brought about by reducing emissions in each sector may in turn impact differently across age, gender, race etc. While much of the impact is as yet unknown, it is acknowledged that there will be a need to develop and employ measures which mitigate potential impacts and provide level opportunities for all. DAERA will work, through its Green Growth approach, with the other Departments, currently working on new policies in, energy, housing, transport, waste, environment and others to promote a Just Transition of these sectoral policies.

Who initiated or wrote the policy?

In his statement to the Assembly in June 2020 Minister Poots announced that DAERA would lead development of a Draft Green Growth Strategy on behalf of the NI Executive, to address the challenges of Climate change and the recovery from the Covid 19 pandemic.

The Draft Green Growth Strategy will be produced, by DAERA (Green Growth & Climate Action Division) following extensive engagement and collaboration across NICS Departments and with a broad range of external stakeholders.

Who owns and who implements the policy?

Once agreed, the Northern Ireland Executive will own the Draft Green Growth Strategy. Green Growth & Climate Action Division, within DAERA will lead development of the Draft Strategy, in partnership with other Departments, and drawing on extensive engagement with Local Government, the private sector and the voluntary and community sectors.Green Growth is a key element of DAERA’s Plan to 2050 - Sustainability for the Future [Sustainability for the Future - DAERA s Plan to 2050.PDF](file:///C:\Users\1129977\Downloads\Sustainability%20for%20the%20Future%20-%20DAERA%20s%20Plan%20to%202050.PDF)

Draft Green Growth Strategy delivery will be taken forward through a series of Climate Action Plans using a partnership approach. The partners will include Central and Local Government, and each of the other sectors involved in the engagement. As Green Growth will be an overarching strategy, equality considerations relating to strategies and policies produced by other Departments, and referenced within the Draft Green Growth Strategy, are a matter for those Departments. Successful implementation and delivery depends on a wide variety of new and existing delivery partnerships (e.g. Northern Ireland Water, NGOs) as well as behavioural changes of every person living in Northern Ireland.

**Implementation factors**

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?

If yes, are they (please delete as appropriate)

Financial - Decisions on finance to support Green Growth and Climate Actions have yet to be made in the longer term. A number of green finance options such as those outlined in the [Green finance strategy - GOV.UK (www.gov.uk)](https://www.gov.uk/government/publications/green-finance-strategy), will be considered.

Legislative – The extent and degree of legislative change will become clearer in time. While DAERA will support necessary legislative changes, responsibility to take forward changes will fall to the relevant Departments.

other, please specify: Addressing climate change and achieving a carbon neutral society will require an unprecedented level of transformation. The changes required will effect very aspect of our lives, our economy, environment, society and lifestyle choices. This is dependent on securing sustainable behavioural changes of every person in NI. It is envisaged that a Just Transition will require appropriate levers and incentives which will positively influence and support the behavioural change required by all, so that no section is further disadvantaged and a levelling up is achieved.

Given the strategic nature of Green Growth, potential financial, legislative, political and procurement factors may contribute/detract from the strategies intended outcomes. These will be evaluated and addressed through appropriate risk management, at key stages of the strategies’ development.

**Main stakeholders affected**

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

* Staff
* Service users
* Other public sector organisations
* Voluntary/community/trade unions
* Business groups, the community and voluntary sector, rural and environment bodies, local government, churches, universities and colleges, trade unions and statutory bodies.
* Members of the Public

|  |
| --- |
| * DAERA’s pathway to success for the future relies on partnership, mutual understanding and shared goals that can only come about through effective stakeholder engagement. DAERA has a strong history of partnership working with people and acknowledges continued engagement and collaborative approaches are key to successfully addressing current issues and turn these into opportunities to make us all stronger and robust for generations to come. |

Other policies with a bearing on this policy

* what are they?

The Programme for Government provides a strategic direction for the Draft Green Growth Strategy. Green Growth is rooted in the Economic Recovery Action Plan and its aims and principles will also be embedded in the Energy Strategy, the Investment Strategy, the Housing Supply Strategy, the Environment Strategy and other key strategies under development.

There are a number of key equality strategies with a bearing on the Draft Green Growth Strategy including the Active Ageing Strategy, Children and Young People’s Strategy, Gender Equality Strategy**,** Disability Strategy,Racial Equality Strategy, Sexual Orientation Strategy and the strategy to advance equality of opportunity and good relations on the grounds of religion and political opinion (Together: Building a United Community). A new suite of Social Inclusion Strategies i.e. Anti-Poverty, Disability, Gender and Sexual Orientation are due to be published by the end of 2021. These will also have a bearing on development of the Draft Green Growth Strategy.

* who owns them?

Programme for Government - Northern Ireland Executive

Economic Recovery Action Plan - Department for the Economy

Energy Strategy - Department of Infrastructure

Investment Strategy - Northern Ireland Executive (Strategic Investment Board)

Skills Strategy - Department for the Economy

Housing Supply Strategy - Department for Communities

Environment Strategy - Department of Agriculture, Environment and Rural Affairs

Active Ageing Strategy - Northern Ireland Executive (Department for Communities)

Children and Young People’s Strategy - Northern Ireland Executive (Department of Education)

Gender Equality Strategy - Northern Ireland Executive (Department for Communities)

Disability Strategy - Northern Ireland Executive (Department for Communities)

Racial Equality Strategy - Northern Ireland Executive

Together: Building a United Community' Strategy - Northern Ireland Executive

New Social Inclusion Policies - Northern Ireland Executive (Department for Communities)

**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.*

The Transition to a carbon neutral society is not without it challenges, as highlighted by the UN statement ‘The impacts of climate change will not be borne equally or fairly, between rich and poor, women and men, and older and younger generations’. [Climate Justice – United Nations Sustainable Development](https://www.un.org/sustainabledevelopment/blog/2019/05/climate-justice/). However it will also bring about significant opportunities to reduce poverty and social exclusion. Positive changes and appropriate levelling up mechanisms will be embedded within the Draft Green Growth Strategy.

There have been many calls such as that from Oxfam in; [Confronting Carbon Inequality: Putting climate justice at the heart of the COVID-19 recovery (openrepository.com)](https://oxfamilibrary.openrepository.com/bitstream/handle/10546/621052/mb-confronting-carbon-inequality-210920-en.pdf), for Governments to put tackling the twin climate and inequality crises at the heart of the COVID-19 recovery. A transition to zero carbon has multiple opportunities for people in developed and developing countries in terms of energy security, job creation and greater resilience but these opportunities will only be realised if that transition is fair, respecting human rights obligations. By considering human rights in planning, designing and implementing climate action, policymakers can avoid harmful unintended consequences while maximising the social benefits of their programmes and projects.

Sustainable Health Equity: Achieving a Net-Zero UK [main-report.pdf (instituteofhealthequity.org)](https://www.instituteofhealthequity.org/resources-reports/sustainable-health-equity-achieving-a-net-zero-uk/main-report.pdf), a report commissioned by the UK Committee on Climate Change (CCC) highlights recommendations that could both improve the nation’s health, reduce health inequalities and achieve Net-Zero carbon emissions by 2050. DAERA acknowledges the importance of health equity in development of the Draft Green Growth Strategy and the need to ensure equality in the distribution of the health benefits associated with greenhouse gas reductions, such as cleaner air, healthier average diets and lower home energy bills. A number of initiatives are being used within the UK to support health equity and well-being such as [Well-being of Future Generations (Wales) Act 2015 – The Future Generations Commissioner for Wales](https://www.futuregenerations.wales/about-us/future-generations-act/#:~:text=The%20Well-being%20of%20Future%20Generations%20Act%20requires%20public,such%20as%20poverty%2C%20health%20inequalities%20and%20climate%20change.). This Act and other legislation, programmes and projects will be used to inform further Green growth initiatives.

The Draft Green Growth Strategy from the outset acknowledges that transformational change is needed which will impact all aspects of life – change in how we fuel our cars, how we build houses, how we travel, how we produce electricity and how we produce food. The details of when and how these changes will come about are in development. DAERA acknowledges everyone will need support to achieve transformational change. Additional support will be required for Section 75 categories, rural dwellers and those experiencing poverty and social exclusion. The details of support and mitigation measures will be being scoped using inclusive collaboration to help us to remove the inequalities in our society, not create more. Development and implementation of the Draft Strategy will be people centred with a strong focus on Just Transition. Green Growth development incorporates new ideas and approaches such as well-being economics, carbon capture technologies and green finance. The impact of these and other emerging elements will also be scoped to promote equality and take account of new practices and recommendations in relation to achieving a Just Transition.

Whilst socio-economic disadvantage is not a specified ground under equality legislation, the barriers and inequalities experienced by equality groups can be exacerbated by poverty and social exclusion. The 2018 Poverty in Northern Ireland report, [02\_poverty\_in\_ni\_briefing (1).pdf](file:///C:\Users\1129977\Downloads\02_poverty_in_ni_briefing%20(1).pdf) found that 370,000 people in Northern Ireland live in poverty. This figure consists of 110,000 children, 220,000 working-age adults and 40,000 pensioners. Poverty rate varies greatly between different groups within the population in Northern Ireland. Pensioners have the lowest poverty rate, followed by working-age people without children. Poverty is highest among families with children.

The chair of the Institute of Economic Development recently stated that the UK is one of the most unequal economies in the developed world. This has been the case for a number of years as reported by the OECD 2015 report [In It Together: Why Less Inequality Benefits All | READ online (oecd-ilibrary.org)](https://read.oecd-ilibrary.org/employment/in-it-together-why-less-inequality-benefits-all_9789264235120-en). Average earnings in NI are lower than in the UK generally. The Annual Survey of Hours and Earnings at April 2017 puts median gross weekly earnings at £501 compared to a UK median of £550. NI is the third lowest of the 12 UK regions as highlighted in [NIPMR 5 (2) new version.pdf (community-relations.org.uk)](https://www.community-relations.org.uk/sites/crc/files/media-files/NIPMR%205%20%282%29%20new%20version.pdf). The UK government is committed to levelling up across the whole of the United Kingdom to ensure that no community is left behind, particularly as we recover from the COVID-19 pandemic. The Levelling up Fund, the UK Community Renewal Fund and the Community Ownership Fund will target over £5 billion of investment across the UK to regenerate our town centres and high streets, improve local transport links, invest in local culture, and give communities the power to take over local places that might otherwise be lost. [New levelling up and community investments - GOV.UK (www.gov.uk)](https://www.gov.uk/government/collections/new-levelling-up-and-community-investments). These investment programmes will also see the UK government driving investment to where it’s needed most across England, Wales, Scotland and Northern Ireland. An Investment Framework for the UK Shared Prosperity Fund, the replacement to European Union structural funds, will commence in 2022 to support the levelling up agenda. The Green Growth approach will be informed by the levelling up agenda.

**Green Growth and Just Transition**

International Guidelines describe Just Transition as a process “towards an environmentally sustainable economy and society”, which “needs to be well managed and contribute to the goals of decent work for all, social inclusion and the eradication of poverty.” ([ILO: Guidelines for a Just Transition towards environmentally sustainable economies and societies for all](https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/documents/publication/wcms_432859.pdf) 2015). The CCC equally emphasises the need for a Just Transition in its Sixth Carbon Budget Report ([The-Sixth-Carbon-Budget-The-UKs-path-to-Net-Zero.pdf](file:///C:\Users\1306712\Downloads\The-Sixth-Carbon-Budget-The-UKs-path-to-Net-Zero.pdf)). An inclusive and Just Transition is at the heart of our Draft Green Growth Strategy ensuring that no one gets left behind and the benefits are shared equally.

The range of outcomes required to combat climate change and protect our environment within the Draft Green Growth Strategy recognises the significant level of change required and that the burden must be as fairly distributed as possible. De-carbonising our economy presents significant challenges but also brings important opportunities to respond and create learning on how best to deliver a Just Transition. Just Transition must be built on an inclusive approach and make sure we are investing in skill and employment, renewable power, sustainable homes, improving infrastructure etc. People need to feel supported and part of this positive transition and feel that climate action means opportunities for them, their families and communities.

DAERA acknowledges that the imperative of a Just Transition is that policies are designed in a way that ensures the benefits of climate change action are shared widely, while the costs do not unfairly burden those least able to pay, or whose livelihoods are directly or indirectly at risk as the economy shifts and changes.

Mechanisms for delivery will be considered by the Executive including the establishment of a Just Transition Commission. A range of approaches have been take in other jurisdictions to ensure a Just Transition. Wales is undertaking research on the best approach to Just Transition. The Wales Centre for Public Policy (WCPP), an independent organisation, has been commissioned to explore how these implications can be understood, and mitigated thorough a ‘Just Transitions’ framework. Scotland was the first to establish a Just Transition Commission to advise Ministers on how to apply [Just Transition principles](http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/documents/publication/wcms_432859.pdf). The Scottish Just Transition Commission Call for Evidence Analysis Report (Just Transition Commission Call for Evidence Analysis Report. Published by The Scottish Government, January 2021 [Just Transition Commission call for evidence: analysis report - gov.scot (www.gov.scot)](https://www.gov.scot/publications/transition-commission-call-evidence-analysis-report/pages/7/)) found that groups or communities that may be, or feel that they may be, adversely affected by a transition to a net-zero carbon economy fell into one of six categories: those working directly or indirectly in jobs linked to fossil fuels or carbon intensive industries; lower income households; vulnerable groups including people with protected characteristics; farmers and landowners; car users; and people living in rural or remote rural areas.

Mitigation suggestions included job guarantees, income protection, research, and financial support such as fair pricing schemes, education and apprenticeships, training incentives and investment in the growth of sectors and technologies that are not fossil fuel dependent, to encourage job growth. Many respondents called for recognition that people in rural areas depend on cars to access the employment and services they need. When asked ‘what would a successful transition to net-zero emissions look like’, hopes for improved housing was the second most prevalent theme. Many suggested that these steps to a successful transition, such as retrofitting to improve insulation and heating and building new net zero houses, would reduce or eradicate fuel poverty.

Some respondents expressed concern about reduced inequality. Some respondents feel that success would include the reduction or elimination of poverty in Scotland. Others stated it would mean no-one had been left behind or be harmed by the transition. Some argued that the transition should focus on the most vulnerable and disadvantaged. Other specific hopes included better engagement with women, vulnerable groups, minority groups and people with disabilities; ending homelessness; reduced inequality in health outcomes; and greater appreciation of key workers.

When asked about specific groups or communities that may be, or feel that they may be, adversely affected by a transition to a net-zero carbon economy, several respondents highlighted adverse impacts for groups with specific characteristics including people affected by homelessness, people with disabilities, Black Asian, and Minority Ethnic (BAME) communities, women, people who are digitally excluded and older people. Many referenced existing inequalities experienced by these groups, such as poverty, exclusion, underrepresentation in decision making structures or poverty, suggesting these challenges could be exacerbated by the net-zero transition. Some respondents reflected that the unequal social impacts of the COVID-19 pandemic foreshadow challenges that may arise during the transition to net-zero. These include vulnerabilities to any changes in the availability or cost of public transport for those who rely on it, particularly people who may be isolated, ill or living in poverty.

Mitigating actions identified by respondents included better design of social welfare and support systems including education, housing, health and transport. Again, there were calls for equality impact assessments when developing policies to combat climate change, and for consultation with communities with protected specific characteristics. Overall, the key message from those who participated in the consultation was that our contribution to climate change offers the opportunity for growth, innovation, improved wellbeing and a healthier, fairer society.

Across Europe, as part of the [Just Transition Mechanism](https://ec.europa.eu/info/strategy/priorities-2019-2024/european-green-deal/actions-being-taken-eu/just-transition-mechanism_en), territorial Just Transition Plans by EU countries will be produced. Internationally countries such as New Zealand are progressing Just Transition in tandem with net zero policies through dedicated units aiming to foster a “fair, equitable and inclusive” transition towards a low emissions economy [Just Transition | Ministry of Business, Innovation & Employment (mbie.govt.nz)](https://www.mbie.govt.nz/business-and-employment/economic-development/just-transition/).

Business and industry play a key role in delivering a Just Transition, for example in November 2020, SSE launched their Just Transition strategy [just-transition-strategy-sse-final.pdf](https://www.sse.com/media/xtrlsctj/just-transition-strategy-sse-final.pdf) containing 20 principles for a Just Transition. DAERA will work closely with organisation such as this to support Just Transition actions. The strategy states that ‘Over 150 institutions from the investor community with more than $10 trillion assets under management have committed to support a Just Transition, which entails embedding into decarbonisation plans, considerations of its social impact’.

The Investing in a Just Transition Initiative led by the Grantham Research Institute on Climate Change and the Environment at the London School of Economics and Political Science (LSE) and the Initiative for Responsible Investment at the Harvard Kennedy School, is working to identify the role that institutional investors can play in connecting their action on climate change with inclusive development pathways**.** The Just Transition is described by Grantham Research Institute in [Investing-in-a-just-transition-in-the-UK\_policy-brief\_8pp-1.pdf (lse.ac.uk)](https://www.lse.ac.uk/granthaminstitute/wp-content/uploads/2019/02/Investing-in-a-just-transition-in-the-UK_policy-brief_8pp-1.pdf), as rapidly emerging as an essential element in the successful transition to a resilient zero-carbon economy. Critical themes of the Just Transition in the UK include: 1. Inclusive clean growth: Ensuring high quality jobs in the growing green economy, empowering communities and ensuring fairness for consumers; 2. Responsible decarbonisation: Ensuring workers and communities in high-carbon sectors benefit from the transition and are involved in the change process; 3. Equitable resilience: Ensuring that people and communities are protected from the physical impacts of climate change, with a focus on the most vulnerable and; 4. Place-based development: Ensuring that the transition is rooted in the priorities of place and generates balanced development across the country.

There will be opportunities for jobs in the transition to lower greenhouse gas emissions across all sectors, with employability support for those furthest removed from the labour market and skills development critical in facilitating this. The Economic Recovery Plan [Economic recovery action plan - Rebuilding a stronger economy (economy-ni.gov.uk)](https://www.economy-ni.gov.uk/sites/default/files/publications/economy/dfe-economic-recovery-action-plan.pdf) recognises this and identifies associated short term actions in these areas to support the transition. This commitment to building skills and innovating will help us thrive in a low carbon world, by developing and embedding the next generation of cutting-edge technologies.

The government’s support for a green recovery presents a window of opportunity to implement actions that will improve health and wellbeing, reduce health inequalities and mitigate climate change. A UK Health Expert Advisory Group was formed by the Committee on Climate Change (CCC) in 2020 to advise on developing an approach to assessing the health impacts of setting the sixth carbon budget. In the groups October 2020 report [main-report.pdf (instituteofhealthequity.org)](https://www.instituteofhealthequity.org/resources-reports/sustainable-health-equity-achieving-a-net-zero-uk/main-report.pdf) four key areas were identified in which action would bring benefits to public health and reduction of health inequalities whilst contributing to the mitigation of, and adaptation to, climate change: transport, buildings, diets, and sustainable economic and employment models that better support health and well-being. To deliver sustainable health equity the expert group recommend an overarching health-equity-in-all-policies approach, recognising that decisions made in all government departments have implications for health, health equity and climate change. These policies must ensure the costs of measures to mitigate climate change are distributed progressively and that the benefits reach those who have the most potential to benefit.

Climate change directly and indirectly impacts a range of specific human rights, such as the right to life and the right to health. Climate change is an issue of equity as it impacts specific groups more than others. Those who have contributed the least to greenhouse gas emissions, i.e. the poor, children and future generations, are often the most affected, DAERA through collaboration with other government departments and organisations representing section 75 categories will work to protect human rights in relation to climate change. Through stakeholder engagement DAERA will provide measures to assist in tackling the barriers and maximising the opportunities Section 75 specific groups may face in relation to changes brought about by climate change and the Draft Green Growth Strategy.

The Draft Green Growth Strategy will be monitored using a suite of metrics. The development of these is currently underway, and will ensure the availability of sub-population data such as geographies (urban/rural, deprivation quintiles) and Section 75 categories, identify any potential gaps/themes and consider international comparisons. It is acknowledged that essential that robust data is essential to ensure Green Growth delivers and promotes equality of opportunity for everyone and to take the action needed to target those in greatest need.

DAERA acknowledges that equality of opportunity and good relations must be central to all public policy development and implementation. Valuable new evidence sources such as that provided by the NI Census 2021 will be used to update and inform the development of the Draft Green Growth Strategy, Climate Action Plan and any associated Equality and Just Transition assessments/plans.

All Section 75 groups will have opportunity to comment on the Draft Green Growth Strategy and Climate Actions Plans and to influence the proposed measures and actions outlined. Consultation will take place over a 12 week period. If during the consultation something is brought to our attention, we will consider the comments made.

**Religious belief**

The 2011 Census of Northern Ireland found that 45% of the population were either Catholic or brought up as Catholic, while 48% belonged to or were brought up in Protestant, Other Christian or Christian-related denominations. A further 0.9% belonged to or had been brought up in other religions or philosophies, while 5.6% neither belonged to, nor had been brought up in, a religion.

The Equality Commission’s Fair Employment Monitoring Report No. 29 [Fair Employment Monitoring Report No.29 (equalityni.org)](https://www.equalityni.org/ECNI/media/ECNI/Publications/Delivering%20Equality/FETO%20Monitoring%20Reports/No29/MonReportNo29.pdf?ext=.pdf) indicated that in 2018, that 50.7% of the (monitored) private sector workforce are from a Protestant background and 49.3% from a Catholic background.

The most recent Labour Relation Report [Labour Force Religion Report 2017 (executiveoffice-ni.gov.uk)](https://www.executiveoffice-ni.gov.uk/sites/default/files/publications/execoffice/lfs-religion-report-2017.pdf) shows that in four out of 13 industrial sectors, there were more Protestant employees, with the biggest disparity in agriculture, forestry and fishing, where 65% of employees were Protestant and 35% Catholic. Differences are also often reflected across geographical areas e.g. Belfast, the North of NI and the West & South of NI, working age economic activity rates were higher among Protestants than Catholics in 2017. In Outer Belfast, working age economic activity rates were higher among Catholics than Protestants, while in the East of NI 74% of both Protestants and Catholics were economically active.

The 2011 Census recorded that in rural communities, 53% of households recorded a head of household as following (or being brought up in) the Protestant or other Christian religious belief, with 45% following or being brought up in the catholic belief. 3% recorded their religion as other or none.

The 2018 DAERA Equality Indicators Report [Equality indicators Report | Department of Agriculture, Environment and Rural Affairs (daera-ni.gov.uk)](https://www.daera-ni.gov.uk/publications/equality-indicators-report) found that just over two fifths (42%) of farmers in Northern Ireland were Catholic, with half (51%) stating their religion as Protestant or another Christian denomination. The remainder (6%) were of 'other' or no religion. Catholics were much more likely than Protestants to farm on very small farms, with 85% of Catholics farming small farms compared to 68% of Protestants, and only 2% having large farms compared to 10% of Protestant farmers.

Catholic farmers were also more likely to be engaged in cattle and sheep farming in Less Favoured Areas, with over three quarters (77%) engaged in this type of farming activity compared to less than half (45%) of Protestant farmers. In contrast, a much higher proportion of Protestant (16%) than Catholic (5%) farmers were dairy farmers, and twice as many Protestant (25%) as Catholic (12%) farmers were lowland cattle and sheep farmers.

Equality covers a breadth of areas and grounds in Northern Ireland. In 2016 The Equality Commission survey [ECNI - Equality Awareness Survey - A Question of Attitude (equalityni.org)](https://www.equalityni.org/Delivering-Equality/Equality-Awareness-Survey) investigated what people really thought were the equality issues that were particularly important to them. Religion (28%) was the most important issue with race (19%) and age (19%) reported as joint second in importance followed by gender (18%), political opinion (16%) and sexual orientation (16%).

**Political Opinion**

The Northern Ireland life and Times Survey 2013 found that 25% of the NI population describe themselves as nationalist, 29% as unionist and 43% held neither political opinion.

[NI: IN PROFILE Key statistics on Northern Ireland (nisra.gov.uk)](https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/NI%20IN%20PROFILE%20-%203%20March%202021_0.pdf) reports that two-fifths of adults identify as neither unionist nor nationalist.

[NI Life and Times Survey - 2019 : POLPART2 (ark.ac.uk)](https://www.ark.ac.uk/nilt/2019/Political_Attitudes/POLPART2.html) reports 14% of the population supported the Democratic Unionist Party, 9% Sinn Fein, 9% Ulster Unionist Party, 10% Social Democratic and Labour Party, 15% Alliance, 6% Other, 15% none of these, 8% provided another answer and 15% replied don’t know.

Information on political opinion was not collected in the Population Census 2011. However, as a question on National Identity was included responses were analysed against farm size, type and land characteristics as a proxy metric for political opinion. Overall, 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.

A much higher proportion of those stating an Irish only or Northern Irish only identity farmed on very small farms (85% and 81% respectively) than those stating a British only identity (69%). In contrast, the proportion of those stating a British only identity farming on large farms (9%) was more than double that of those who stated Irish only (2%) or Northern Irish only (4%) identities. High proportions of dairy farmers (62%) and those engaged in mixed farming (63%) stated a British only identity. More than three quarters of those describing their identity as Irish only (77%) and two-thirds of those with a Northern Irish only (68%) identity were engaged in cattle and sheep farming in Less Favoured Areas, compared to less than half (48%) of farmers of British only identity.

In contrast, those stating a British only identity were much more likely to be engaged in farming cattle and sheep in lowland areas, dairy farming, or other types of farming activity, than those stating an Irish only or Northern Irish only identity. Farmers with an Irish only identity were almost twice as likely to farm in Severely Disadvantaged Areas (55%) than farmers with a British only identity (28%). The proportion of those with a Northern Irish identity farming in Severely Disadvantaged Areas was also very high at 48%. On the other hand, the proportion of those describing themselves as British only who farmed in lowland areas (39%) was more than twice that of those with an Irish only identity (15%) and much higher than those with a Northern Irish only identity (24%).

**Racial Group**

The NI 2011 Census found that over 98% of the population state their ethnic origin to be white. In rural areas, the population is almost entirely classified as white (99.4%). [NI: IN PROFILE Key statistics on Northern Ireland (nisra.gov.uk)](https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/NI%20IN%20PROFILE%20-%203%20March%202021_0.pdf) reports that survey figures indicate there are around 53,000 people living here in 2019 who were born in the rest of the EU (excluding UK and Ireland).

[Northern Ireland Good Relations Indicators Annual Update 2019 – Report (executiveoffice-ni.gov.uk)](https://www.executiveoffice-ni.gov.uk/sites/default/files/publications/execoffice/ni-good-relations-indicators-annual-update-2019-report.pdf) reports that 54% of young people responded that they feel favourable towards people from Catholic communities; 51% towards people from Protestant communities; and 47% towards people from minority ethnic communities. This remains significantly lower than the proportion of adults who feel favourable towards people from: Catholic communities, 81%; Protestant communities, 85%; and minority ethnic communities, 73%. [Racial Equality Indicator Baseline Report 2014 - 2017 (executiveoffice-ni.gov.uk)](https://www.executiveoffice-ni.gov.uk/sites/default/files/publications/execoffice/racial-equality-indicator-baseline-report-2014-17.pdf) reports that in 2017, 19.7% of respondents reported themselves as prejudiced against people from minority ethnic communities; 80.3% said ‘Not at all’.

Poverty in Northern Ireland has been found to correlate with racial group. Research by Joseph Rowntree Foundation (2013) <http://www.jrf.org.uk/publications/poverty-ethnicity-northern-ireland> highlights that ‘people from minority ethnic groups are employed at all levels in the economy, but low grade, low paid employment appears commonplace, despite many having high qualifications and skills’.

The Travelling Community are a marginalised group with somewhat limited information available. They are a minority native to the island of Ireland and according to the NI 2011 census represent 0.07 percent (i.e. 1,267 individuals) of the population in NI. However the All Ireland Traveller Health Survey in 2010 [gov.ie - All-Ireland Traveller Health Study (www.gov.ie)](https://www.gov.ie/en/publication/b9c48a-all-ireland-traveller-health-study/?referrer=/blog/publications/all-ireland-traveller-health-study/) concluded, based on its own statistical research that at least 3,905 Travellers resided in NI. More information will be required to assess the impact of climate change and green growth approaches on the unique travelling, accommodation and lifestyle of this community.

In terms of cultural identity, in 2015, 64.4 percent of respondents to the Northern Ireland Life & Times Survey responded that they “agree” or “strongly agree” with the statement: “I believe my own cultural identity is respected by society”. In 2018, this figure was 64.5 percent. This change is not significant and represents no change from the baseline year (2015) as reported in [Percentage of the population who believe their cultural identity is respected by society | The Executive Office (executiveoffice-ni.gov.uk)](https://www.executiveoffice-ni.gov.uk/indicators/percentage-population-who-believe-their-cultural-identity-respected-by-society)

The Northern Ireland Affairs Committee has launched an inquiry to examine the experiences of minority ethnic and migrant people in Northern Ireland. Its call for evidence closed on 21st May 2021. The committee states the purpose of the inquiry is to ensure "Northern Ireland's story is fully inclusive. Minority ethnic groups comprised 1.8% (32,400) of the population, according to Northern Ireland's last census in 2011. But their voices had often been overlooked”. Up to date evidence such as this will be used to inform further development of Green Growth in NI.

**Age**

The European Commission in ‘A Union of Equality: Gender Equality Strategy 2020-2025’ [EUR-Lex - 52020DC0152 - EN - EUR-Lex (europa.eu)](https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52020DC0152) notes that specific attention towards elderly people (in terms of future-proof renovations or, for climate adaptation policies, measures during heat waves to improve hydration) will, for example, have a positive impact on women in particular as they form the majority of the elderly population.

NISRA reports in [2019 estimates of the population aged 85 and over - summary (nisra.gov.uk)](https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/85AndOver-Summary2019.pdf), that the population aged 85 and over makes up 2.0 per cent of the Northern Ireland population. Females represent 65.1 per cent of the 85 and over population, with males making up the remaining 34.9 per cent. The majority of centenarians were female (274 or 85.6 per cent). The number of male centenarians in mid-2019 was 46 (14.4 per cent). The number of female centenarians has consistently outnumbered males over the decade.

The 2018-based population projections for NI [2018-based Population Projections for Northern Ireland | Northern Ireland Statistics and Research Agency (nisra.gov.uk)](https://www.nisra.gov.uk/publications/2018-based-population-projections-northern-ireland) show the continuing ageing of the Northern Ireland population. The population aged 65 and over is projected to increase by 56.2 per cent between mid-2018 and mid-2043. Likewise, the population aged 85 and over is projected to increase by 106.4 per cent over the same period. By mid-2028, there is projected to be more people aged 65 and over (385,500 people) than children (aged 0-15) (375,700 people) in Northern Ireland. Northern Ireland is projected to have the second largest population growth (5.7 per cent) between mid-2018 and mid-2043 across the UK. [NI: IN PROFILE Key statistics on Northern Ireland (nisra.gov.uk)](https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/NI%20IN%20PROFILE%20-%203%20March%202021_0.pdf) reports around 80,000 older people (65+) live on their own.

The NI 2011 Census showed that around 25% of the population was 55 years or older and around 47% were under 35 years old. The average age of the NI population is 37.59. 57.61% of NI residents aged 16-72 were economically active. In terms of the agricultural sector, the average age of farmers in Northern Ireland is 59 with only 8% of farmers identified as head of business under 40.

The Annual Report of the Registrar General, [RG Annual Report 2019.PDF (nisra.gov.uk)](https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/RG%20Annual%20Report%202019.PDF) states the NI population continues to age with the number of those aged 65 and over increasing by 2.1 per cent to reach 314,700 people (16.6 per cent of the population). In contrast, the number of children aged 0 to 15 years increased by just 0.6 per cent to reach

The involvement of young people has been given particular focus by Green Growth given the importance of the Strategy to future generations. DAERA acknowledge that young voices need to be taken seriously and their input valued. To gain up to date evidence to inform the Draft Strategy DAERA worked in partnership with the Education Authority (EA) who are recognised experts in youth engagement. EA worked with a team of young people who led the co-design of a Green Growth and climate change youth survey. The online survey gauged the level of interest and understanding young people had regarding key issues for the Draft Green Growth Strategy and was distributed across a wide range of youth groups in NI. The results from the youth survey, along with the Draft Green Growth Strategy, have been discussed and debated by EA youth focus groups. The focus groups represented young people from 16 to 22 years, from both rural and urban backgrounds with a wide range of interests including Mid Ulster Youth Voice, Belfast Climate Commission Youth Working Group, CAFRE, Lisburn Castlereagh Youth Council (Youth Voice group), Newry and Mourne Youth council (Youth Voice group), Ulster Wildlife, Grassroots Challenge, Causeway Coast and Glens Youth Voice, Fermanagh and Omagh Youth Voice and North West Ministry of youth (Derry and Strabane youth voice group). The conclusions and recommendations from the youth research, were presented by the young people to DAERA and helped us shape our Draft Green Growth Strategy to achieve a sustainable future for NI.

**Marital Status**

The NI 2011 census showed that around 48% of the population were married or in a civil partnership, and 36% were single. NISRA provide information on the number of marriages by type, age and location at [Marriage Statistics | Northern Ireland Statistics and Research Agency (nisra.gov.uk)](https://www.nisra.gov.uk/publications/marriage-statistics). The Annual Report of the Registrar General, [RG Annual Report 2019.PDF (nisra.gov.uk)](https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/RG%20Annual%20Report%202019.PDF) states 7,255 marriages were registered in 2019, equivalent to just under 1 every hour.

At this stage in the development of Draft Green Growth Strategy there is no evidence available to suggest the Strategy will have any foreseeable impact on equality of opportunity as a result of marital status.

**Sexual Orientation**

**UK**

In [Sexual Identity, UK: 2016](https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2016) it was reported that, 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 are 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 are also a number of new and emerging inequalities, for which evidence is limited but would include issues such as, inequalities experienced by transgender people that may be impacted via climate policy development. As further evidence becomes available DAERA will consider the relevance for Green Growth.

**Men & Women generally**

Parties to the UNFCCC recognise the importance of involving women and men equally in in the development and implementation of national climate policies. At COP 25 all countries adopted a new |Gender Action Plan [Microsoft Word - 1921501E.docx (unfccc.int)](https://unfccc.int/sites/default/files/resource/cp2019_L03E.pdf). The plan sets out objectives and activities under five priority areas that aim to advance knowledge and understanding of gender-responsive climate action and its coherent mainstreaming in the implementation of the UNFCCC and the work of Parties, the secretariat, United Nations entities and all stakeholders at all levels, as well as women’s full, equal and meaningful participation in the UNFCCC process.

However it has been noted by organisations such as CARE International [Home Page | Care International (care-international.org)](https://www.care-international.org/), that the UK as COP 26 hosts, have appointed an all-male COP26 leadership team, which indicates they are not prioritizing gender equality in climate action.  CARE has urged the UK Government to appoint a high-level gender equality champion to the leadership team, implement the Gender Action Plan in full, and make sure climate finance reaches women’s rights organization’s responding to the already devastating effects of climate change.

**European and SDG’s**

The Paris Agreement and Sustainable Development Goals (SDGs) recognises that women and girls are disproportionately affected by climate change due to gender inequalities that restrict access to education, resources, decision-making spaces, and other opportunities. Gender-responsive climate policy and actions can uphold, promote, and integrate women’s rights and address gender equality as a cross-cutting issue by incorporating women into the design and implementation of policies and programs. Inclusion of gender-differentiated needs, priorities, and solutions will ensure more effective mitigation, adaptation, and resilience programs that respond to all people. There also needs to be gender-responsive technology and finance mechanisms [Delivering-On-Paris-Web.pdf (wedo.org)](https://wedo.org/wp-content/uploads/2017/05/Delivering-On-Paris-Web.pdf)

The European Commission in ‘A Union of Equality: Gender Equality Strategy 2020-2025’ [EUR-Lex - 52020DC0152 - EN - EUR-Lex (europa.eu)](https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52020DC0152) acknowledges that the core challenges affecting the EU today – including the green and digital transitions and demographic change – all have a gender dimension. Gender mainstreaming ensures that policies and programmes maximise the potential of all – women and men, girls and boys, in all their diversity. The aim is to redistribute power, influence and resources in a fair and gender-equal way, tackling inequality, promoting fairness, and creating opportunity.

The Commission will integrate a gender perspective in all major Commission initiatives during the current mandate, facilitated by the appointment of the first Commissioner for Equality, as a stand-alone portfolio, and by creating a Task Force for Equality. The Task Force will facilitate the mainstreaming of equality relating to six grounds of discrimination: sex, race or ethnic origin, religion or belief, disability, age and sexual orientation.

The Commission acknowledges that upcoming policies under the European Green Deal, such as the Building Renovation Wave or the EU Strategy on Climate Adaptation, can impact women differently to men. As regards climate change, the role of young women in particular has been remarkable in leading the push for change. Women and men are not equally affected by green policies tackling climate change (there are less possibilities for women as climate refugees), or the clean transition (there are more women in energy poverty), emission-free transport (more women use public transport). Addressing the gender dimension can therefore have a key role in leveraging the full potential of these policies.

The importance of gender equality is emphasised by The Global Unions, representing more than 80 million women workers across all sectors all over the world, in [uncsw65-gufwrittenstatement\_en.pdf (ituc-csi.org)](https://www.ituc-csi.org/IMG/pdf/uncsw65-gufwrittenstatement_en.pdf). This statement calls for Just Transition measures for women workers affected by climate change, digitalization, and automation, adopted through social dialogue, collective bargaining, and job evaluations.

**UK**

Links between gender inequality and the impacts of the climate crisis aren’t always immediately obvious to those whose day-to-day lives haven’t yet been upturned by global warming. But to prevent gender disparities further deepening, an understanding of climate change and its complex relationship to human power structures is key. Professor Julie Doyle of the University of Brighton concludes in a recent Independent article [Why climate change is a feminist issue | The Independent](https://www.independent.co.uk/climate-change/sustainable-living/climate-change-gender-equality-feminism-b1816507.html) “Climate change should not be discussed without reference to gender, racial and class inequalities.”

The Minister for Women and Equalities, Liz Truss, set out the UK Government's new approach to tackling inequality across the UK in [Fight For Fairness - GOV.UK (www.gov.uk)](https://www.gov.uk/government/speeches/fight-for-fairness). The new approach to equality is based on the core principles of freedom, choice, opportunity, and individual humanity and dignity. It will be delivered by delivering fairness through modernisation, increased choice and openness; by concentrating on data and research, rather than on campaigning and listening to those with the loudest voices and; by taking the biggest and broadest look yet at the challenges we face, including the all too neglected scourge of geographic inequality.

The NI 2011 Census showed that 51% of the population was male and 49% female. While the overall NI workforce has a majority of females (52%) there are differences between the public and private sector. The public sector has a large majority of females within its composition (65%) whereas just under half (45%) of the private sector workforce is female. NISRA state the current population of NI for females is 960,950 and male is 932,717, however our future workforce balance will be slightly male dominated as the current population split for ages 0-15 is 192,844 female with 203,081 male, a difference of 2.6%.

Despite making up half the working age population (16-64), nearly a third of working age women are not in the labour force, while this is the case for just over a fifth of working age men. [Women in NI 2020\_0.pdf (nisra.gov.uk)](https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/Women%20in%20NI%202020_0.pdf)

Price Waterhouse Coopers, in their 2020 report, ‘How will automation impact jobs’ [How will automation impact jobs: PwC UK](https://www.pwc.co.uk/services/economics/insights/the-impact-of-automation-on-jobs.html) estimate that 30% of existing jobs in the UK could be impacted by automation by the early 2030s. Jobs with higher rates of female employment are at highest risk of automation.

According to the GEM UK: Northern Ireland Report 2017 the Total Early-Stage Entrepreneurial Activity (TEA) in NI in 2017 was 6.5% compared to the UK average of 8.7%. Females in NI were half as likely to be entrepreneurs as males. An analysis in January 2020 of the Rural Business Investment Scheme 2014-2020 found that in relation to gender males benefitted most from the scheme with 76% of beneficiaries identified as male and 24% female.

**Disability**

Human Rights Council resolution [A/HRC/46/46 - E - A/HRC/46/46 -Desktop (undocs.org)](https://undocs.org/A/HRC/46/46) discussions highlight that persons with disabilities, who constituted 15 per cent of the world’s population – approximately 1 billion individuals – experienced climate change impacts differently and more severely than others. Poverty is one of the key components affecting the exposure of persons with disabilities to the impacts of climate change. Other factors included discrimination and stigma. Intersecting factors relating to gender, age, ethnicity, geography, migration, religion and sex could put persons with disabilities at even higher risks.

An analytical study on the promotion and the protection of the rights of persons with disabilities in the context of climate change [A/HRC/44/30 - E - A/HRC/44/30 -Desktop (undocs.org)](https://undocs.org/A/HRC/44/30), found that, both sudden-onset natural disasters and slow-onset climate events can seriously affect the access of persons with disabilities to food, water and sanitation, medicines, education and training, adequate housing and access to decent work. The majority of persons with disabilities live in poverty and the Intergovernmental Panel on Climate Change foresees that the poorest people will continue to experience the worst effects of climate change through lost income and livelihood opportunities, displacement hunger and adverse impacts on their health. Multiple and intersecting factors of discrimination related to gender, age, displacement, indigenous origin or minority status can further heighten the risks of persons with disabilities experiencing negative impacts of climate change.

Because they are disproportionately affected by climate change, persons with disabilities must be included in climate action. Their participation would allow for tailored climate action that addresses the specific concerns of persons with disabilities related to the adverse impacts of climate change. A human rights-based approach, empowers persons with disabilities as agents of change to address the harmful impacts of climate change in their day-to-day lives. If persons with disabilities are left out of decision-making, that leaves them unable to contribute by identifying risk reduction and adaptation measures that could be effective for, and carried out by, persons with disabilities.

The report recommends a disability-inclusive human rights-based approach to climate change which entails climate action that is inclusive of and accountable to persons with disabilities at all stages. This approach means fully integrating human rights and disability into climate action which could be incorporated within Green Growth by ensuring persons with disabilities and their representative organizations are encouraged to participate meaningfully in climate action and decision-making, including in leadership positions.

Awareness-raising and capacity-building are critical to increasing understanding of climate change and action among persons with disabilities and their representative organizations. A Just Transition, with its focus on social inclusion and poverty eradication, offers an opportunity to maximize employment opportunities for persons with disabilities. That can be achieved by, inter alia, offering accessible development of green skills and green job employment services, as well as ensuring that green contracts and green jobs promote disability inclusion.

Climate change financing, adaptation and mitigation must address those most at risk from the adverse effects of climate change, including persons with disabilities. Goals, indicators, targets and reports relating to climate change must explicitly address persons with disabilities, and include disaggregated data by disability.

A flagship United Nations Disability and Development Report - Realizing the Sustainable Development Goals by, for and with persons with disabilities (2018) [Microsoft Word - UN flagship report disability - edited final](https://social.un.org/publications/UN-Flagship-Report-Disability-Final.pdf) is described by the Secretary-General of the United Nations as a useful tool for decision-makers in their ongoing work to design evidence-based policies that leave no one behind. The report states that to meet the SDGs by 2030, international and national development programmes will need to prioritize inclusive development. In particular, concrete action is needed to make persons with disabilities and their situations visible in policymaking and to build just and inclusive societies. This action should focus on four fronts: (1) addressing fundamental barriers causing exclusion of persons with disabilities; (2) mainstreaming disability in the implementation of the SDGs; (3) investing in monitoring and evaluation of progress towards the SDGs for persons with disabilities; and (4) strengthening the means of implementation of the SDGs for persons with disabilities. Implementing these actions in the development and implementation of the Draft Green Growth Strategy would help lead to a Just Transition.

The Northern Ireland 2011 Census showed that around 12% of the population found their day to day activities to be limited a lot due to a disability and around 9% found their activities limited a little. Out of all households surveyed, 94,681 males reported their day-to-day activities were limited a lot compared to 108, 658 females a difference of 7%.

[NI: IN PROFILE Key statistics on Northern Ireland (nisra.gov.uk)](https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/NI%20IN%20PROFILE%20-%203%20March%202021_0.pdf) reports that one in five people have a disability or limiting long-term illness. With 12% of people claim Disability Living Allowance/Personal Independence Payment. In the Continuous Household Survey 2018/2019, 33% of households in Northern Ireland have dependent children, 10% have an adult dependent and 9% an elderly dependent. [Continuous Household Survey | Department of Agriculture, Environment and Rural Affairs (daera-ni.gov.uk)](https://www.daera-ni.gov.uk/publications/continuous-household-survey)

The [Disability Strategy Expert Advisory Panel (communities-ni.gov.uk)](https://www.communities-ni.gov.uk/system/files/publications/communities/dfc-social-inclusion-strategy-disability-expert-advisory-panel-report.pdf) report, published in December 2020, developed by the Disability Strategy Expert Advisory Panel appointed by the Department for Communities make evidence-based recommendations on the scope of a new Disability Strategy. This report helps us to understand the experience of, and issues faced by disabled people appropriate including participation and leadership, economic security and autonomy of persons with disabilities. It provides valuable insights which will be used in the development of policies and strategies such as Green Growth.

The new NI Disability Strategy, scheduled to be published as part of a suite of 4 Social Inclusion Strategies (Anti-Poverty Strategy, Disability Strategy, Gender Strategy and Sexual Orientation Strategy) in December 2021, is being developed through co design. The methods and learning from this development will be implemented to ensure the Draft Green Growth Strategy meets the present and future needs of persons with disabilities.

In the report the Committee on the Rights of Persons with Disabilities (2018) General Comment No. 7 citation [Treaty bodies Download (ohchr.org)](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CRPD/C/GC/7%20Easy%20read%20version&Lang=en) states that DPOs should be distinguished from organisations “for” persons with disabilities, “which provide services and/or advocate on behalf of persons with disabilities, which, in practice, may result in a conflict of interests. There is an obligation to build the capacity and empowerment of DPOs in particular and “ensure that priority is given to ascertaining their views in decision-making processes” especially the need to prioritise the views of DPOs over those of third party organisations advocating for disabled people.

**Dependants**

The 2011 Census showed that 34% 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.

[NI: IN PROFILE Key statistics on Northern Ireland (nisra.gov.uk)](https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/NI%20IN%20PROFILE%20-%203%20March%202021_0.pdf) reports that one in three households have a dependent child. <https://www.nisra.gov.uk/labour-force-survey-women-northern-ireland-2020> reports that over the past 10 years there have been consistently more economically inactive women than men. The most common reason for inactivity among women was family and home commitments. 76% of women with dependent children were economically active, compared with 92% of men with dependent children.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**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:**

**Needs, experiences and priorities**

The NICS recognises the importance of equality, diversity and inclusion. We operate in an increasingly diverse community, and we understand that the people who provide and use our services have diverse characteristics and different experiences, needs and aspirations. Understanding, valuing and effectively managing these differences can result in greater participation, and help bring about success at an individual, team and organisational level.

DAERA promotes equality and good relations across all aspects of its business: in its policies, information and service provision for customers, visitors and staff.  DAERA works to ensure that all of its services are accessible, and delivered in ways which meet the needs of its diverse customers.

DAERA is committed to carrying out consulate and engage timely, in an open and inclusive manner. We will use the “Citizen Space”, a digital platform, used by hundreds of publicly accountable organisations around the world too centrally: design, publish, manage, analyse and feedback on democratic decisions.

DAERA acknowledge the importance of providing timely information, advice and support to all citizens to enable them to make informed choices and behavioural changes on the transition to a low emissions economy. We will work to provide this in a range of user friendly formats to help meet the needs of all Section 75 categories.

Green Growth will be a complex and overarching Draft Strategy, at this stage in its development it is not possible to assess the degree and scope of equality impact of individual strategy elements. The Draft Green Growth Strategy, will be developed through extensive citizen and stakeholder engagement and collaboration to ensure we gather the relevant evidence/information to truly reflect the need of everyone. This is only the start of that process, and future iterations will take into account a variety of evidence of the different needs, experiences and priorities of everyone, including those from Section 75 groups.

The Draft Strategy closely aligns with PfG draft Outcome 2, we live and work sustainably - protecting the environment aligns with the Draft Green Growth Strategy. The public perceptions research conducted by NI Executive Office highlights differences in how the Outcomes are viewed by ethnic group, age and disability and health. PfG Outcome 2, [Our Population: Perceptions of the Outcomes Framework 19/20 | The Executive Office (executiveoffice-ni.gov.uk)](https://www.executiveoffice-ni.gov.uk/publications/our-population-perceptions-outcomes-framework-1920) showed Outcome 2 elicited the most negative responses, with 4 in 10 respondents (40%) disagreeing or strongly disagreeing with the statement. [Our Young People: Perceptions of the Outcomes Framework (executiveoffice-ni.gov.uk)](https://www.executiveoffice-ni.gov.uk/sites/default/files/publications/execoffice/ypbas-2019-headline-report.pdf) showed less than a quarter (22%) of respondents agreed or strongly agreed with Outcome 2 giving it the lowest agreement rate. It also elicited the most negative responses, with half of respondents (50%) disagreeing or strongly disagreeing with the statement. This research will be used to further examine the needs, experience and priorities of the groups surveyed.

Developing new green jobs will potentially benefit all, with more people working in jobs that contribute to climate action and a clean environment. It will support those with barriers to work to upskill and move towards the green economy through an inclusive skills strategy. Examples of green sectors could include circular economy, renewable energy, electric transport, agricultural innovation, energy efficiency or nature conservation. Low carbon and renewable energy is already an important part of our economy. It is estimated that it generates around £1 billion in turnover annually and 5,900 full time equivalent (FTE) jobs <https://www.economy-ni.gov.uk/articles/energy-northern-ireland>

The needs, experiences and priorities of each of the sector 75 categories will be examined and incorporated, as appropriate, through collaboration into a just approach to the Draft Green Growth Strategy and Climate Action Plan.

Building of the recent research by the Nevin Economic Research Institute and others, we will investigate the best way of ensuring a Just Transition in Northern Ireland. The Nevin Economic Research Institute report [https://www.nerinstitute.net/sites/default/files/research/2021/Planning a Just Transition for NI Jan\_0.pdf](https://www.nerinstitute.net/sites/default/files/research/2021/Planning%20a%20Just%20Transition%20for%20NI%20Jan_0.pdf) highlights that we know that an effective transition will lead to a much more attractive path for the economy and poverty reduction than is offered by the current economic model. The transition to lower greenhouse gas emissions can be a socially inclusive one, undertaken in an inclusive way. Green Growth provides an opportunities for stakeholders and government to assess what changes mean in terms of reducing inequalities and maximising opportunities for vulnerable people, workers and communities. The potential to reduce fuel poverty through better energy efficiency in homes is just one example.

The Draft Green Growth Strategy will be subject to a formal public consultation period to capture the views of as many people as possible to capture the relevant qualitative/quantitative information/evidence to inform the future development of Green Growth in Northern Ireland

The Draft Strategy will be monitored using a suite of metrics. The development of these is currently underway, and will ensure the availability of sub-population data such as geographies (urban/rural, deprivation quintiles) and Section 75 categories, identify any potential gaps/themes and consider international comparisons. It is acknowledged that essential that robust data is essential to ensure Green Growth delivers and promotes equality of opportunity for everyone and to take the action needed to target those in greatest need.

***Religious belief***

All Government departments involved in the development and implementation of the Draft Green Growth Strategy have a duty to ensure all programmes and services provided are open to all applicants regardless of their religious belief. Therefore DAERA does not anticipate any major difference in needs, experience or priorities according to religious belief.

In Northern Ireland potential equality impacts regarding religious belief and political opinion can be complex. For example in terms of farm size within the agricultural sector, the 2018 DAERA Equality Indicators reported that 85% of Catholics farm smaller farms compared to 68% of Protestants. The potential impact of some Green Growth initiatives relating to greening agricultural policy will depend on farm size and farm enterprise type which can be related to the religious belief of the farmer.

DAERA will use and gather evidence to examine needs, experience and priorities of those of different religious beliefs and were necessary consider and employ mitigation measures to promote equality of opportunity.

Further evidence will be gathered where there are gaps and potential impacts of Green Growth initiatives on the needs, experience and priorities of those of differing religious beliefs. For example emissions reduction requirements will impact certain industries/employment sectors which may be over/underrepresented by a particular religious belief. This may also be reflected in geographical location in NI.

***Political Opinion***

Draft Green Growth Strategy development embraces an inclusive approach welcoming all political opinions. In Northern Ireland potential equality impacts regarding political opinion and religious belief can be complex. Inclusive engagement and collaboration will ensure all policy interventions and related programmes apply to everyone regardless of their political opinion.

The Draft Green Growth Strategy aims to deliver a carbon neutral society and as such will impact certain high carbon sectors such as agriculture, transport and energy. In Northern Ireland some industries/employment sectors and geographical areas, may be over/underrepresented by particular religious beliefs which are in general may be associated with political opinion of the workforce. For example in terms of geographical area and national identity, which in Northern Ireland may be linked to political opinion, farmers with an Irish only identity were almost twice as likely to farm in Severely Disadvantaged Areas (SDA) (55%) than farmers with a British only identity (28%). The impact of Green Growth initiatives would be expected to differ in SDAs compared to Less Disadvantaged Areas. DAERA will examine impacts such as this further via rural proofing.

DAERA will use and gather evidence to examine needs, experience and priorities of those of different political opinions and were necessary consider and employ mitigation measures to promote equality of opportunity.

***Racial Group***

DAERA acknowledge the importance of assessing impacts, needs and priorities of all racial groups, this will be gained thorough engagement with organisations who represent minority groups. Consideration will be given to how best to encourage multi-cultural engagement to explore, understand, and respect our shared aim of an improved environment through net zero and green growth approaches.

Opportunities for encouraging engagement from under-represented groups will be considered as part of Strategy development. The needs of those who experience barriers in accessing information on, or participating in, the development or implementation of the Strategy due to alternative language requirements, must be addressed.

The impact of climate change on the needs, priorities and experiences of each racial group will need further consideration. For example in term of the minority travelling community the [Out of Sight Out of Mind Travellers Accommodation in NI Full Report.pdf](file:///C:\Users\1129977\Downloads\Out%20of%20Sight%20Out%20of%20Mind%20Travellers%20Accommodation%20in%20NI%20Full%20Report.pdf) reports that the standard services (electricity, water, heating, drainage, sanitation, waste disposal) are not adequately available in practice on some Travellers’ sites.

The [Vital-Signs-Northern-Ireland-2018.pdf (communityfoundationni.org)](https://communityfoundationni.org/wp-content/uploads/2019/08/Vital-Signs-Northern-Ireland-2018.pdf) reports highlights extreme levels of mortality with this community having a pressing need for adequate accommodation, including serviced sites, transit sites and housing. Travellers using sites have a high reliance on diesel engines and generators. Therefore their energy and heating needs would be directly impacted by a change in the cost and availability of fossil fuels.

Green Growth provides an opportunity to develop good quality green jobs which may help reduce low grade employment and poverty within minority ethnic groups.

***Age***

The Draft Strategy is of relevance to all ages, and its development and implementation will be open to all ages to become involved in. It will benefit all citizens of Northern Ireland. DAERA acknowledges the importance of engaging with all ages in the development and future implementation of the Draft Green Growth Strategy.

Potential needs of older people such as the ability of older people to access, understand and participate in online communications are acknowledged. [NI: IN PROFILE Key statistics on Northern Ireland (nisra.gov.uk)](https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/NI%20IN%20PROFILE%20-%203%20March%202021_0.pdf) found that 11% of adults have never used the internet - internet use declines markedly with age and around half of those aged 70 and over used the internet in the last three months

[Usage of Online Channels to Access Public Services in NI 2019-20 (nisra.gov.uk)](https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/Usage%20of%20Online%20Channels%20to%20Access%20Public%20Services%20in%20NI%202019-20%20-%20Statistical%20Bulletin_0.pdf) report that in 2019/20 the age group with the lowest proportion using online channels to access public services is 65 years+ (40%). Similar to in 2018 this was significantly lower than all other age groups. The impact of Covid 19 on online access and usage will be examined when evidence becomes available. People aged 50-64 (71%) and 18-24 year olds (80%) are also less likely to have accessed public services online showing a significant difference from the other groups. A similar proportion of, 25-34 year olds (86%) and 35-49 year olds (86%) have accessed public services online. Increased use of forms of electronic communication can adversely impact on those who are not familiar or comfortable with this technology, and including older people and those in marginalised communities (the so-called ‘digital divide’). DAERA will work with organisations experienced in communicating with older people to ensure their voices are heard and considered in strategy development and implementation. Incorporation of this feedback will help ensure the needs, priorities and experiences of this sector 75 category are used to address and mitigate against highlighted issues such as reduced mobility. Older people and those with mobility problems generally rely on a future transport system that is accessible to all. The drive towards sustainable transport must accommodate these concerns.

DAERA are committed to inclusive engagement and acknowledge the wealth of knowledge older people can bring to enhance strategy development. Consideration will be given to how best to engage with older people and organisations which represent their interest to capture and utilize the views of older people.

UNCEF highlight in their [Are-climate-change-policies-child-sensitive-2020\_0.pdf (unicef.org)](https://www.unicef.org/media/72561/file/Are-climate-change-policies-child-sensitive-2020_0.pdf) report that despite their disproportionate vulnerability, children are consistently overlooked in the design and content of climate policies and related processes. Representing approximately one-third of the global population, and facing an increasingly uncertain and unstable future, it is impossible to overstate children’s stake in effective climate policies and action.

Given the long term nature of achieving net zero it is essential that young people are involved throughout Draft Green Growth Strategy development in order to be able to support its implementation and future development. We will ensure young people, are involved throughout the process as they will be responsible for delivering the changes needed for a sustainable future. Young people will be engaged with by making best use of existing youth communication channels and groups and innovative approaches. For example DAERA continues to work in partnership with the Education Authority (EA), experts in youth engagement to help access the needs and priorities for young people in relation to Green Growth.

The Draft Green Growth Strategy may provide opportunities to improve young people’s awareness of environmental issues such as climate change and carbon literacy through enhanced environmental education. The increase in green technologies, renewable energy, sustainable product design etc will provide new and reskilling development opportunities. The transformation required to achieve a carbon neutral society will require sustainable consumer and lifestyle choices which will be led by young people through their understanding, support and ownership of initiatives such as the Draft Green Growth Strategy and Climate Action Plan.

The NI Youth Assembly, consisting of 90 young people aged from 13 to 17, has potential to be a key platform for DAERA youth engagement and Draft Green Growth Strategy engagement.

We may request age as part of Green Growth engagement and consultations for statistical analysis purposes and therefore implementation of policy and communications strategy may target specific age groups.

***Marital status***

The NI 2011 census showed that around 48% of the population were married or in a civil partnership, and 36% were single.

At this stage in the development of Draft Green Growth Strategy there is no evidence available to suggest the Strategy will have any foreseeable impact on equality of opportunity on stakeholders as a result of their marital status. DAERA acknowledge there may be barriers to participation related to marital status such as dependent care. Mitigation measures will be considered to reduce the impact of identified barriers.

***Sexual orientation***

All Government departments involved in the development and implementation of the Draft Green Growth Strategy have a duty to ensure all programmes and services provided are open to all applicants regardless of their sexual orientation. Therefore DAERA does not anticipate any major difference in needs, experience or priorities according to sexual orientation.

At this stage in the development of Draft Green Growth Strategy there is no evidence available to suggest the Strategy will have any foreseeable impact on equality of opportunity on stakeholders as a result of their sexual orientation. DAERA acknowledge there may be barriers to participation related to sexual orientation. Mitigation measures will be considered to reduce the impact of barriers that may be subsequently identified. Opportunities for encouraging engagement from under-represented groups will be considered as part of Strategy development.

***Men and Women***

In terms of Men and Women’s contribution to the NI economy NISRA reported that over the past 10 years there have been consistently more economically inactive women than men in Northern Ireland. <https://www.nisra.gov.uk/labour-force-survey-women-northern-ireland-2020>. The most common reason for inactivity among women was family and home commitments. Given the complexity of Green Growth its impact on the employment of men and women, through initiatives such as the creation of ‘green jobs’ is not clear at this stage.

Traditionally certain sectors of Northern Ireland’s economy have been characterised by relatively higher representation by gender such as the agri-food sector. Actions need to transform these sectors to low or zero carbon are significant and will impact a higher number of males who are employed in this sector [Annual Report Tables 2019 | Northern Ireland Statistics and Research Agency (nisra.gov.uk)](https://www.nisra.gov.uk/publications/annual-report-tables-2019) estimates than with the agriculture food and fishery sector 16,000 males and 3000 females are employed.

Available evidence shows that females in NI are half as likely to be entrepreneurs as males. Innovations and entrepreneurism are key enablers to achieve the aims of Green Growth and the importance of providing adequate support to these enablers, particularly women is acknowledged. The Treasury commissioned ‘Alison Rose Review of Female Entrepreneurship (2019)’ identified 3 areas of opportunities to help female entrepreneurs including: increasing the funding directed towards them; greater family care support; and making entrepreneurship more accessible to women and increasing support locally, through relatable and accessible mentors and networks. The UK government is aiming to increase the number of female entrepreneurs by half by 2030, equivalent to nearly 600,000 additional female entrepreneurs. This need has been identified by DAERA Rural Policy Framework Working Groups and will be addressed by measures such as targeting females with training to develop their entrepreneurial skills.

A wide range of climate change actions will be taken via Green growth and other related strategies, to phase out high carbon activities for example, phasing out of petrol and diesel cars and vans; a move away from natural gas and oil boilers and lowering use of fossil fuels for power. DAERA acknowledge further information and evidence is needed to assess the impact of these measures.

Inclusion of gender-differentiated needs, priorities, and solutions will incorporated into the development of the Draft Green Growth Strategy. This will be a key part of DAERA’s co-design process ensuring effective mitigation, adaptation, and resilience measures are included to enhance equality.

Gender mainstreaming has been embraced internationally as a strategy towards realising gender equality and will be embedded in the development of the Draft Green Growth Strategy. It involves the integration of a gender perspective into the preparation, design, implementation, monitoring and evaluation of policies, regulatory measures and spending programmes. A gender responsive policy ensures that the needs of all citizens, women and men, are equally addressed.

***Disability***

While those with a disability tend to be under-represented within the workforce as a whole, the benefits attaching to the Strategy should be experienced by all sections of the community, irrespective of health status, while measures designed to reduce poverty and promote social inclusion should benefit those with a disability, and including those suffering the long-term impact of COVID-19.

DAERA is committed to the fulfilment of the two disability duties as set out under Section 49A of the Disability Discrimination Act (DDA) 1995 and continues to work hard to ensure that there is disability equality in everything we do; across all aspects of our business, in how we treat our customers and our staff, and all those who use our services. The DAERA Disability Action Plan [20.21.096 DAERA Disability Action Plan 2019-2024 Final.PDF (daera-ni.gov.uk)](https://www.daera-ni.gov.uk/sites/default/files/publications/daera/20.21.096%20DAERA%20Disability%20Action%20Plan%202019-2024%20Final.PDF) sets out how the Department proposes to fulfil the duties under Section 49A of the Disability Discrimination Act 1995 in relation to its functions, for the period 2019-2024. The action plan has two strategic priorities i.e. to promote positive attitudes towards people with disabilities; and to encourage participation by people with disabilities in public life.

As part of the action plan, DAERA is working to establish a Disability Forum, which will help to identify and address any barriers to access or participation in DAERA and its range of services that may be faced by staff, customers or stakeholders. This forum will be invited to become involved in the Draft Green Growth Strategy co design process.

Green Growth and Climate Action Division will promote identified opportunities on its working groups, steering groups, committees or similar within the disability sector and where relevant, work with the sector and NICSHR and Commissioner for Public Appointments for Northern Ireland (CPANI) to encourage uptake of these opportunities.

***Dependants***

At this stage in the development of Draft Green Growth Strategy there is limited evidence available to suggest the Strategy will impact on stakeholders as a result of their dependants.

DAERA acknowledge there may be barriers to participation related to people having dependants, particularly for women who statistically are less economically active due to dependant and home commitments. Mitigation measures will be considered to reduce the impact of identified barriers. Measures designed to reduce poverty and promote social inclusion should benefit those with dependants. Opportunities for encouraging engagement from those with dependants will be considered as part of Strategy development.

**Part 2. Screening questions**

**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.

**In General**

The Draft Green Growth Strategy is significant in terms of its strategic importance and expenditure. Green Growth embraces the pathway to Net Zero and means transforming and growing our economy while protecting our natural assets. It will achieve this by linking together all the relevant areas of policy and delivery to maintain a clear and long term focus. In doing so, it will enable Northern Ireland to play a lead role in an economic and social revolution which will happen over the next thirty years.

Potential Section 75 equality impacts can be complex. There is insufficient data regarding the impact of proposed actions to achieve zero carbon on Northern Ireland’s economy, environment and society to make a meaningful equality impact assessment at this stage.

Potential equality impacts are likely to adverse or may be likely to be experienced disproportionately. Equality impacts will be further assessed and mitigation measures employed where appropriate as the strategy develops. Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of the Strategy about which there are concerns amongst affected representative groups. The Strategy is unlikely to be challenged by way of judicial review.

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

Potential equality impacts are complex given the relationships and patterns with religious belief and sectorial employment, geographic location, etc. Further details on the Strategy’s delivery programmes and proposed actions with the climate plan will be needed to detail likely impacts.

The Draft Green Growth Strategy and Climate Action Plan’s emission reduction measures will impact industrial sectors very differently. Major changes are expected to include the adoption of new technology, innovative production methods, an increase in the sustainability of products, increased utilisation of Artificial Intelligence and changes in the type and quantity of labour required. These changes will in turn impact each sector’s employees in different ways. Four out of 13 industrial sectors in NI have higher numbers of Protestant employees, with the biggest disparity in agriculture, forestry and fishing, where 65% of employees were Protestant and 35% Catholic [Labour Force Religion Report 2017 (executiveoffice-ni.gov.uk)](https://www.executiveoffice-ni.gov.uk/sites/default/files/publications/execoffice/lfs-religion-report-2017.pdf). Differences are also often reflected across geographical areas e.g. Belfast, the North of NI and the West & South of NI, working age economic activity rates were higher among Protestants than Catholics in 2017. In Outer Belfast, working age economic activity rates were higher among Catholics than Protestants, while in the East of NI 74% of both Protestants and Catholics were economically active. Therefore the likely impact on those of different religions beliefs is likely to be major.

**What is the level of impact?** Minor/Major/None (delete as appropriate)

Major

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

As above, given the correlation with Religious belief and Political opinion in NI.

**What is the level of impact?**

Major

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

The Draft Green Growth Strategy is not unlawfully discriminatory and any residual potential impacts on people of different racial groups are judged at this stage to be minor. Through inclusive collaboration and collation of racial group evidence any potential impact can be identified and managed, as the strategy develops, by making appropriate changes to the strategy or by adopting appropriate mitigating measures.

DAERA acknowledges the importance of The Northern Ireland Affairs Committee inquiry to examine the experiences of minority ethnic and migrant people in Northern Ireland. The findings and recommendation of this inquiry will be used to update the likely impacts and equality assessments relating to Green Growth.

**What is the level of impact?**

Minor

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

Potential age related equality impacts are complex given the diversity, range and scale of proposed actions to achieve zero carbon on Northern Ireland’s economy, environment and society. As further details on delivery programmes and proposed actions with the climate plan which will emerge as a result of the implementation of the Draft Green Growth Strategy emerge more work will be needed to detail any Age related impacts.

The impacts of actions will be often be experienced very differently by youth compared to the elderly therefore it would be appropriate to conduct an equality impact assessment in order to better assess them. Equality impacts will be further assessed and mitigation measures employed where appropriate as the strategy develops.

It is likely the impact of the Draft Green Growth Strategy may have a major effect on people within different age groups, particularly in relation to ability to procure, adapt and utilise new technologies and products required to reduce greenhouse emissions; successfully secure alternative employment or reskill for carbon neutral jobs; or, afford investment to increase the energy efficiency of their homes. The strategy is likely to require significant behavioural change and is therefore has potential to impact significantly on people across different age groups in a disproportionate way.

**What is the level of impact?**

Major

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

At this stage in the development of Draft Green Growth Strategy there is no evidence available to suggest the Strategy will have any foreseeable impact on equality of opportunity on stakeholders as a result of their marital status.

The Draft Green Growth Strategy is not unlawfully discriminatory and any residual potential impacts on people of different marital status are judged at this stage to be minor. Through inclusive collaboration and collation of marital status evidence any potential impact, such as domestic energy costs, can be identified and managed, as the strategy develops, by making appropriate changes to the strategy or by adopting appropriate mitigating measures.

**What is the level of impact?**

Minor

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

The Draft Green Growth Strategy is not unlawfully discriminatory and any residual potential impacts on people of different sexual orientation are judged at this stage to be minor. Through inclusive collaboration and collation of sexual orientation evidence any potential impact can be identified and managed, as the strategy develops, by making appropriate changes to the strategy or by adopting appropriate mitigating measures.

Information and available evidence relating to sexual orientation inequalities in NI is currently somewhat limited. As further evidence such as the sexual orientation question findings in the NI census 2021 survey become available DAERA will consider it relevance for Green Growth.

**What is the level of impact?**

Minor

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

Potential men and women related equality impacts are complex given the diversity, range and scale of proposed actions to achieve zero carbon on Northern Ireland’s economy, environment and society. The impacts of actions will be often be experienced very differently by men compared to the impact on women due to factors such as sectoral employment and dependents. The Draft Green Growth Strategy and Climate Action Plan’s emission reduction measures will impact every aspect of our lives, family, employment, health, food, transport and consumer choice, each of which is experienced differently depending on gender. Therefore it would be appropriate to conduct an equality impact assessment in order to better assess them. Equality impacts will be further assessed and mitigation measures employed where appropriate as the programmes, initiatives and actions arising from the Draft Green Growth Strategy develop.

DAERA is supportive of gender mainstreaming, which involves the integration of a gender perspective into the preparation, design, implementation, monitoring and evaluation of policies, regulatory measures and spending programmes. A gender responsive policy ensures that the needs of all citizens, women and men, are equally addressed.

**What is the level of impact?**

Major

**Details of the likely policy impacts on *Disability*:** (insert text here)

Potential disability related equality impacts are complex given the diversity, range and scale of proposed actions to achieve zero carbon on Northern Ireland’s economy, environment and society. The impacts of actions will be often be experienced very differently by disabled people due to factors such as sectoral employment.

[NI: IN PROFILE Key statistics on Northern Ireland (nisra.gov.uk)](https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/NI%20IN%20PROFILE%20-%203%20March%202021_0.pdf) reports that in 2021 one in five people in NI have a disability or limiting long-term illness. People with a disability experience climate change impacts differently and more severely than others. Their ability to adapt to future changes in our lifestyles, employment, transportation and new technology, which will be required to achieve net zero, may vary significantly. Therefore it would be appropriate to conduct an equality impact assessment in order to better assess them. Equality impacts will be further assessed and mitigation measures employed where appropriate as the strategy develops.

**What is the level of impact?**

Major

**Details of the likely policy impacts on *Dependants*:** (insert text here)

The Draft Green Growth Strategy is not unlawfully discriminatory and any residual potential impacts on dependants are judged at this stage to be minor. Through inclusive collaboration and collation of dependent related evidence any potential impact can be identified and managed, as the strategy develops, by making appropriate changes to the strategy or by adopting appropriate mitigating measures.

Currently one in three households in NI have a dependent child, with the most common reason for economic inactivity among women being cited as family and home commitments. It is likely that households with dependents will be impacted very differently to those without. For example in households with young children there may be an increased need: for climate literacy development in children, for affordable sustainable children’s clothing, etc. In households with elderly dependents impacts may include the need to adapt to sustainable heating and electricity provision, to learn to use sustainable goods and service which are expected to become mainstream such as electric vehicles etc.

**What is the level of impact?**

Major

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

Yes

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:**

The Draft Green Growth Strategy will encourage collaborative partnerships between stakeholders at local, national and international level. This could involve for example groups consisting of business owners, environmentalists, research providers, facilitators and academics working together to solve problems. This may help to bring together people from diverse religious backgrounds and political opinions to promote equality of opportunity.

**If No, provide reasons:**

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

The Draft Green Growth Strategy will encourage collaborative partnerships between stakeholders at local, national and international level. This could involve for example groups consisting of business owners, environmentalists, research providers, facilitators and academics working together to solve problems. This may help to bring together people from diverse religious backgrounds and political opinions to promote equality of opportunity

**If No, provide reasons:**

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

The Draft Green Growth Strategy will encourage collaborative partnerships between stakeholders at local, national and international level. This could involve for example groups consisting of business owners, environmentalists, research providers, facilitators and academics working together to solve problems. This may help to bring together people from diverse backgrounds, cultures and opinions to promote equality of opportunity.

Stakeholder engagement opportunities, information and publicity relating to Draft Green Growth Strategy development and implementation should aspire to accommodate those who may have difficulties with standard language methods and formats.

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

The Draft Green Growth Strategy will encourage collaborative partnerships between stakeholders at local, national and international level. This could involve for example groups consisting of business owners, environmentalists, research providers, facilitators and academics working together to solve problems. This may help to bring together people from diverse age ranges and promote equality of opportunity.

Engagement methods and information should ensure that those, particularly the elderly, without access to or adequate knowledge of new/digital technology are not disadvantaged. And that information is available in plain English, easy read formats and is suitable for younger age groups.

**If No, provide reasons:**

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

The Draft Green Growth Strategy will encourage collaborative partnerships between stakeholders at local, national and international level. This could involve for example groups consisting of business owners, environmentalists, research providers, facilitators and academics working together to solve problems. This may help to bring together people with a diverse marital status to promote equality of opportunity.

**If No, provide reasons**

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

The Draft Green Growth Strategy will encourage collaborative partnerships between stakeholders at local, national and international level. This could involve for example groups consisting of business owners, environmentalists, research providers, facilitators and academics working together to solve problems. This may help to bring together people from diverse sexual orientation to promote equality of opportunity.

**If No, provide reasons:**

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

The Draft Green Growth Strategy will encourage collaborative partnerships between stakeholders at local, national and international level. This could involve for example groups consisting of business owners, environmentalists, research providers, facilitators and academics working together to solve problems. This may help to bring together people from diverse genders and promote equality of opportunity.

**If No, provide reasons:**

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

The Draft Green Growth Strategy will encourage collaborative partnerships between stakeholders at local, national and international level. This could involve for example groups consisting of business owners, environmentalists, research providers, facilitators and academics working together to solve problems. This may help to bring together people from diverse abilities and promote equality of opportunity.

Positive actions can be highlighted within this strategy to ensure people with disabilities can participate in DAERA Green Growth and Climate Action related activities. For example Green Growth stakeholder related meetings, training or fact finding trips should be organised to ensure they are available to those with disabilities

**If No, provide reasons:**

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

The Draft Green Growth Strategy will encourage collaborative partnerships between stakeholders at local, national and international level. This could involve for example groups consisting of business owners, environmentalists, research providers, facilitators and academics working together to solve problems. This may help to bring together people with and without dependants and promote equality of opportunity.

Positive actions can be highlighted within this strategy to ensure people with dependents can participate in DAERA Green Growth and Climate Action related activities. For example where possible locally based meetings relating to innovation will mean that the time away from home will be minimised facilitating elder and child care.

**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*:**

Although good relations is not a key aim of the Draft Green Growth Strategy it is likely that the Strategy will have a positive impact on the good relations between people of different religious beliefs.

The Strategy will encourage inclusive stakeholder engagement and the development of collaborative partnerships at local, national and international levels. This could involve for example groups consisting of business owners, environmentalists, research providers, facilitators and academics working together to solve problems. This may help to bring together people from diverse religious backgrounds and political opinions.

**What is the level of impact?** Minor/Major/None (delete as appropriate)

Minor

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

Although good relations is not a key aim of the Draft Green Growth Strategy it is likely that the Draft Green Growth Strategy will have a positive impact on the good relations between people of different political opinions.

The Strategy will encourage inclusive stakeholder engagement and the development of collaborative partnerships at local, national and international levels. This could involve for example groups consisting of business owners, environmentalists, research providers, facilitators and academics working together to solve problems. This may help to bring together people from diverse religious backgrounds and political opinions.

**What is the level of impact?**

Minor

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

Although good relations is not a key aim of the Draft Green Growth Strategy it is likely that the Draft Green Growth Strategy will have a positive impact on the good relations between people of different racial groups.

The Strategy will encourage inclusive stakeholder engagement and the development of collaborative partnerships at local, national and international levels. This could involve for example groups consisting of business owners, environmentalists, research providers, facilitators and academics working together to solve problems. This may help to bring together people from diverse racial groups.

**What is the level of impact?**

Minor

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:**

The Draft Green Growth Strategy is a multi-decade initiative. Within this extended timeframe it is reasonable to assume good relations between stakeholders of different religious beliefs, who have been involved in stakeholder engagement, partnership development and collaborative projects, will be developed and maintained.

**If No, provide reasons:**

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

The Draft Green Growth Strategy is a multi-decade initiative. Within this extended timeframe it is reasonable to assume good relations between stakeholders of different political opinions, who have been involved in stakeholder engagement, partnership development and collaborative projects, will be developed and maintained.

**If No, provide reasons**

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

The Draft Green Growth Strategy is a multi-decade initiative. Within this extended timeframe it is reasonable to assume good relations between stakeholders of different racial groups, who have been involved in stakeholder engagement, partnership development and collaborative projects, will be developed and maintained.

**If No, provide reasons**

**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.

(*For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).*

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

The Draft Green Growth Strategy supports The Executives PfG and its vision towards an inclusive society in which people of all ages and backgrounds are respected and cared for. A society which has no barriers to prevent people from living fulfilling lives. As such, it is intended that all those within the S75 equality categories, including those who fall into more than one S75 equality category, will be included in co design and production of the Draft Green Growth Strategy with a view to delivering outcomes which positively impact those with multiple identities.

DAERA acknowledges the Equality Commission recommendations within the [RacialEquality\_PolicySummary2014.pdf (equalityni.org)](https://www.equalityni.org/ECNI/media/ECNI/Publications/Delivering%20Equality/RacialEquality_PolicySummary2014.pdf). Particularly that attention should be paid to multiple identity issues within the delivery of public services and associated Government strategies and that the delivery of public services and associated information provision should targeted at multiple identity individuals e.g. BME (Black and Minority Ethnic) women, BME people with disabilities etc.

DAERA acknowledges the complexities of social identity, for example where different identities can combine to define specific disadvantages in a marginalised community. The Draft Green Growth Strategy aspires to equality across the range of identities.

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?**

|  |
| --- |
|  |

The project may provide some opportunity to better promote positive attitudes towards disabled people. Positive actions can be highlighted within this strategy to ensure people with disabilities can participate in DAERA Green Growth and Climate Action related activities. For example meetings, training or fact finding trips can be organised to ensure that participants with disabilities are fully accommodated.

Details of opportunities to promote positive attitudes towards disabled people have not been scoped at this stage. Potential areas for promotion may include Just Transition, inclusive co-design and opportunities presented through education.

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

Details of opportunities to actively increase the participation by disabled people have not been scoped at this stage. Potential areas for promotion may be include Just Transition, inclusive co-design and opportunities for new green jobs, presented through education / re-skilling and upskilling programmes.

**Part 3. Screening decision**

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

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.

N/A

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

The Draft Green Growth Strategy supports The Executive’s PfG and its vision towards an inclusive society in which people of all ages and backgrounds are respected and cared for. A society which has no barriers to prevent people from living fulfilling lives.

As the Draft Green Growth Strategy will be a multi-decade strategy, its first iteration will not contain sufficient qualitative or quantitative information to enable a meaningful equality impact assessment to be completed at this stage. However, the importance of achieving a Just Transition and complying with the equality screening process is fully recognised. It is vital to fully assess the impact and identify the opportunities to promote equality of opportunity and good relations. As such, a full Equality Impact Assessment on the Draft Green Growth Strategy will be conducted and consulted on in line with the TEO Equality Scheme and overarching ECNI (Equality Commission Northern Ireland) guidance

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? Yes / No (delete as appropriate)**

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

N/A

**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 | 3 |
| Social need | 3 |
| Effect on people’s daily lives | 3 |
| Relevance to a public authority’s functions | 3 |
| **Total score** | 12 |

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?**

No

If yes, please provide details.

**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**.

We will develop a staged monitoring scheme which better promotes equality of opportunity. We will make the best use of existing Section 75 monitoring and identify and fill the gaps in data availability. Our staged approach to monitoring will help build capacity, establish trust with stakeholders, approach and build the evidence base.

A mixed approach to data collection will be taken and may include use of existing administrative data sources, direct data collection, indirect or proxy indicators and qualitative data gained through focus groups.

The Strategy development work programme includes significant data modelling, building on the important analytical work undertaken by the Committee on Climate Change (CCC). We will work with NISRA, DoE and other relevant bodies to analysis and were appropriate model the equality impact of proposed measures and actions to mitigate for and promote equality of opportunity for all.

The Draft Green Growth Strategy and Climate Action Plan will demonstrate a clear commitment to equality through:

* the inclusion of robust, outcome focused action measures, to identifying, addressing and monitoring the key inequalities.
* addressing key inequalities includes identifying and mitigating any negative equality impacts, now and in the future
* making it explicit that promoting equality of opportunity and good relations are cross-cutting themes in the Draft Green Growth Strategy
* a clear commitment to stakeholder involvement, not only in co-design but in the rolling monitoring and review of impacts, particularly across the Section 75 equality categories.

**Equality:** External participants in relevant Green Growth related initiatives will be asked to complete a Section 75 Monitoring Form which will allow full equality monitoring.

**Good Relations:** External participants in Green Growth related initiatives will be asked to complete an evaluation of good relations pre and post participation.

**Disability Duties:** Data on external participants’ disabilities and adjustments made to Green Growth related initiatives will be recorded.

**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 |

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

No adverse impact on human rights have been identified.

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

The transition to carbon neutrality can be a socially inclusive one, undertaken in an inclusive way. The Draft Green Growth Strategy provides an opportunities for stakeholders and government to assess what changes mean in terms of reducing inequalities and positively promoting human rights along with maximising opportunities for vulnerable people, workers and communities. Through inclusive engagement and collaboration we will make sure we hear the voices of all, those recognised under Section 75 and particularly young people to ensure their voice shapes a sustainable future.

Co-designed policy development and delivery has the potential to provide various opportunities to positively promote human rights. The potential to improve understanding of our environment through promoting the development and access to climate awareness and carbon literacy is just one example.

**Part 6 - Approval and authorisation**

**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 –

* 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:** Dr Eileen Mallon **Grade:** SScO

**Branch:** Green Growth Coordination



**Signature:**

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

**Name: Tracey Teague** **Grade:** G3

**Branch:** EMFG

**Signature:**  **Date 21 September 2021**

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 & Public Appointments Branch

Ballykelly 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.**

(a) In defense of any person from unlawful violence;

(b) In order to effect a lawful arrest or to prevent the escape of a person lawfully detained;

(c) In action lawfully taken for the purpose of quelling a riot or insurrection.

***Article 3***

**E+W+S+N.I.*Prohibition of torture***

No one shall be subjected to torture or to inhuman or degrading treatment or punishment.

***Article 4***

**E+W+S+N.I.*Prohibition of slavery and forced labour***

1. No one shall be held in slavery or servitude.**E+W+S+N.I.**
2. No one shall be required to perform forced or compulsory labour.**E+W+S+N.I.**
3. For the purpose of this Article the term “forced or compulsory labour” shall not include:**E+W+S+N.I.**

(a) Any work required to be done in the ordinary course of detention imposed according to the provisions of Article 5 of this Convention or during conditional release from such detention;

(b) Any service of a military character or, in case of conscientious objectors in countries where they are recognised, service exacted instead of compulsory military service;

(c) Any service exacted in case of an emergency or calamity threatening the life or well-being of the community;

(d) Any work or service which forms part of normal civic obligations.

***Article 5***

**E+W+S+N.I.*Right to liberty and security***

1. Everyone has the right to liberty and security of person. No one shall be deprived of his liberty save in the following cases and in accordance with a procedure prescribed by law:**E+W+S+N.I.**

(a) The lawful detention of a person after conviction by a competent court;

(b) The lawful arrest or detention of a person for non-compliance with the lawful order of a court or in order to secure the fulfilment of any obligation prescribed by law;

(c) the lawful arrest or detention of a person effected for the purpose of bringing him before the competent legal authority on reasonable suspicion of having committed an offence or when it is reasonably considered necessary to prevent his committing an offence or fleeing after having done so;

(d ) the detention of a minor by lawful order for the purpose of educational supervision or his lawful detention for the purpose of bringing him before the competent legal authority;

(e) The lawful detention of persons for the prevention of the spreading of infectious diseases, of persons of unsound mind, alcoholics or drug addicts or vagrants;

(f) The lawful arrest or detention of a person to prevent his effecting an unauthorised entry into the country or of a person against whom action is being taken with a view to deportation or extradition.

1. Everyone who is arrested shall be informed promptly, in a language which he understands, of the reasons for his arrest and of any charge against him.**E+W+S+N.I.**
2. Everyone arrested or detained in accordance with the provisions of paragraph 1(c) of this Article shall be brought promptly before a judge or other officer authorised by law to exercise judicial power and shall be entitled to trial within a reasonable time or to release pending trial. Release may be conditioned by guarantees to appear for trial.**E+W+S+N.I.**
3. Everyone who is deprived of his liberty by arrest or detention shall be entitled to take proceedings by which the lawfulness of his detention shall be decided speedily by a court and his release ordered if the detention is not lawful.**E+W+S+N.I.**
4. Everyone who has been the victim of arrest or detention in contravention of the provisions of this Article shall have an enforceable right to compensation.**E+W+S+N.I.**

***Article 6***

**E+W+S+N.I.*Right to a fair trial***

1. In the determination of his civil rights and obligations or of any criminal charge against him, everyone is entitled to a fair and public hearing within a reasonable time by an independent and impartial tribunal established by law. Judgment shall be pronounced publicly but the press and public may be excluded from all or part of the trial in the interest of morals, public order or national security in a democratic society, where the interests of juveniles or the protection of the private life of the parties so require, or to the extent strictly necessary in the opinion of the court in special circumstances where publicity would prejudice the interests of justice.**E+W+S+N.I.**
2. Everyone charged with a criminal offence shall be presumed innocent until proved guilty according to law.**E+W+S+N.I.**
3. Everyone charged with a criminal offence has the following minimum rights:**E+W+S+N.I.**

(a) To be informed promptly, in a language which he understands and in detail, of the nature and cause of the accusation against him;

(b) To have adequate time and facilities for the preparation of his defense;

(c) To defend himself in person or through legal assistance of his own choosing or, if he has not sufficient means to pay for legal assistance, to be given it free when the interests of justice so require;

(d) To examine or have examined witnesses against him and to obtain the attendance and examination of witnesses on his behalf under the same conditions as witnesses against him;

(e) To have the free assistance of an interpreter if he cannot understand or speak the language used in court.

***Article 7***

**E+W+S+N.I.*No punishment without law***

1. No one shall be held guilty of any criminal offence on account of any act or omission which did not constitute a criminal offence under national or international law at the time when it was committed. Nor shall a heavier penalty be imposed than the one that was applicable at the time the criminal offence was committed.**E+W+S+N.I.**
2. This Article shall not prejudice the trial and punishment of any person for any act or omission which, at the time when it was committed, was criminal according to the general principles of law recognised by civilised nations.**E+W+S+N.I.**

***Article 8***

**E+W+S+N.I.*Right to respect for private and family life***

1. Everyone has the right to respect for his private and family life, his home and his correspondence.**E+W+S+N.I.**
2. There shall be no interference by a public authority with the exercise of this right except such as is in accordance with the law and is necessary in a democratic society in the interests of national security, public safety or the economic well-being of the country, for the prevention of disorder or crime, for the protection of health or morals, or for the protection of the rights and freedoms of others.**E+W+S+N.I.**

***Article 9***

**E+W+S+N.I.*Freedom of thought, conscience and religion***

1. Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief and freedom, either alone or in community with others and in public or private, to manifest his religion or belief, in worship, teaching, practice and observance.**E+W+S+N.I.**
2. Freedom to manifest one’s religion or beliefs shall be subject only to such limitations as are prescribed by law and are necessary in a democratic society in the interests of public safety, for the protection of public order, health or morals, or for the protection of the rights and freedoms of others.**E+W+S+N.I.**

***Article 10***

**E+W+S+N.I.*Freedom of expression***

1. Everyone has the right to freedom of expression. This right shall include freedom to hold opinions and to receive and impart information and ideas without interference by public authority and regardless of frontiers. This Article shall not prevent States from requiring the licensing of broadcasting, television or cinema enterprises.**E+W+S+N.I.**
2. The exercise of these freedoms, since it carries with it duties and responsibilities, may be subject to such formalities, conditions, restrictions or penalties as are prescribed by law and are necessary in a democratic society, in the interests of national security, territorial integrity or public safety, for the prevention of disorder or crime, for the protection of health or morals, for the protection of the reputation or rights of others, for preventing the disclosure of information received in confidence, or for maintaining the authority and impartiality of the judiciary.**E+W+S+N.I.**

***Article 11***

**E+W+S+N.I.*Freedom of assembly and association***

1. Everyone has the right to freedom of peaceful assembly and to freedom of association with others, including the right to form and to join trade unions for the protection of his interests.**E+W+S+N.I.**
2. No restrictions shall be placed on the exercise of these rights other than such as are prescribed by law and are necessary in a democratic society in the interests of national security or public safety, for the prevention of disorder or crime, for the protection of health or morals or for the protection of the rights and freedoms of others. This Article shall not prevent the imposition of lawful restrictions on the exercise of these rights by members of the armed forces, of the police or of the administration of the State.**E+W+S+N.I.**

***Article 12***

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

Men and women of marriageable age have the right to marry and to found a family, according to the national laws governing the exercise of this right.

***Article 14***

**E+W+S+N.I.*Prohibition of discrimination***

The enjoyment of the rights and freedoms set forth in this Convention shall be secured without discrimination on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status.

**Protocol 1**

***Article 1***

**E+W+S+N.I.*Protection of property***

Every natural or legal person is entitled to the peaceful enjoyment of his possessions. No one shall be deprived of his possessions except in the public interest and subject to the conditions provided for by law and by the general principles of international law.

The preceding provisions shall not, however, in any way impair the right of a State to enforce such laws as it deems necessary to control the use of property in accordance with the general interest or to secure the payment of taxes or other contributions or penalties.

**Protocol 1**

***Article 2***

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

No person shall be denied the right to education. In the exercise of any functions which it assumes in relation to education and to teaching, the State shall respect the right of parents to ensure such education and teaching in conformity with their own religious and philosophical convictions.

**Protocol 1**

***Article***

***3* E+W+S+N.I.*Right to free elections***

The High Contracting Parties undertake to hold free elections at reasonable intervals by secret ballot, under conditions which will ensure the free expression of the opinion of the people in the choice of the legislature.