

**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**

Reform of the UK Producer Responsibility system for Waste Electrical and Electronic Equipment (WEEE).

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

The proposals included in the consultation on reforming the producer responsibility system for waste electrical and electronic equipment, seek to reform existing policy. The current UK Producer Responsibility Scheme for WEEE has been in place since 2013 and is ripe for reform. The policy approach seeks to move towards an Extended Producer Responsibility (EPR) model, where WEEE producers would be responsible for the full net costs of managing their products throughout its entire life cycle, including the cost of collection and treatment of their products that end up as waste.

Key elements of the consultation include:

* Extending producer financed collection of small and bulky WEEE to the household
* Requiring retailers and online sellers to provide free collection of larger items on delivery of new e.g. white goods and TVs
* Extending producer obligations to Online Market Places to address non-compliance by online sellers who do not have a UK presence
* Changes to the obligations attached to producers of vapes to ensure they pick up their fair share of the costs associated with collection and treatment of vapes

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

In 2019, the UK became the first major nation to legislate for [**net zero**](https://www.gov.uk/government/publications/achieving-net-zero-carbon-emissions-through-a-whole-systems-approach)carbon emissions by 2050. This means that the government must shape policies and regulations that influence the transition of the whole economy towards net zero. In relation to WEEE, we aim to incentivise businesses to design electrical products with materials that are easier to re-use and recycle, thus reducing the impact of electronic waste, preserving precious commodities, and forging new skills which help drive a circular economy. The 2013 Waste Electrical and Electronic Equipment Regulations established the principle of producer responsibility for waste electricals and sought to reduce the volume of WEEE sent to landfill and drive up the separate collection of WEEE. It placed a responsibility on manufacturers and importers to finance the collection and proper treatment of WEEE collected at household waste recycling centres and retailers through membership of Producer Compliance Schemes.

Whilst the current system already makes producers financially responsible for collection and treatment of WEEE arising at Designated Collection Facilities (DCFs), there are other costs associated with the collection and treatment of WEEE which are currently not within this scope. All four governments support an approach of embedding the principle of full net cost recovery in an extended producer responsibility system to incentivise more collection, re-use and recycling of electronic waste and in doing so to ensure there would be no new financial burdens placed on the local taxpayer.

The consultation aims to gather opinion on the proposed reform of the current system.

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

**If so, explain how.**

No - these proposals are neutral. Any changes to the existing policy to help promote further recycling of WEEE and protect our natural resources will be a benefit to all. The sustainability of our natural resources is dependent on environmental initiatives and policies to benefit wider society. The policy specifically aims to promote further recycling while ensuring that no additional financial burdens are placed on the local taxpayer.

**Who initiated or wrote the policy?**

All four governments across the UK have set ambitions for action on climate, green growth and recovery, and increased circularity of material use. This policy has been initiated and collaboratively written by Department of Agriculture, Environment and Rural Affairs (DAERA), Department of Environment Food and Rural Affairs (Defra) in England, Welsh Government and Scottish Government. The proposed reform and consultation will be a collaborative four nation approach.

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

DAERA owns and implements the policy in conjunction with Defra, Welsh Government and Scottish Government. The proposed WEEE reform is on a UK-wide basis.

**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?** – Financial costs unknown at present as policy at consultation stage.

**Legislative-** The extent and degree of legislative change will become clearer in time. However, updated UK WEEE Regulations are anticipated.

**Main stakeholders affected**

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

**Staff-** DAERA will support necessary legislative changes associated with the policy and NIEA will be involved in regulation the proposed changes.

**Other public sector organisations** – Local Councils

**other, please specify** Waste management companies, producers, electronics retailers, re-processers and material exporters. Members of the public within Northern Ireland.

Other policies with a bearing on this policy

**What are they?**

* EPR (extended producer responsibility) is an environmental policy approach in which a producer’s responsibility for their product is extended to the post-consumer stage of a product’s life cycle. EPR for electrical goods, alongside other priority waste streams (packaging, cars, tyres, batteries, construction and demolition waste, furniture waste, textiles, chewing gum, and cigarette butts) will drive behavioural change across all levels of the waste hierarchy (waste prevention, re-use, recycling, recovery and disposal). It is anticipated that EPR will form the backbone the new Northern Ireland Waste Management Strategy, which is currently under development.
* Climate action is central to Green Growth and the proposed reforms to the UK wide producer responsibility scheme for WEEE are one of a number of key actions that support our draft Green Growth Strategy.
* Introduction of a robust household collection infrastructure across Northern Ireland for waste electricals will be key to preventing hazardous products such as batteries and electrical equipment, from entering the residual waste stream. This should contribute towards reaching the 70% recycling target by 2030, detailed in the NI Climate Change Act target and the NI Circular Economy Waste Regulations target, seeking to reduce the amount of municipal waste landfilled to 10% or less by 2035.
* The proposed WEEE reforms will also support objectives detailed in the draft Circular Economy Strategy for Northern Ireland, as Electricals have been identified as one of the focus areas, to be targeted with circular economy policy interventions.
* In addition, reforms to Producer Responsibility schemes are also included as actions within the draft Environment Strategy for Northern Ireland, to help support Zero waste & a highly developed circular economy.

**Who owns them?**

* DAERA is responsible for EPR reform of waste electricals and the other named initiatives in Northern Ireland.

**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.

* 2021 Northern Ireland Census
* The Fair Employment Monitoring Report No.31
* The Northern Ireland Life and Times Survey 2021

**Religious belief** evidence/information:
The 2021 Census of Northern Ireland found that 45.7 per cent of the population were either Catholic or brought up as Catholic, while 43.5 per cent belonged to or were brought up in Protestant, other Christian or Christian-related denominations. A further 1.5 per cent belonged to or had been brought up in Other Religions and Philosophies, while 9.3 per cent neither belonged to, nor had been brought up in, a religion.

The Fair employment Monitoring Report No 31 published by the Equality Commission presents an aggregated summary of the 3,807 valid monitoring returns received during 2020 from 105 public authorities and 3,702 private sector concerns.  These returns were mostly received between 1st January and 31st December 2020, with a period of extension granted to some companies due to the Covid-19 pandemic.

The Fair employment Monitoring report No 31 shows the Protestant community share of the monitored workforce was [50.2%] and the Roman Catholic community share was [49.8%]. The number of staff involved is small as a result we are unable to provide specific data.

**District Council Employees**

In 2020, while members of the Protestant community [52.1%] continued to account for the majority share, the Roman Catholic community share continued to increase [47.9%].

**Private Sector Employees**

In 2020, while the Protestant community continued to comprise the majority of the private sector workforce (50.4%) the Roman Catholic community share [49.6%] continued to increase.

**Political Opinion** evidence/information:

The Northern Ireland Life and Times Survey 2021 found that 26% of the Northern Ireland population describe themselves as nationalist, 32% as unionist and 37% held neither political opinion. The number of staff involved is small as a result we are unable to provide specific data.

**Racial Group** evidence/information

The 2021 Census found that over 96% of the population state their ethnic origin to be white. 1.26% identify as Indian, 1.37% as Chinese and 1.19% as Black African. The number of staff involved is small as a result we are unable to provide specific data.

**Age** evidence/information:
The 2021 Census of Northern Ireland showed that 82.85% of the population were under 65 and 17.15% of the population were over 65. The number of staff involved is small as a result we are unable to provide specific data.

**Marital Status** evidence/information:
The 2021 Census showed that around 49% of the population were married or in a civil partnership, and 38% were single. The number of staff involved is small as a result we are unable to provide specific data.

**Sexual Orientation** evidence/information:
The Northern Ireland Life and Times Survey 2021 reported 93% heterosexual, 2% homosexual, 4% bisexual and 1% other. The 2021 Census showed that 90% of the population were straight or heterosexual. Just over 1% were gay or lesbian, 0.75% bisexual. Over 4% preferred not to say, a further 3% was not stated. The number of staff involved is small as a result we are unable to provide specific data.

**Men & Women generally** evidence/information:
The 2021 Census showed that 49% of the population were male and 51% female. The number of staff involved is small as a result we are unable to provide specific data.

**Disability** evidence/information:
The 2021 Census of Northern Ireland showed that over 11% of the population found their day-to-day activities to be limited a lot due to a disability and almost 13% found their activities limited a little. The number of staff involved is small as a result we are unable to provide specific data.

**Dependants** evidence/information:
The 2021 Census of Northern Ireland showed that just over 29% of family households contained dependent children. The number of staff involved is small as a result we are unable to provide specific data.

**Needs, experiences and priorities**

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

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

***Religious belief***
None. In relation to this policy proposal there are no specific needs, experiences or priorities for any particular groups of a religious belief. The policy is subject to public consultation and should any religious belief issues be raised they will be considered.

***Political Opinion***

None. In relation to this policy proposal there are no specific needs, experiences or priorities for any particular groups of a political belief. The policy is subject to public consultation and should any political opinion issues be raised they will be considered.

***Racial Group***

None. In relation to this policy proposal there are no specific needs, experiences or priorities for any particular racial groups. The policy is subject to public consultation and should any racial group issues be raised they will be considered.

***Age***

None. In relation to this policy proposal there are no specific needs, experiences or priorities for any particular age groups. The policy is subject to public consultation and should any age issues be raised they will be considered.

***Marital status***

None. In relation to this policy proposal there are no specific needs, experiences or priorities for any particular groups regarding marital status. The policy is subject to public consultation and should any marital status issues be raised they will be considered.

***Sexual orientation***

None. In relation to this policy proposal there are no specific needs, experiences or priorities for any particular groups regarding sexual orientation. The policy is subject to public consultation and should any sexual orientation issues be raised they will be considered.

***Men and Women Generally***

None. In relation to this policy proposal there are no specific needs, experiences or priorities for any particular groups regarding men and women. The policy is subject to public consultation and should any men and women issues be raised they will be considered.

***Disability***

None. In relation to this policy proposal there are no specific needs, experiences or priorities for any particular groups of disabled persons. The policy is subject to public consultation and should any disability issues be raised they will be considered.

***Dependants***

None. In relation to this policy proposal there are no specific needs, experiences or priorities for any particular groups regarding people with dependents. The policy is subject to public consultation and should any dependants’ issues be raised they will be considered.

**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.

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

The proposed changes will have no impact on equality of opportunity for those affected and no differential impacts on this Sec 75 category are anticipated. Impact will be monitored throughout the consultation process. If any impacts are identified, they will be taken into consideration going forward.

**What is the level of impact?** None

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

The proposed changes will have no impact on equality of opportunity for those affected and no differential impacts on this Sec 75 category are anticipated. Impact will be monitored throughout the consultation process. If any impacts are identified, they will be taken into consideration going forward.

**What is the level of impact?** None

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

The proposed changes will have no impact on equality of opportunity for those affected and no differential impacts on this Sec 75 category are anticipated. Impact will be monitored throughout the consultation process. If any impacts are identified, they will be taken into consideration going forward.

**What is the level of impact?** None

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

The proposed changes will have no impact on equality of opportunity for those affected and no differential impacts on this Sec 75 category are anticipated. Impact will be monitored throughout the consultation process. If any impacts are identified, they will be taken into consideration going forward.

**What is the level of impact?** None

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

The proposed changes will have no impact on equality of opportunity for those affected and no differential impacts on this Sec 75 category are anticipated. Impact will be monitored throughout the consultation process. If any impacts are identified, they will be taken into consideration going forward.

**What is the level of impact?** None

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

The proposed changes will have no impact on equality of opportunity for those affected and no differential impacts on this Sec 75 category are anticipated. Impact will be monitored throughout the consultation process. If any impacts are identified, they will be taken into consideration going forward.

**What is the level of impact?** None

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

The proposed changes will have no impact on equality of opportunity for those affected and no differential impacts on this Sec 75 category are anticipated. Impact will be monitored throughout the consultation process. If any impacts are identified, they will be taken into consideration going forward.

**What is the level of impact?** None

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

The proposed changes will have no impact on equality of opportunity for those affected and no differential impacts on this Sec 75 category are anticipated. Impact will be monitored throughout the consultation process. If any impacts are identified, they will be taken into consideration going forward.

**What is the level of impact?** None

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

The proposed changes will have no impact on equality of opportunity for those affected and no differential impacts on this Sec 75 category are anticipated. Impact will be monitored throughout the consultation process. If any impacts are identified, they will be taken into consideration going forward.

**What is the level of impact?** None

1. **Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?** No

Detail opportunities of how this policy could promote equality of opportunity for people within each of the Section 75 Categories below:

***Religious Belief* - No**

These proposals are neutral as regards people of different religious belief, and it is not envisaged that equality of opportunity will be affected for this equality category. Should any opportunities present themselves as a result of the proposed public consultation, they will be considered.

***Political Opinion* - No**

These proposals are neutral as regards people of different political opinion, and it is not envisaged that equality of opportunity will be affected for this equality category. Should any opportunities present themselves as a result of the proposed public consultation, they will be considered.

***Racial Group* - No**

These proposals are neutral as regards people of different racial groups, and it is not envisaged that equality of opportunity will be affected for this equality category. Should any opportunities present themselves as a result of the proposed public consultation, they will be considered.

***Age* - No**

These proposals are neutral as regards people of different age groups, and it is not envisaged that equality of opportunity will be affected for this equality category. Should any opportunities present themselves as a result of the proposed public consultation, they will be considered.

***Marital Status* - No**

These proposals are neutral as regards people of different marital status, and it is not envisaged that equality of opportunity will be affected for this equality category. Should any opportunities present themselves as a result of the proposed public consultation, they will be considered.

***Sexual Orientation* - No**

These proposals are neutral as regards people of different sexual orientation, and it is not envisaged that equality of opportunity will be affected for this equality category. Should any opportunities present themselves as a result of the proposed public consultation, they will be considered.

***Men and Women generally* - No**

These proposals are neutral as regards people of different gender, and it is not envisaged that equality of opportunity will be affected for this equality category. Should any opportunities present themselves as a result of the proposed public consultation, they will be considered.

***Disability* - No**

These proposals are neutral as regards people with disability, and it is not envisaged that equality of opportunity will be affected for this equality category. Should any opportunities present themselves as a result of the proposed public consultation, they will be considered.

***Dependants* - No**

These proposals are neutral as regards people with dependents, and it is not envisaged that equality of opportunity will be affected for this equality category. Should any opportunities present themselves as a result of the proposed public consultation, they will be considered.

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*:** The proposed changes will have no impact on good relations between people of religious beliefs. The policy content is aimed at all citizens. No impacts on this Sec 75 category are anticipated. Should any impacts be identified as a result of the proposed public consultation, they will be considered.

**What is the level of impact?** None

**Details of the likely policy impacts on *Political Opinion*:** The proposed changes will have no impact on good relations between people of different political opinion. The policy content is aimed at all citizens. No impacts on this Sec 75 category are anticipated. Should any impacts be identified as a result of the proposed public consultation, they will be considered.

**What is the level of impact?** None

**Details of the likely policy impacts on *Racial Group*:** The proposed changes will have no impact on good relations between people of different racial groups. The policy content is aimed at all citizens. No impacts on this Sec 75 category are anticipated. Should any impacts be identified as a result of the proposed public consultation, they will be considered.

**What is the level of impact?** None

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* - No**

The proposals are neutral as regards people of different religious belief and consequently there is no opportunity to better promote good relations. Should any opportunities be identified as a result of the proposed public consultation, they will be considered.

***Political Opinion* - No**

The proposals are neutral as regards people of different political opinion and consequently there is no opportunity to better promote good relations. Should any opportunities be identified as a result of the proposed public consultation, they will be considered.

***Racial Group* - No**

The proposals are neutral as regards people of different racial group and consequently there is no opportunity to better promote good relations. Should any opportunities be identified as a result of the proposed public consultation, they will be considered.

**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.**

There is no evidence at this time that there will be any potential impacts of the policy on people with multiple identities. However, the policy is subject to public consultation and should any issues be raised, they will be considered.

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?**

No, the proposal does not provide an opportunity for DAERA to promote positive attitudes towards disabled people.

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

No. The proposal does not provide an opportunity for DAERA to actively increase participation of disabled people in public life.

**Part 3. Screening decision**

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

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

The decision is not to conduct an equality impact assessment as no impacts or opportunities were reported during the screening exercise. This is based on the best available evidence and no significate changes are forecasted.

These proposals are not perceived to have any negative or differential impacts on people within the equality categories at this time. The public consultation will give opportunity for views to be gathered and considered further.

**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.**

Not Applicable

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

Not Applicable

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?** No

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

Not Applicable

**Timetabling and prioritising**

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

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

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

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

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

**Is the policy affected by timetables established by other relevant public authorities? 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**.

**Equality:** Responses will be monitored during consultation any equality issues raised will be considered, particularly if any person considers that they are significantly affected by the proposed policies and where this is not recognised in this Equality Screening Document. The department will continue to monitor any relevant information to ensure data is accurate.

**Good Relations:** Responses will be monitored during consultation, particularly if any person considers that they are significantly affected by the proposed policies and where this is not recognised in this Equality Screening Document. The department will continue to monitor any relevant information to ensure data is accurate.

**Disability Duties:** Responses will be monitored during consultation, particularly if any person considers that they are significantly affected by the proposed policies and where this is not recognised in this Equality Screening Document. The department will continue to monitor any relevant information to ensure data is accurate.

**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 1Article 1** | No |
| Right to education | **Protocol 1Article 2** | No |
| Right to free and secret elections | **Protocol 1Article 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 proposed policy does not create any opportunity to promote human rights.

**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:** Catherine O’Hara **Grade:** SO

**Branch:** DAERA/ ERPD **Date** 07/06/2023

**Signature:** 

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

**Name:** Tracey Teague **Grade:** 3

**Branch:** ERPD **Date: 13**/06/23

**Signature:** Signature added on Page 39 below

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. 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

Jubilee House

111 Ballykelly Road

LIMAVADY
BT49 9HP

Email: 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

Tracey Teague

EMFG Deputy Secretary



13 June 2023