# A4 DAERA Logo process.png

**Equality & Disability Duties**

**Screening Template**

Farm Business Improvement Scheme – Capital

Tier 2 Tranche 2 - Selection Criteria

# **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**

Farm Business Improvement Scheme Capital Scheme – Tier 2 Tranche 2 - Selection Criteria

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

Revised policy

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

The Farm Business Improvement Scheme (FBIS) – Capital is part of the 2014-2020 NI Rural Development Programme (RDP) and includes a portfolio of measures, both capital and non-capital, to support sustainable growth in the agri- food sector.

The FBIS-Capital includes tiered capital investment support linked to the needs in the farmer’s business plan at 40 percent of eligible costs.

**Tier 2** is designed to support **farm transformation** and provides grants for projects costing over £30,000 (eligible costs). It focuses on larger scale investments to encourage a step change and drive transformational investment in future proofed, fit for purpose, modern infrastructure and equipment. The grant rate is 40% of eligible costs.

Since 2016, one tranche of Tier 2 has been rolled out, offering grant support to 127 farmers, worth £13.9m. Claims worth almost £11m in grant have been paid by the Department.

The scheme is open to all farmers who have a valid DAERA Category 1 Farm Business Identification Number and who have completed a proportionate business plan, farm safety training and assessment. Applicants must also have completed an Expression of Interest.

The overarching aim of the FBIS-capital scheme is to improve the productivity and sustainability of farm businesses in Northern Ireland.

Tier 2 of the scheme provides grant aid to those farmers wanting to make transformational construction investments and/or the purchase of higher value equipment linked to the needs in the farmers’ business plans to improve the sustainability of their businesses. The investments funded will also have a high degree of ‘positive externalities’ and will benefit the wider public good, as well as improve on-farm productivity.

Tier 2 provides support for viable projects defined within an applicant’s robust farm business plan, supported by quotes for equipment and construction elements.

Proposed Selection Criteria – Tier 2 tranche 2

In order to differentiate between projects and allocate grant funding, selection criteria will be set so that projects can be scored, ranked and a minimum threshold applied. The proposed selection criteria for tranche 2 of Tier 2 are detailed in Table 1.

Table 1 – Selection Criteria for Tier 2 tranche 2

|  |  |
| --- | --- |
| Tier 2 (>£30,000) | |
| Value for money | Maximises the benefit for grant provided/reduce price inflation |
| Business Plan assessment – includes alignment with key themes | Most contribution to key themes–based on significant evidence to support contribution across all FBIS theme indicators: business growth, supply chain integration, environmental mitigation, etc. |
| Young Farmer – Age of applicant (<40yrs) | Generational renewal and long term investment |
| Agricultural Educational attainment (Level II or equivalent) | Increased performance and delivery of better and more informed process and outcome (weighted) |

Applicants to the first tranche of Tier 2 received additional marks for applying online. 100% of applications were received online, which reduced the administrative cost of the scheme and did not negatively affect the applicant profile (in terms of age, gender etc.). Tranche 2 will only permit online applications (except for those where accessibility of the applicant may be affected). Where lack of accessibility is due to lack of internet connection or computer knowledge, we will consider solutions on a case by case basis.

The scoring has been amended to redistribute the marks to the remaining criteria above.

We have also considered potential COVID 19 restrictions which might prevent some people from accessing a computer (e.g. at a public library). This will be taken into account and we will provide application forms, information leaflets and guidance booklets on paper as appropriate.

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

As per the existing policy, younger farmers will benefit from extra marks. This is to encourage farm succession.

**Who initiated or wrote the policy?**

DAERA – Sustainable Agri-Food Development Division – Future Capital Support Policy

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

DAERA – Sustainable Agri-Food Development Division

**Implementation factors**

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

No

**Main stakeholders affected**

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

**Staff:** Tier 2 will be delivered by DAERA staff

**Service users:** All agricultural and horticultural producers.

**Other, please specify**: Agricultural suppliers/ consultants.

Other policies with a bearing on this policy

* **What are they?**

There are linkages with Health and Safety, Planning and Environmental issues.

* **Who owns them**

HSENI

Local authorities planning departments

NIEA (DAERA)

**Available evidence**

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

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

**Religious belief** evidence/information:

*2011 Census of Northern Ireland -* [*Census 2011: Key statistics*](http://www.niassembly.gov.uk/globalassets/documents/raise/publications/2013/general/russell3013.pdf)

The religious beliefs across the NI community are 48% Protestant and 45% Catholic.

**Political Opinion** evidence/information:

*2011 Census of Northern Ireland -*[*Census 2011: Key statistics*](http://www.niassembly.gov.uk/globalassets/documents/raise/publications/2013/general/russell3013.pdf)

*2018 DAERA Equality Indicators Report -*[*DAERA Equality Indicators Report 2018*](http://www.daera-ni.gov.uk/publications/equality-indicators-report)

Information on political opinion was not collected in the 2011 Census. 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.

**Racial Group** evidence/information:

The *2001/02 Social Survey of Farmers and Farm Families across Northern Ireland (most recent)* [*Farmers and Farm Families in Northern Ireland - Social Survey | Department of Agriculture, Environment and Rural Affairs (daera-ni.gov.uk)*](https://www.daera-ni.gov.uk/publications/farmers-and-farm-families-northern-ireland-social-survey) outlined that the farming population was overwhelmingly white and that there was no difference in racial group by type or size of farm. This survey was conducted nearly 20 years ago and the racial group statistics in both the *2011 census* and *DAERA’s Equality Indicators Report (2018)* reflect the original findings of the 2001-02 survey.

*The 2011 Census of Northern Ireland* found that over 98% of the population, state their ethnic origin to be white. Non-white ethnic groups accounted for 1.7% of the total population. In addition under 1.3% of non-white minority ethnic groups of Black, Asian and Other live in a rural area.

*DAERA’s Equality Indicators Report (2018)* stated the proportion of farmers stating an ethnicity other than white was too small to examine differences by farm characteristics.

*The 2021 Section 75 Analysis for NI RDP 2014-2020* (this latest report is finalised and about to be published) state that the Census figures compare with the breakdown for all the FBIS Tiers and Tranches.



**Age** evidence/information:

*The Equality Indicators for Northern Ireland Farmers 2018* shows that the agriculture sector reflects an older age profile than the general population. The average age of farmers in Northern Ireland was 59 years (the mean average age of the NI population is 38 years). Only 8% of farmers were aged under 40 years, and more than a third (36%) were aged 65 years or older.

There was little variation in the age profile of farmers by farm size, although farmers of very small farms (which account for three-quarters of all farms in Northern Ireland) had a slightly older age profile than those of larger farms. There was also little variation in age across farming activity type. However, farmers engaged in cattle and sheep farming, general cropping and horticulture had the oldest age profiles, while pig and poultry farmers had the youngest age profiles. Poultry farmers were around twice as likely to be aged under 40 as other farmers. There was virtually no difference in age profile across land types. However, farmers aged under 40 were slightly more likely to farm in Severely Disadvantaged Areas than older farmers.

*The 2021 Section 75 Analysis for NI RDP 2014-2020* shows that the rate for young farmer applicants (16-40) is 62% for Tier 2 tranche 1, which is much higher than their representation of 8% of the farming community in the DAERA equality indicator report. This would indicate that the goal of encouraging younger farmers to apply had been achieved and is in keeping with the view that substantial investments of the type encouraged by this measure are more likely to be undertaken by those with a longer investment horizon.

**Marital Status** evidence/information:

*The NI 2011 census* showed that around 48% of the population were married or in a civil partnership, 36% were single, and the remaining 16% separated, divorced or widowed. Within the farming context, this is higher with the Equality Indicators report showing almost three quarters (73%) of farmers were married. *The 2021 Section 75 Analysis for NI RDP 2014-2020* showed an average return under the Tier 2 tranche 1 of 69% married / civil partnership.

**Sexual Orientation** evidence/information:

94 per cent of the population recorded as heterosexual in *the 2019 Northern Ireland Life and Times survey* [NI Life and Times Survey - 2020 : ORIENT2 (ark.ac.uk)](https://www.ark.ac.uk/nilt/2020/Background/ORIENT2.html) . No farm context indicator is available.

*The 2021 Section 75 Analysis for NI RDP 2014-2020* showed applicants across FBIS were over 99% heterosexual.

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

*The 2011 Census* reported that 49% of the population in Northern Ireland are male and 51% are female*.*

*The Equality Indicators for NI Farmers 2018* indicates that 9% of principal farmers were female. Female farmers were more likely than their male counterparts to farm on very small farms, 87% of women farmers had small farms compared to 75% of male farmers. Farmers engaged in 'Other types' of farming (such as running specialist horse farms) were twice as likely to be women as were farmers engaged in other activity types.

*The 2021 Section 75 Analysis for NI RDP 2014-2020* shows that across both Tiers and Tranches, around 5 per cent of S75 responses were female. These figures are comparable with the Farm Structure Survey which suggests around 4 per cent of farmers are female.

**Disability** evidence/information:

*The Northern Ireland Census 2011* estimated that 22% of the population have some form of disability. In *DAERA Equalities Indicators Report 2018*, almost a third (30%) of farmers stated that they had a long-term illness or disability which limited their daily activities, with the incidence of disability inversely related to farm size. The proportion of farmers of very small farms stating that their activities were limited a lot (16%) was twice that of farmers of large farms (8%). Farmers in disadvantaged areas (16%) were slightly more likely than lowland farmers (12%) to state that their activities were limited. Some of the differences in farm characteristics by disability may be partly due to the variation in age profiles of those with and without disabilities. The incidence of those reporting that their activities were limited either a little or a lot rises steeply with age.

*The 2021 Section 75 Analysis for NI RDP 2014-2020* shows that, when compared to disability reported in the farming community (30 per cent), figures across all Tiers and Tranches for FBIS are low. There is little variation between Tiers and Tranches, and figures for disability among applicants is around 2 per cent. Disability has not been shown to have affected the success rate of applicants

**Dependants:** evidence/information:

*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)).

Households within the NI rural areas are more likely to have one or more dependent children than in NI as a whole. This scheme supports generational renewal.

**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***

In general, NI small farms are more likely to be headed by members of the Catholic community, whereas large farms are more likely to be headed by a member of the Protestant community. The *Equality Indicators of NI Farmers 2018* found that 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. No specific needs, experiences and priorities have been identified in relation to this policy decision.

***Political Opinion***

In general political belief mirrors religious opinion, as above. No specific needs, experiences and priorities have been identified in relation to this policy decision.

***Racial Group***

*The Equality Indicators for Northern Ireland Farmers October 2018* reported that the proportion of farmers stating an ethnicity other than white was too small to examine differences by farm characteristics. The non-white racial groups’ needs/priorities are not relevant in relation to this policy. No specific needs, experiences and priorities have been identified in relation to this policy decision.

***Age***

Evidence from previous Rural Development Programmes (RDPs) shows that there is a very low percentage of beneficiaries under 25 years, i.e. only 5% of the beneficiaries were aged 16-24, compared to 16% in the NI population and 15% in the rural population.

*The 2021 Section 75 Analysis for NI RDP 2014-2020* shows that the rate for young farmer applicants (16-40) is 62% for Tier 2 tranche 1, which is much higher than their representation of 8% of the farming community in the DAERA equality indicator report. This would indicate that the goal of encouraging younger farmers to apply has been achieved and is in keeping with the transformative and long term nature of the investments supported by this measure.

***Marital status***

No specific needs, experiences and priorities have been identified in relation to this policy decision.

***Sexual orientation***

No specific needs, experiences and priorities have been identified in relation to this policy decision.

***Men and Women Generally***

Farming continues to be a male-dominated industry although women are often the backbone of the business. It is possible that there will be a positive differential impact for men in this scheme, but that reflects the characteristics of the target population. No specific needs, experiences and priorities have been identified in relation to this policy decision.

***Disability***

*The Draft* *DAERA Inequalities Audit Action Plan 2021-2025* [DAERA Draft Audit of Inequalities 2021-2025\_0.PDF (daera-ni.gov.uk)](https://www.daera-ni.gov.uk/sites/default/files/consultations/daera/DAERA%20Draft%20Audit%20of%20Inequalities%202021-2025_0.PDF) (this document is out for consultation until March 2022) proposes to address the “Low take up for RDP funding” by pro-actively targeting rural people with disabilities and their representative groups to ensure increased take-up of RDP funding opportunities.

***Dependants***

Households within the NI rural areas are more likely to have one or more dependent children than in NI as a whole. This scheme encourages generational renewal.

**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*:**

It is anticipated that participation in this scheme will reflect the religious beliefs across the NI farming community of 51% Protestant and 42% Catholic.

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

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

In general political belief mirrors religious opinion as above.

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

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

We consider that there is no evidence to suggest there would be a negative differential impact on the equality of opportunity of applicants in different racial groups.

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

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

The award of **additional points to encourage younger farmers** may be seen to have the potential for a negative impact on older farmers, however, it should be noted that young farmers almost invariably take over part, or all, of an existing farm business through an intra-family transfer or inheritance. The merits of generational renewal are in line with the aims of this scheme which is only one of several measures in the overarching FBIS which are designed to support long term sustainable development in the sector. Also, evidence shows that possession of formal agricultural qualifications can deliver better economic performance which equates with the scheme’s objectives.

Agricultural economic literature highlights that the effective use of new technology requires high levels of education. Therefore, scoring criteria to reward younger farmers and relevant educational attainment is a means of both ensuring maximum return from government intervention and providing a further incentive for farmers to invest in their knowledge and skills, which is a goal of DAERA’s Knowledge Framework.

The DARD Strategy 2012-2020 document signalled the Department’s intention of digitalising its services for communicating and transacting with customers. In DAERA, we want to do more of our work online:

* To be able to provide this service in a more cost effective way;
* To be able to provide our customers with a better service and
* To have more accurate information.

100% of applications were received online for the previous Tier 2 tranche. This reduced the administrative cost of the scheme and did not negatively affect the applicant profile. Therefore, for **tranche 2, all applications should be made online** and the scoring criteria (which awarded extra points for online applications in tranches 1) will be amended accordingly.

There is a potential for this to have a slight negative impact on applications from older age groups, where it is shown that ICT usage is relatively low.

However, the ability to complete applications through libraries and DAERA direct offices, or to use agents etc. will help to mitigate any potential inequalities.

**COVID-19**: Given the fluid situation with COVID-19 and potential restrictions, it is possible that older people or those who are more vulnerable due to medical conditions may be less able to have access to a computer during the application window. This will be taken into account and we will provide application forms, information leaflets and guidance booklets on paper as appropriate for those customers who are less able to use our online services due to COVID-19 restrictions.

**What is the level of impact?** Minor

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

We consider that there is no evidence to suggest there would be a negative differential impact on the equality of opportunity of applicants in relation to the policy.

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

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

There is no evidence to suggest there would be a negative differential impact on the equality of opportunity of applicants in relation to their sexual orientation

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

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

The NI 2011 Census showed that 51% of the population was male and 49% female. The farming industry in NI tends to be dominated by males (in terms of farm ownership/Business ID holder), as does business ownership in NI, so it is possible that there will be a positive differential impact for men in this scheme, but that reflects the characteristics of the target population.

**What is the level of impact?** Minor

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

The scheme will target all farms and farmers therefore ensuring equality of opportunity for all Section 75 Groups, including disability. There is no evidence to suggest that the application of the selection criteria would be a negative differential impact on the equality of opportunity of applicants in relation to their disability.

**COVID-19**: Given the fluid situation with COVID-19 and potential restrictions, it is possible that people with disabilities or those who are more vulnerable due to medical conditions may be less able to have access to a computer during the application window. This will be taken into account and we will provide application forms, information leaflets and guidance booklets on paper as appropriate for those customers who are less able to use our online services due to COVID-19 restrictions.

**What is the level of impact?** Minor – due to COVID-19 situation

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

We consider that there is no evidence to suggest there would be a negative differential impact on the equality of opportunity of applicants in relation to the policy.

**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?** Yes/No (please delete as appropriate)

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

***Religious Belief***

No, there are no equality issues.

***Political Opinion***

No, there are no equality issues.

***Racial Group***

No, there are no equality issues.

***Age***

Yes.

The selection criteria gives greater weighting to younger farmers under 40 years of age to ensure a range of participant ages,

Applicants will be offered support to make online applications through DAERA Direct Offices etc. (where possible due to COVID-19 restrictions) to encourage online applications from older farmers, who may be less ICT literate.

***Marital Status***

No, there are no equality issues.

***Sexual Orientation***

No, there are no equality issues.

***Men and Women generally***

Yes

The scheme is open to both men and women but the farming industry in NI tends to be dominated by males (in terms of farm ownership/Business ID holder), so it is possible that there will be a positive differential impact for men in this scheme.

***Disability***

**COVID-19**: Given the fluid situation with COVID-19 and potential restrictions, it is possible that people with disabilities or those who are more vulnerable due to medical conditions may be less able to have access to a computer. This will be taken into account and we will provide application forms, information leaflets and guidance booklets on paper as appropriate for those customers who are less able to use our online services due to COVID-19 restrictions

***Dependants***

No, there are no equality issues.

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*:**

No detrimental impact

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

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

No detrimental impact

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

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

No detrimental impact

**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 Farm Business Investment Scheme is undertaken by individual businesses, through an open call and on a voluntary basis. It is unlikely to have a negative effect on any of the relevant groups (nor society generally), organisations or individuals irrespective of any Section 75 category and therefore provides no further opportunity to better promote good relations.

***Political Opinion***

No. As above

***Racial Group***

No. As above.

**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).*

None identified

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

None identified

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?**

This capital grant scheme targets all farms and farmers therefore ensuring equality of opportunity for all Section 75 Groups, including people with disabilities. Data shows a higher incidence of disability among the farming community than the general population.

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

This capital grant scheme targets all farms and farmers therefore ensuring equality of opportunity for all Section 75 Groups, including people with disabilities. Data shows a higher incidence of disability among the farming community. This scheme may potentially increase the participation by farmers with disabilities in public life by enabling on-farm efficiencies.

**Part 3. Screening decision** (Please delete as appropriate)

1. “Screened out” with 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.**

N/a

**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.**

Policy (to amend application process to 100% online) has been screened out, with mitigations for minor potential impacts on Section 75 categories of Age and People with Disabilities.

* To ensure a range of participants’ ages the selection criteria gives greater weighting to young farmers under 40 years of age. DAERA recognises the importance of supporting young farmers and therefore proposes selection criteria which awards additional marks for young farmers aged 40 years or under. Independent research has shown that investment and expansion of a farm business occurs earlier in the working career of a farmer and tends to continue longer if a successor is confirmed. Younger people have a longer planning horizon and tend to invest more heavily in business development than comparable older age groups. Therefore, targeting investment support to young farmers on farms where there is a clear succession opportunity is likely to have greater impact in terms of modernization and improving the long term competitive position of the agriculture industry.
* Evidence shows that possession of formal agricultural qualifications can deliver better economic performance which equates with the scheme’s objectives. Agricultural economic literature highlights that the effective use of new technology requires high levels of education. Therefore, scoring criteria to reward relevant educational attainment is a means of both ensuring maximum return from government intervention and providing a further incentive for farmers to invest in their knowledge and skills, in line with DAERA’s Knowledge Framework.
* Online application greatly reduces administrative costs for the scheme and increases accurate data entry for applicants. **To facilitate online applications from older farmers, or those with disabilities, the Department will put in place actions to assist applicants who are less able to access a computer or to use one to submit an online application.** We have also considered the issue of COVID 19 preventing some people from sufficient access to a computer. This will be taken into account and we will provide application forms, information leaflets and guidance booklets on paper as appropriate for those customers who are less able to use our online services due to COVID-19 restrictions.

The Draft DAERA Inequalities Audit Action Plan 2021-2025 proposes several actions to “Improve Representation (disability, race, age) on NDPBs and associated bodies”. Another action proposes to address the “Low take up for RDP funding” by “pro-actively targeting rural people with disabilities and their representative groups to ensure increased take-up of RDP funding opportunities.

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

N/a

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?**

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

As detailed above, mitigations have been put in place to address any minor equalities highlighted above.

**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?**

**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:**

Applications will capture data relating to gender, age and marital status. A comparison of applicants and successful applicants will be undertaken in terms of these parameters. All applicants will be asked to complete a Section 75 Monitoring Form which will allow full equality monitoring.

**Good Relations:**

Evaluation of good relations will be undertaken as part of the project evaluation under non-monetary benefits.

**Disability Duties:**

Data on applicants’ disabilities and the adjustments made to allow them to apply for and participate in the scheme 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 identified.

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

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

**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:** Brenda Cunning **Grade:** 7

**Branch:** Future Capital Support **Date:** 22 December 2021

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

BCsig

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

**Name:** Norman Fulton **Grade:** 3

**Group:** Food and Farming **Date:** 31/12/21

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

****

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

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



For more information about equality screening, contact –

DAERA Equality Unit

Equality, Diversity & 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