**Review of Department of Agriculture, Environment and Rural Affairs (DAERA)**

**Internally Delivered Science Equality & Disability Duties Screening Template**



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**Internally Delivered Science**

**Equality & Disability Duties Screening Template**

***Sustainability*** *at the heart of a living, working, active landscape valued by everyone.*

**Page 1**

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### Screening flowchart and template (taken from Section 75 of the Northern Ireland Act 1998

* **A Guide for public authorities April 2010 *(Appendix 1)*).**

# Introduction

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

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

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

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

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

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

A screening flowchart is provided overleaf.

**Policy Scoping**

* **Policy**
* **Available data**

**Screening Questions**

* **Apply screening questions**
* **Consider mutiple identities**

**Screening Decision: None/Minor/Major**

### ‘None’

Screened out

**‘Minor’** Screened out with mitigation

**‘Major’** Screened in for EQIA

**Publish Template for Information**

**Mitigate**

**Publish Template**

Concerns raised with evidence re: screening decision.

**Re-consider screening**

**Publish Template**

**EQIA**

Concerns raised with evidence

**Monitor**

# 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

Recommendations from the Review of DAERA Internally Delivered Science (Review).

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

DAERA has existing policies for internally delivered science and this Review focused on defined areas of that science. The Review recommendations include both revision and retention of existing delivery mechanisms for science, as well as new approaches to science. The Review’s recommendations therefore combine using existing policies without change, revising some policies and development of new policies. Prioritised implementation proposals will be developed for each of the recommendations and the policies formulated as a result will be considered for the need to be screened individually.

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

The Science Transformation Programme exists to govern the programme of work necessary to implement the DAERA Science Strategy Framework (2020-2035).

The achievement of the strategy can be summarised in the aim of securing: the best, relevant science, through encouraging the development of an innovative, collaborative science capability and capacity in NI, at best value, including through optimising its use for the benefit of the region. The goals for the Programme are derived from this aim and apply to all science used by DAERA.

A high-level summary of the goals is;

1. to get the best science,
2. to get the best value from science; and
3. to make the best use of science.

In order to *“get the best science”*, the Science Transformation Programme’s More Explicit Purpose and Outcomes Statement was approved by the Minister in June 2021 and included that “DAERA periodically reviews how it obtains its science services, starting with an independent review of science services undertaken inside DAERA”. The independence of this Review was ensured by the Ministerial appointment of a Panel of four experts from outside Northern Ireland.

The aims specific to this Review were to:

* + Based on appropriate principles of the Cabinet Office Tailored Review guidance, scope/ document the science which DAERA currently delivers internally, including the use which is made of this science by stakeholders.
  + Identify good practice in related work areas from other parts of the UK, Ireland, or elsewhere.
  + Consider current delivery arrangements in the context of appropriate good practice and achieving business need.
  + Provide a rationale for, and make prioritised recommendations in respect of, future internal or external delivery options for these science functions.
  + Consider the linkages and interdependencies between the science work being considered and other functions and business needs within DAERA and the scientific work undertaken by AFBI.
  + Ensure that the recommendations are in keeping with the principles and objectives described in the DAERA Science Strategy Framework.

The recommendations from this Review were specific to the following topics relevant for delivery of DAERA’s scientific functions:

* + Science leadership
  + Engaging with stakeholders
  + Effective governance
  + Accessibility and usability, including training in systems and design thinking and analytical skills
  + Evaluating impacts
  + Exploiting science outputs
  + Prioritising innovative applied science
  + Science culture
  + Secondments and succession planning
  + Linkages and interdependencies
  + Equipment
  + Data

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

### If so, explain how.

The Science Transformation Programme is DAERA’s overarching strategic programme for science. This Review was carried out to determine if DAERA was getting the best science, getting the best value from science and making the best use of science for defined internally delivered science functions.

At this stage it is not yet possible to fully specify the likely impact of future policies that could arise from the implementation of recommendations from the Review. However, the

implementation proposals that will be developed from the recommendations have the potential to impact positively on all DAERA staff and on all people in Northern Ireland, and to potentially deliver benefit to all Section 75 categories generally, as it seeks to get the best science at best value and to make best use of the science obtained.

Section 75 considerations will be kept under review as implementation proposals are developed, and equality screening will be undertaken as required on all related future proposals that cascade from this Review as part of the normal policy development and implementation processes.

### Who initiated or wrote the policy?

In June 2021 the DAERA Minister gave approval for the Review. Work then started on setting up the Review and identifying suitable independent experts to carry it out. The DAERA Minister gave approval to appoint the Independent Review Team in October 2022.

### Who owns and who implements the policy?

DAERA owns the Review and will implement the recommendations, subject to prioritisation and budgetary constraint, under the Science Transformation Programme.

## 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

Development of implementation proposals based on the Review recommendations will be required and these may then need to be prioritised based on available budget.

### Resourcing and Recruitment

The implementation proposals based on the Review recommendations may be impacted upon by the ability to allocate resource and/or recruit suitable staff to deliver the recommendations.

## 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 staff.

### Service users

The main beneficiaries will be DAERA staff who produce and use science. The Northern Ireland population as a whole will also be impacted upon by improvements to science under the Science Transformation Programme and the implementation of recommendations from this Review.

## Other policies with a bearing on this policy

### What are they?

Science Strategy Framework (2020-2035)

Policies that are developed under the Science Transformation Programme, including, but not limited to, DAERA Innovation Strategy (2021-2025), Monitoring & Surveillance Science Operational Strategy (2022).

Other Strategies that rely on science including, but not limited to; NI Executive Green Growth Strategy.

Climate Change Action Plan.

### Who owns them?

DAERA

## Available evidence

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

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

The Review focused on internally delivered science functions and made recommendations which will require prioritised implementation proposals to be developed and which may include various areas such as training opportunities, science culture and leadership initiatives. The Review also made a number of generic recommendations which are relevant across DAERA and which are likely to be applied to all DAERA science. It is expected that the recommendations from the review will have the potential to positively impact on staff as well as the NI population.

General population evidence used to scope this screening of the Review’s recommendations includes the most recent general population data from the Census of Northern Ireland (2021), as well as data on Employment of Industry by sex variable for consideration of the Section 75

category, Men and Women generally; no other specific S75 variables for Data of Employment by industry have been included as the data is not yet released. Other evidence sources used were Northern Ireland Life and Times Survey (2022), Northern Ireland Civil Service workforce updated with 2021 Census data (2023), Data on Women in Science in DAERA (2023).

Evidence for Section 75 (S75) breakdown was requested from NISRA for all current DAERA staff and of that total, scientific staff. For the purpose of this screening “scientific” staff were separated into Scientific Grade staff in Environment Marine and Fisheries Group (EMFG), Northern Ireland Environment Agency (NIEA) and Food and Farming Group (FFG), Agricultural Inspectorate Grade and Group staff, and Veterinary Officer staff.

Section 75 data as of 1st July 2023 was provided by NISRA and was sourced from HR Connect.

The counts exclude staff who were on a career break or seconded to another organisation on that date. Section 75 data was provided for gender, age, sexual orientation, community background, ethnicity, disability, dependants and marital status. In some instances, some of

the data was missing or could not be determined, in other instances the number of cases was too small to publish (fewer than 5), furthermore some of the numbers have been suppressed, to avoid disclosing another number that was too small to publish. These instances will be detailed in the relevant section. The total DAERA staff number is 3,519, and of that total, 1,238 are Scientific staff who account for 35% of the DAERA workforce (Appendix A Table 1). For each of the Section 75 numbers provided by NISRA, these were converted to percentages, by category within a group, agency or specialism to allow comparison to total DAERA staff and to general population data from Census 2021 or other sources.

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

**Religious belief** evidence/information:

Census 2021 contained two religion questions; the first question related to ‘current religion’ with a follow-up question on ‘religion of upbringing’ for those indicating they had no current religion. In 2021, the main current religions were: Catholic (42.3%); Presbyterian (16.6%); Church of Ireland (11.5%); Methodist (2.3%); Other Christian denominations (6.9%); and other religions (1.3%).

In addition, 17.4% of our population had ‘no religion’ - this is a marked increase on 2011 when 10.1% had ‘no religion’. This points to the increased secularisation of our population. Combining current religion and religion of upbringing gives 45.7% of our population who were ‘Catholic’, 43.5% who were ‘Protestant, Other Christian or Christian related’ and 1.5% who were from other non-Christian religions. The remaining 9.3% of our population, neither belonged to nor were brought up in any religion. This group has increased in size from 2011 when 5.6% were recorded in this way. [https://www.nisra.gov.uk/system/files/statistics/census-2021-main-statistics-for-](https://www.nisra.gov.uk/system/files/statistics/census-2021-main-statistics-for-northern-ireland-phase-1-statistical-bulletin-religion.pdf) [northern-ireland-phase-1-statistical-bulletin-religion.pdf](https://www.nisra.gov.uk/system/files/statistics/census-2021-main-statistics-for-northern-ireland-phase-1-statistical-bulletin-religion.pdf)

Consideration has been given to the 2021 Census for Northern Ireland, and the NICS workforce data (2023) [https://www.nisra.gov.uk/publications/equality-statistics-northern-ireland-civil-service-](https://www.nisra.gov.uk/publications/equality-statistics-northern-ireland-civil-service-2023-updated-2021-census-data) [2023-updated-2021-census-data](https://www.nisra.gov.uk/publications/equality-statistics-northern-ireland-civil-service-2023-updated-2021-census-data). Excluding those with a community background recorded as ‘Not Determined’, Protestants made up 49.8% and Catholics 50.2% of NICS staff in 2023, a difference of 0.4 percentage points. The comparative difference in 2000 was 16.6 percentage points (Protestants made up 58.3% and Catholics 41.7%).

Appendix A Table 2.1 and 2.2 show Religious breakdown by number and percentage respectively for DAERA and scientific staff.

For DAERA, Protestant Staff make up 44% of the workforce, Catholic Staff 49%, not determined1 6% and <1% of data is missing. In total Scientific Staff are 42% Protestant, 45% Catholic, 11% not determined and 1% of data is missing. Further breakdown for Scientific Grade Staff in EMFG, FFG and NIEA show that for each group/agency, Protestant Staff are 42%, 44% and 42% respectively; Catholic Staff are 42%, 50% and 45% respectively; Community Background not determined are 14%, 0% and 12% respectively; and data that was missing, accounted for 3%, 6% and 1% respectively.

In total, Agricultural Inspectorate Staff are 56% Protestant, 40% Catholic with 4% not determined. Further breakdown shows that Agricultural Grade Staff are 59% Protestant, 36% Catholic, 5% not determined; Agricultural Group Staff are 52% Protestant, 44% Catholic, 4% not determined.

Veterinary Officer Staff are 35% Protestant, 45% Catholic and 20% not determined.

There was no specific reference to, or consideration of, religious belief included in the aims of the Review, nor in the recommendations from it. Implementation proposals in line with the recommendations will consider any Section 75 issues and, if identified, they will be screened.

1. The ‘Not Determined’ category refers to those staff members who have not declared a Community Background and who cannot be assigned one based on the primary school they attended (eg if they attended a primary school outside Northern Ireland). Staff are described as ‘Missing’ if there is no information on which to determine this.

**Political Opinion** evidence/information:

Information on political opinion was not collected in the 2021 or 2011 Census of Northern Ireland.

General population evidence reported in the Northern Ireland life and Times Survey 2022 found that the size of the groups identifying as nationalist was 26%, unionist 31%, ‘neither’ 38% with a particular strengthening of nationalist identities since 2016. <https://www.ark.ac.uk/ARK/sites/default/files/2023-04/update151.pdf>

### Election Results

The December 2019 Westminster election results showed2 that: the Democratic Unionist Party (DUP) won 8 seats (vote share 30.6%), Ulster Unionist Party (UUP) won 0 (11.7%), Alliance won 1 (16.8%), Social Democratic and Labour Party (SDLP) won 2 (14.9%), Sinn Féin (SF) 7 (22.8%)

and Others 0 (3.6%). There were 1,293,971 people eligible to vote, up 51,273 from the 2017 general election and 62.09% (803,367) of eligible voters turned out, down 3.5 percentage points from the last general election. Almost 38% of the people who were eligible to vote did not turn out to do so. [DAERA Audit of Inequalities 2021-2025 (daera-ni.gov.uk)](https://www.daera-ni.gov.uk/sites/default/files/publications/daera/DAERA%20Audit%20of%20Inequalities%202021-2025.PDF)

In the May 2019 Local Council Government elections, the results were as follows: DUP won 122 seats (vote share 24.1%), UUP 75 (14.1%), Alliance 53 (11.5%), SDLP 59 (12.0%), SF 105 (23.2%)

and Others 48 (15.1%). 1,305,553 people aged 18 and over were eligible to vote, and 52.68% (687,733) of the electorate turned out. Just over 47% of the people who were eligible to vote did not turn out to do so.

In the Northern Ireland Assembly election 2022 the results showed that: SF won 27 seats (vote share 29%), DUP won 25 seats (vote share 21%), Alliance won 17 seats (13.5%), UUP won 9

seats (11%), SDLP won 8 seats (9%), Independent won 2 seats (2.9%) and Traditional Unionist Voice won 1 seat (7%), People Before Profit won 1 seat (7.6%). Those who were eligible to vote and did not turn out to do so accounted for 37%. [The Electoral Office of Northern Ireland - EONI](https://www.eoni.org.uk/Elections/Election-results-and-statistics/Election-results-and-statistics-2003-onwards/Elections-2019)

Political opinion data is not captured for NICS or DAERA Staff.

There was no specific reference to, or consideration of, political opinion included in the aims of the Review, nor in the recommendations from it. Implementation proposals in line with the recommendations will consider any Section 75 issues and, if identified, they will be screened.

**Racial Group** evidence/information:

In 2021, Census data showed the number of people from a white ethnic group was 96.6% of the population. Conversely, the total number of people with a minority ethnic group stood at 3.4% of the population. Within this latter classification, the largest groups were Mixed Ethnicities (14,400 people), Black (11,000 people), Indian (9,900 people), Chinese (9,500 people), and Filipino (4,500

1. [DAERA Audit of Inequalities 2021-2025 (daera-ni.gov.uk)](https://www.daera-ni.gov.uk/sites/default/files/publications/daera/DAERA%20Audit%20of%20Inequalities%202021-2025.PDF)

people). Irish Traveller, Arab, Pakistani and Roma ethnicities also each constituted 1,500 people or more. [https://www.nisra.gov.uk/system/files/statistics/census-2021-main-statistics-for-northern-](https://www.nisra.gov.uk/system/files/statistics/census-2021-main-statistics-for-northern-ireland-phase-1-statistical-bulletin-ethnic-group.pdf) [ireland-phase-1-statistical-bulletin-ethnic-group.pdf](https://www.nisra.gov.uk/system/files/statistics/census-2021-main-statistics-for-northern-ireland-phase-1-statistical-bulletin-ethnic-group.pdf)

Consideration has been given to the 2021 Census for Northern Ireland, and the NICS workforce data (2023) [https://www.nisra.gov.uk/publications/equality-statistics-northern-ireland-civil-service-](https://www.nisra.gov.uk/publications/equality-statistics-northern-ireland-civil-service-2023-updated-2021-census-data) [2023-updated-2021-census-data](https://www.nisra.gov.uk/publications/equality-statistics-northern-ireland-civil-service-2023-updated-2021-census-data). The proportion of staff who were from minority ethnic groups was 0.5%; compared to the percentage in the economically active population of 2.9%.

Table 3 (Appendix A) details ethnicity by number and percentage of DAERA staff and scientific staff. The ethnicity of DAERA Staff is 93% white, 1% ethnic minority including the travelling community, and data was missing for 7% of Staff. Further breakdown for EMFG, FFG and NIEA show that for each group/agency the ethnicity of Staff is 91%, 89%, and 95% white respectively, other data was suppressed except for FFG where missing data accounts for 11%. Agricultural Grade Staff, Agricultural Group Staff and Veterinary Officer staff with white ethnicity are 97%, 86% and 95% respectively, missing data accounts for 3% of Agricultural Grade staff. Data for other ethnic minorities could not be published in most of these categories due to low numbers, other data was suppressed to avoid disclosing another number that was too small to publish.

There was no specific reference to, or consideration of, racial group included in the aims of the Review, nor in the recommendations from it. Implementation proposals in line with the recommendations will consider any Section 75 issues and, if identified, they will be screened.

**Age** evidence/information:

The 2021 Census of Northern Ireland reported that there were 365,200 children aged 0 to 14 years (19% of the population). There were 326,500 aged 65 and over (17% of the population). [https://datavis.nisra.gov.uk/census/census-2021-population-and-household-estimates-for-](https://datavis.nisra.gov.uk/census/census-2021-population-and-household-estimates-for-northern-ireland-statistical-bulletin-24-may-2022.html) [northern-ireland-statistical-bulletin-24-may-2022.html](https://datavis.nisra.gov.uk/census/census-2021-population-and-household-estimates-for-northern-ireland-statistical-bulletin-24-may-2022.html)

The remaining 1,211,4003 people were aged between 15 and 64 years (64% of the population) and contributed to the age categories as follows, 15 to 24 years (12%), 25-39 years (19%), 40- 49 years (13%) and 50-64 years (20%). [Census 2021 main statistics demography tables - age](https://www.nisra.gov.uk/publications/census-2021-main-statistics-demography-tables-age-and-sex) [and sex | Northern Ireland Statistics and Research Agency (nisra.gov.uk)](https://www.nisra.gov.uk/publications/census-2021-main-statistics-demography-tables-age-and-sex). Direct link to Excel Spreadsheet for Age 5 year bands ([census-2021-ms-a02.xlsx (live.com](https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fwww.nisra.gov.uk%2Fsystem%2Ffiles%2Fstatistics%2Fcensus-2021-ms-a02.xlsx&wdOrigin=BROWSELINK)).

Consideration has been given to the 2021 Census for Northern Ireland, and the NICS workforce data (2023) [https://www.nisra.gov.uk/publications/equality-statistics-northern-ireland-civil-](https://www.nisra.gov.uk/publications/equality-statistics-northern-ireland-civil-service-2023-updated-2021-census-data) [service-2023-updated-2021-census-data](https://www.nisra.gov.uk/publications/equality-statistics-northern-ireland-civil-service-2023-updated-2021-census-data). The NICS has an older age profile than that of the economically active population with 14.1% of NICS staff aged 16-34 years compared with 38.5% among the economically active population. In 2023 the median age (47 years) of staff was eight years older than in 2000 (39 years).

1. Note that there is a variation in count in the NISRA excel spreadsheet of 80 compared to the NISRA statistical bulletin; this difference does not affect the screening decision.

Table 4.1 and 4.2 (Appendix A) details age categories by number and percentage of DAERA staff and scientific staff. DAERA data shows that 14% of the workforce is aged between 16-34 years, 26% aged between 35-44 years, 30% aged between 45-54 years and 29% aged 55 or over. Agricultural Inspector Grade and NIEA have 23% and 24% of their staff aged between 16- 34 years, which is greater than the NICS as a whole. Agricultural Inspector Group and Veterinary Officer staff have 12% and 11% of their staff aged between 16-34 years. Many of the scientific staff roles require at least Level 6 educational attainment4 and those whom DAERA recruit

may also have industrial experience, which might influence the age at recruitment and partially explain the lower percentage of scientific staff in the lowest age band (16-24 years) in some of the staff groups compared to the NICS population.

Consideration of the 45-54 years and 55 years and over age groups, show that some of the Scientific Staff groupings have an older work force. Of particular note are the Veterinary Officer and Agricultural Group cohorts with 70% and 67% of Staff aged 45 years and over.

Although the Review Panel did not overtly address Section 75 considerations as part of the Review process, nonetheless, they recognised the need for “Succession Planning” within the internal Science delivery areas that they reviewed. They recommended maintaining the balance of skills within groups to ensure continuity in key areas of science where there is long-term monitoring. They also addressed the expectations of “younger” scientists regarding “porosity5” of employment and suggested some career progression opportunities which might attract scientists to DAERA as part of their recommendations.

There was no specific reference to, or consideration of, age included in the aims of the Review, nor in the recommendations from it. Implementation proposals in line with the recommendations will consider any Section 75 issues and, if identified, they will be screened.

**Marital Status** evidence/information:

The 2021 Census for Northern Ireland reported that 46% of the population were married, 38% were single, 6% were divorced, 6% were widowed, 4% were separated and less than 1% were in a civil partnership. [Census 2021 main statistics demography tables - household relationships |](https://www.nisra.gov.uk/publications/census-2021-main-statistics-demography-tables-household-relationships) [Northern Ireland Statistics and Research Agency (nisra.gov.uk)](https://www.nisra.gov.uk/publications/census-2021-main-statistics-demography-tables-household-relationships).

Tables 5.1 and 5.2 (Appendix A) detail marital status by number and percentage of DAERA staff and scientific staff. In DAERA 61% of Staff are married or in a civil partnership, 30% are single, 3% are divorced, 1% widowed and 2% are separated, data is missing for 4% of Staff.

Scientific Staff, Agricultural Inspectorate staff and Veterinary Officer staff who are married or in a civil partnership are 50%, 68% and 64% respectively, those who are single are 40%, 26% and 26% respectively.

1. <https://www.nidirect.gov.uk/articles/qualifications-what-different-levels-mean>Explanation of educational attainment levels.
2. “Porosity” of employment is considered a valuable approach, whereby scientists can move between academia and the public and private sectors. (Beyond academia; Breaking down the Barriers that curtail industry collaborations and career moves.<https://www.nature.com/articles/d41586-022-00192-6>). Review of DAERA Internally Delivered Science 2023.

Data that is missing or unknown for Scientific Staff, Agricultural Inspectorate staff and Veterinary Officer staff are 6%, 4% and 5% (Combined % for missing and marital status other than single, married or in a civil partnership). For all of the other categories, separated/separated in a civil partnership, divorced or widowed the numbers are <3%, too low to publish, or suppressed to avoid disclosing a number that is too low to publish.

There was no specific reference to, or consideration of, marital status included in the aims of the Review, nor in the recommendations from it. Implementation proposals in line with the

recommendations will consider any Section 75 issues and, if identified, they will be screened.

**Sexual Orientation** evidence/information:

A new question for Census 2021 on sexual orientation was asked of people aged 16 and over. While completing the census is required by law, the question on sexual orientation had no statutory penalty for those who failed to provide an answer. In total 31,600 people aged 16 and over (or 2.1%) identified as LGB+ (‘lesbian, gay, bisexual or other sexual orientation’), 1.364 million people (90.0%) identified as ‘straight or heterosexual’ and 119,000 people (7.9%) either did not answer the question or ticked ‘prefer not to say’. [https://www.nisra.gov.uk/system/files/statistics/census-2021-main-statistics-for-northern-ireland-](https://www.nisra.gov.uk/system/files/statistics/census-2021-main-statistics-for-northern-ireland-phase-3-statistical-bulletin-sexual-orientation.pdf) [phase-3-statistical-bulletin-sexual-orientation.pdf](https://www.nisra.gov.uk/system/files/statistics/census-2021-main-statistics-for-northern-ireland-phase-3-statistical-bulletin-sexual-orientation.pdf). <https://www.nisra.gov.uk/publications/registrar-general-annual-reports-2011-2019>.

There are also a number of new and emerging inequalities such as, those reported by the UK Government which recognises that across the world, discriminatory laws and social attitudes continue to exclude and marginalise lesbian, gay, bisexual, trans and others (LGBT+) based on their gender identity or sexual orientation. This puts them at greater risk of violence and of

experiencing worse socio-economic outcomes. [UK aid for LGBT+ inclusion - House of Commons](https://commonslibrary.parliament.uk/research-briefings/cbp-9434/) [Library (parliament.uk](https://commonslibrary.parliament.uk/research-briefings/cbp-9434/)). The United Nations recognises that in the working world, LGBT persons also face discrimination and abuse in all regions and in all stages of the employment cycle: hiring, advancement, training, compensation and termination, and in the implementation of benefits throughout. As a result, LGBT people are forced to conceal their sexual orientation and gender identity, which can lead to considerable anxiety and loss of productivity [https://www.ohchr.org/en/special-procedures/ie-sexual-orientation-and-gender-identity/effective-](https://www.ohchr.org/en/special-procedures/ie-sexual-orientation-and-gender-identity/effective-inclusion-lgbt-persons) [inclusion-lgbt-persons](https://www.ohchr.org/en/special-procedures/ie-sexual-orientation-and-gender-identity/effective-inclusion-lgbt-persons).

As further evidence on sexual orientation and gender identity becomes available to DAERA, this will be considered with regard to relevance for the Review recommendations.

Table 6.1 and 6.2 (Appendix A) details sexual orientation by number and percentage of DAERA staff and scientific staff. Much of the data for DAERA Staff, Scientific Grade Staff, Agricultural Inspectorate Staff and Veterinary Officer Staff is missing, with levels at 69%, 50%, 67% and 59% respectively; this data should therefore be treated with caution.

For DAERA Staff and Scientific Grade Staff, 1% and 2% respectively have a sexual orientation to both sexes; 30% and 45% have a sexual orientation to different sexes; 1% and 3% have a sexual

orientation to the same sex. In the other categories Agricultural Inspectorate and Veterinary Officers, the numbers are too low to publish or have been suppressed to avoid disclosing numbers that are too low to publish.

The NICS has a dedicated LGBTQ+ staff hub ([NICS LGBT Staff Network | NICS Intranet](http://nics.intranet.nigov.net/nics/campaigns/nics-lgbt-staff-network) [(nigov.net)](http://nics.intranet.nigov.net/nics/campaigns/nics-lgbt-staff-network)) and has recently published a LGBTQ+ role models guide which includes powerful testimonies from LGBTQ+ Role Models, and their allies, from across the Civil Service and aims to raise awareness, provide visibility and promote understanding of the unique challenges faced by LGBTQ+ individuals. [NICS LGBTQ+ Role Models Guide | NICS Intranet (nigov.net)](http://nics.intranet.nigov.net/nics/documents/nics-lgbtq-role-models-guide) This is an important resource for all and the launch of the guide in August 2023 aligns with the NICS ongoing commitment to creating an inclusive workplace environment.

There was no specific reference to, or consideration of, sexual orientation included in the aims of the Review, nor in the recommendations from it. Implementation proposals in line with the recommendations will consider any Section 75 issues and, if identified, they will be screened.

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

Consideration has been given to the 2021 Census for Northern Ireland, and the NICS workforce data (2023) [Equality Statistics for the Northern Ireland Civil Service - 2023 (Updated with 2021](https://www.nisra.gov.uk/publications/equality-statistics-northern-ireland-civil-service-2023-updated-2021-census-data) [Census data) | Northern Ireland Statistics and Research Agency (nisra.gov.uk)](https://www.nisra.gov.uk/publications/equality-statistics-northern-ireland-civil-service-2023-updated-2021-census-data). The 2021 Census showed that 51% of the population were female and 49% male. NICS workforce data showed that females made up 50.1% of the workforce in 2023, and males 49.9%. Census

2021 data specific to industry of employment by sex for all usual residents aged 16 or over in Professional, Scientific and Technical activities shows that females make up 47% of this group. [Census 2021 main statistics labour market tables | Northern Ireland Statistics and Research](https://www.nisra.gov.uk/publications/census-2021-main-statistics-labour-market-tables) [Agency (nisra.gov.uk)](https://www.nisra.gov.uk/publications/census-2021-main-statistics-labour-market-tables) Direct link to Excel Spreadsheet for industry of employment by sex <https://www.nisra.gov.uk/system/files/statistics/census-2021-ms-h06.xlsx>

Table 7 (Appendix A) details data on gender by number and percentage for DAERA Staff, who are 53% male and 47% female. Scientific Grade Staff In EMFG, FFG and NIEA staff are 41%, 61%, 54% male and 59%, 39% and 46% female respectively. The Agricultural Inspectorate Grade and Group Staff are 51% and 84% male and 49% and 16% female respectively. The Veterinary Officers are 48% male and 52% female.

DAERA contributes to the annual “Women into Science” initiative and promotes positive role models and career opportunities in the Science Grades.

There was no specific reference to, or consideration of, gender included in the aims of the Review, nor in the recommendations from it. Implementation proposals in line with the Review recommendations will consider any Section 75 issues as they are developed and, if identified, they will be screened as necessary.

**Disability** evidence/information:

The 2021 Census for Northern Ireland reported that one person in four (24.3% or 463,000 people) had a limiting long-term health problem or disability, 40% of whom were aged 65 or higher (185,300 people). In total, 1.44 million people (75.7%) indicated they did not have a limiting long-term health problem or disability. The number of people with a limiting long-term health problem or disability increased from the 2011 to 2021 Census. The increase, from 374,600 people in 2011 to 463,000 people in 2021 (an increase of 23.6%), will be driven partly by our ageing population. https://[www.nisra.gov.uk/system/files/statistics/census-2021-main-statistics-](http://www.nisra.gov.uk/system/files/statistics/census-2021-main-statistics-) for-northern-ireland-phase-2-statistical-bulletin-health-disability-and-unpaid-care.pdf

Consideration has been given to the 2021 Census for Northern Ireland, and the NICS workforce data (2023) [https://www.nisra.go](http://www.nisra.gov.uk/publications/equality-statistics-northern-ireland-civil-)v.uk[/publications/equality-statistics-northern-ireland-civil-](http://www.nisra.gov.uk/publications/equality-statistics-northern-ireland-civil-) service-2023-updated-2021-census-data. The proportion of staff who declared a disability (5.7%) continues to be lower than in the economically active population (12.3%).

Table 8 (Appendix A) details data on disability by number and percentage for DAERA Staff and scientific staff. For DAERA staff as a whole and for each of the groups of scientific staff within DAERA, 93% or greater have no disability declared; 7% of DAERA staff have declared a

disability, which is greater than that recorded for the overall NICS workforce of 5.7%. Within the separate cohorts, 4% of Scientific Grade Staff, 4% of Agricultural Inspectorate Staff and 5% of Veterinary Officer Staff have a declared disability. This is below the overall figure for the NICS workforce and the economically active population. All staff members who have not declared

a disability are assigned to the “no disability declared” group, however this group could also include those who are disabled and have chosen not to declare their disability as well as those who do not have a disability; the data in this S75 category should therefore include consideration that there may be staff who have chosen not to declare their disability.

DAERA adheres to NICS HR policies for employment, including the guaranteed interview scheme and reasonable adjustment for disability. The NICS has a disability staff network and launched a dedicated hub in February 2023 <http://nics.intranet.nigov.net/nics/news/new->

disability-staff-network-hub-launched. The network is a support, social and educational group committed to raising awareness of disability issues and supporting the working lives of disabled colleagues.

There was no specific reference to, or consideration of, disability included in the aims of the Review, nor in the recommendations from it. Implementation proposals in line with the

recommendations will consider any Section 75 issues and, if identified, they will be screened.

**Dependants** evidence/information:

The 2021 Census for Northern Ireland reported that the number of households with dependent children as a percentage of all households was 47%, with 53% of households having no dependent children. [Census 2021 main statistics demography tables - household relationships |](https://www.nisra.gov.uk/publications/census-2021-main-statistics-demography-tables-household-relationships) [Northern Ireland Statistics and Research Agency (nisra.gov.uk)](https://www.nisra.gov.uk/publications/census-2021-main-statistics-demography-tables-household-relationships). Direct link to Excel Spreadsheet number of dependent children’s households [https://www.nisra.gov.uk/system/files/statistics/](https://www.nisra.gov.uk/system/files/statistics/census-2021-ms-a24.xlsx) [census-2021-ms-a24.xlsx](https://www.nisra.gov.uk/system/files/statistics/census-2021-ms-a24.xlsx)

Tables 9.1 and 9.2 (Appendix A) details data on dependants by number and percentage for DAERA Staff and scientific staff. In DAERA, 67% of the data is missing for Staff on whether or not they have dependants, with Scientific Grade Staff accounting for 48% of missing data, in the Agricultural Inspectorate missing data accounts for 66%, and for Veterinary Officer staff 56% of data is missing.

For those recorded with no dependants the percentages are 22% for DAERA, 41% for Science Grade Staff, 27% for Agricultural Inspectorate Grade Staff, and 23% for Veterinary Officer staff.

For those with dependants the percentages are 11% for DAERA Staff, 10% for Scientific Grade staff, 7% for Agricultural Inspectorate Grade staff, and 21% for Veterinary Officer Staff. Due

to the large amount of missing data the figures for those with dependants and those with no dependants should be interpreted with caution.

There was no specific reference to, or consideration of, dependants included in the aims of the Review, nor in the recommendations from it. Implementation proposals in line with the recommendations will consider any Section 75 issues and, if identified, they will be screened.

## 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

There is no evidence that those of differing Religious Belief have different needs, experiences and priorities in respect of the Review recommendations. Implementation proposals based on the Review recommendations may impact more on staff of differing religious beliefs according to the breakdown shown (Appendix A Tables 2.1, 2.2) however at present no equality issues

have been identified. Implementation Proposals will be developed and if any issues are identified related to religious beliefs, we will consider them.

### Political Opinion

There is no evidence that those of differing Political Opinion have different needs, experiences and priorities in respect of the Review recommendations, NICS does not collect data on this category. No equality issues have been identified. Implementation Proposals will be developed and if any issues are identified related to political opinion, we will consider them.

### Racial Group

There is no evidence that those of differing Racial Group have different needs, experiences and priorities in respect of the Review recommendations. Implementation proposals based on the Review recommendations will impact more on staff of white ethnicity according to the breakdown shown in Table 3 (Appendix A) however at present no equality issues have been identified.

Implementation Proposals will be developed and if any issues are identified related to Racial Group, we will consider them.

### Age

The age profile of DAERA staff (Tables 4.1, 4.2 Appendix A) identified the need to attract “younger” scientists and to retain staff in their chosen career. Whilst no equality issues related to age were identified, the Review Panel recognised the need for a Recommendation to give opportunities to Staff for Secondments, described as a “porosity” approach to employment,

to appeal to younger scientists and to influence staff retention. This was included due to an identified need to better maintain the balance of (scientific) skills in the future and contribute to Succession Planning. Implementation Proposals will be developed and may influence the

priorities for staff related to age, if any issues are identified related to age, we will consider them and carry out screening as required.

### Marital status

There is no evidence that those of differing Marital Status have different needs, experiences and priorities in respect of the Review recommendations. No equality issues were identified. Implementation Proposals will be developed and if any issues are identified related to marital status, we will consider them.

### Sexual orientation

There is no evidence that those of differing sexual orientation have different needs, experiences and priorities in respect of the Review recommendations. No equality issues were identified, however there is missing data in all the groups (Tables 6.1, 6.2 Appendix A). Implementation Proposals will be developed and if any issues are identified related to sexual orientation, we will consider them.

### Men and Women Generally

There is no evidence that men and women generally have different needs, experiences and priorities in respect of the Review recommendations. Implementation proposals based on the Review recommendations may impact more on staff of differing gender according to the breakdown shown in (Table 7 Appendix A) however at present no equality issues have been

identified. Implementation Proposals will be developed and if any issues are identified related to men and women, we will consider them.

### Disability

There is no evidence that those with or without a disability have different needs, experiences and priorities in respect of the Review recommendations. No equality issues were identified, however 93% of DAERA staff have “no disability declared” (Table 8 Appendix A). All staff who have not declared a disability are assigned to the “no disability declared” category; this definition may contain those who have said they do not have a disability, those who have made no declaration and those who have chosen not to declare a disability. 96% of Scientific grade Staff, 96%

of Agricultural Inspector Staff and 95% Veterinary Officer staff have “no disability declared”. Implementation Proposals will be developed and if any issues are identified related to disability, we will consider them.

### Dependants

There is no evidence that those with and without dependants have different needs, experiences and priorities in respect of the Review recommendations. No equality issues have been identified, however there is missing data in each of the cohorts of Scientific staff (Tables 9.1, 9.2 Appendix A). Implementation Proposals will be developed and if any issues are identified related to dependants, we will consider them.

# 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

### 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: (insert text here)

There are differing levels of breakdown of Religious Belief within different groups of Scientific cohorts (Tables 2.1, 2.2 Appendix A) and whilst this is the case the Recommendations

from the Review apply irrespective of Religious Belief. The development of individual Implementation Proposals from the Review recommendations will need to consider any potential for impact on people or groups based on their religious beliefs.

### What is the level of impact? None

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

No data on Political Opinion is collected from NICS Staff and there is no anticipated differential impact from the Review Recommendations on people or groups based on their Political Opinion. The development of individual Implementation Proposals from the Review recommendations will need to consider any potential further impact on people or groups based on their Political Opinion.

### What is the level of impact? None

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

The breakdown of staff in DAERA and each of the groups is mainly White ethnicity and whilst there are currently more White Staff in post than any other ethnicity, there is no anticipated differential impact from the Review Recommendations on people or groups based on their racial group. The development of individual Implementation Proposals from the Review recommendations will need to consider any potential impact for staff based on their racial group.

### What is the level of impact? None

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

A Review Recommendation on Succession Planning and Secondment recognised the older profile of DAERA Scientific Staff and the need to attract “younger” scientists and to retain scientists to maintain the balance of skills in DAERA. There may be a differential impact based on this recommendation for different ages. The development of individual Implementation Proposals from the Review recommendations will need to consider any potential impact for staff based on their age.

### What is the level of impact? Minor

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

Whilst there are more staff either married or in a civil partnership than any of the other Marital Status categories in DAERA, there is no anticipated differential impact from the Review recommendations on people or groups based on their Marital Status. The development of individual Implementation Proposals from the Review recommendations will need to consider any potential impact for staff based on their Marital Status.

### What is the level of impact? None

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

Much of the data on Sexual Orientation for DAERA and each of the Scientific cohorts is missing, whilst that is the case there is no anticipated differential impact from the Review recommendations based on Sexual Orientation. The development of Implementation Proposals from the Review recommendations will need to consider any potential impact for staff based on their sexual orientation.

### What is the level of impact? None.

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

Whilst there are differing percentages of men and women in DAERA and within each Scientific cohort (Table 7 Appendix A) there is no anticipated differential impact from the Review recommendations based on whether staff are men or women. The development of individual Implementation Proposals from the Review recommendations will need to consider any potential impact for staff based on gender.

### What is the level of impact? None

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

The majority of DAERA staff and the scientific cohorts within it are included in the “no disability declared” category. There is no anticipated differential impact from the Review recommendations on people or groups based on disability. The development of individual Implementation Proposals from the Review recommendations will need to consider any potential impact for staff based on their disability status.

### What is the level of impact? None

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

Over 60% of the data is missing on whether DAERA Staff have Dependants or don’t have Dependants (Tables 9.1, 9.2 Appendix A). There is no anticipated differential impact from the Review recommendations based on whether staff have Dependants. The development of individual Implementation Proposals from the Review recommendations will need to consider any potential impact for staff based on whether they have Dependants or not.

### What is the level of impact? None

### 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 - If Yes, provide details:

### If No, provide reasons:

The Review Recommendations do not promote equality of opportunity for staff based on Religious Belief. It is anticipated that the development of Implementation Proposals from the Review recommendations will not present opportunities to better promote equality of

opportunity between people of different religious beliefs as the proposals will benefit all staff and/or citizens equally.

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

### If No, provide reasons:

The Review recommendations do not promote equality of opportunity for staff based on Political Opinion. It is anticipated that the development of Implementation Proposals from the Review recommendations will not present opportunities to better promote equality of opportunity between people of different political opinion as the proposals will benefit all staff and/or citizens equally.

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

### If No, provide reasons:

The Review recommendations do not promote equality of opportunity for staff based on Racial Group. It is anticipated that the development of Implementation Proposals from the Review recommendations will not present opportunities to better promote equality of opportunity between people of different racial groups as the proposals will benefit all staff and/or citizens equally.

### Age - If Yes, provide details:

### If No, provide reasons:

A Review recommendation is focused on attracting “younger” scientists and may promote equality of opportunity for staff based on age. It is anticipated that the development of Implementation Proposals from the Review recommendations may present opportunities to better promote equality of opportunity between people of different ages.

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

### If No, provide reasons

The Review recommendations do not promote equality of opportunity for staff based on Marital Status. It is anticipated that the development of Implementation Proposals from the Review recommendations will not present opportunities to better promote equality of opportunity between people of different marital status as the proposals will benefit all staff and/or citizens equally.

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

### If No, provide reasons:

The Review recommendations do not promote equality of opportunity for staff based on Sexual Orientation. It is anticipated that the development of Implementation Proposals from the Review recommendations will not present opportunities to better promote good relations between people of different sexual orientation as the proposals will benefit all staff and/or citizens equally.

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

### If No, provide reasons:

The Review recommendations do not promote equality of opportunity for staff based on being a man or a woman. It is anticipated that the development of Implementation Proposals from the Review recommendations will not present opportunities to better promote good relations between people in this category as the proposals will benefit all staff and/or citizens equally.

### Disability - If Yes, provide details:

### If No, provide reasons:

The Review recommendations do not promote equality of opportunity for staff based on disability. It is anticipated that the development of Implementation Proposals from the Review recommendations will not present opportunities to better promote equality of opportunity between people in this category as the proposals will benefit all staff and/or citizens equally.

### Dependants - If Yes, provide details:

### If No, provide reasons:

The Review recommendations do not promote equality of opportunity for staff based on whether they have Dependants or not. It is anticipated that the development of Implementation Proposals from the Review recommendations will not present opportunities to better promote equality of opportunity between people in this category as the proposals will benefit all staff and/or citizens equally.

### 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: None

### What is the level of impact? None

### Details of the likely policy impacts on Political Opinion: None

### What is the level of impact? None

### Details of the likely policy impacts on Racial Group: None

### What is the level of impact? None

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

Detail opportunities of how this policy could better promote good relations for people within each of the Section 75 Categories below:

### Religious Belief - If Yes, provide details:

### If No, provide reasons:

The Review was focused on delivery of science only and there is no opportunity to better promote good relations between individuals of different religions.

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

### If No, provide reasons

The Review was focused on delivery of science only and there is no opportunity to better promote good relations between individuals of different political opinion.

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

### If No, provide reasons

The Review was focused on delivery of science only and there is no opportunity to better promote good relations between individuals of different racial groups.

### 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.

It is envisaged that the implementation of the Review recommendations will be positive for the delivery of DAERA’s science functions. At general population level any differential effect on people who fall into more than one Section 75 category is also likely to be positive. DAERA will review any issues identified in relation to multiple identity during the development of implementation proposals based on the Review recommendations.

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

### Consideration of Disability Duties

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

It is unlikely that there will be any opportunity in any of the Review recommendations to promote positive attitudes towards disabled people.

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

It is unlikely that there will be any opportunity in any of the Review recommendations for increased participation by disabled people in public life.

# Part 3. Screening decision

“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.

### 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.

The Review of DAERA Internally Delivered Science contains a set of Recommendations from an Independent Expert Panel comprised of 4 individuals who were appointed in November 2022 and who provided their final Review Report to DAERA in May 2023. In mitigation of

Recommendations from this Review a screening of each Implementation Proposal will be carried out.

The Review process included a 2-day visit to Northern Ireland in December 2022 by 2 members of the Review Panel. This visit included a site tour of approximately 2-hour duration which

was facilitated by on-site staff of NIEA Water Management Unit in Lisburn. During the tour the Reviewers met and engaged with several scientific staff “at the bench” in their laboratories. On the same visit the Reviewers also engaged, mostly face-to-face, with senior staff from DAERA’s Science service; including NIEA Resource Efficiency Division, NIEA Natural Environment Division, EMFG and Veterinary Epidemiology Unit; online engagement was reserved, by exception, for those who were unable to attend meetings with the Reviewers in person.

The Review included another 2-day visit to Northern Ireland in February 2023 by 2 members of the Review Panel. One Reviewer visited NIEA Lisburn Water Management Unit whilst the other Reviewer met external Stakeholders and AFBI. On the second day the Reviewers jointly met staff from Industrial Pollution and Radiochemical Inspectorate Unit, Environmental Crime Unit and Stakeholders whose work was relevant to the Review. In total the Review Panel engaged with 19 separate Stakeholders during the course of the Review Process.

During the Review Process, no issues were identified directly for the Section 75 groupings; however it is recognised that the Panel did not proactively address Section 75 issues and focused on the delivery of science and how that might be improved for DAERA. It should also be noted that neither were any equality or Section 75 issues raised proactively by any staff or Stakeholders with the Panel. It is of note, however, that the Review Panel did have a

Recommendation around Secondments and Succession Planning, which seeks to address the potential career paths of “younger” scientists and seeks to maintain the balance of skills required within groups; the Review Panel therefore recognised indirectly through that Recommendation, that the age profile of staff was of significance to the potential loss and retention of scientific skills to the Department.

The next step will be development of proposals for implementation based on the Review recommendations; some limited engagement with business areas has been undertaken to date (Autumn 2023).

Further development of the implementation proposals will be based on Science Transformation Programme Board approval and subject to, current broader NICS prioritisation considerations including practicalities, such as, feasibility of timescale for delivery and budgetary considerations.

NISRA provided Section 75 data and for some of the groups this was missing. Any further engagement with business areas and/or stakeholders will need to consider the potential impact of implementation proposals on Section 75 groups.

The absence of data or lack of declaration for a Section 75 grouping, does not mean there are no equality impacts, for example for those with Dependants, a Declared Disability and/or no declared Sexual Orientation.

The development of any implementation proposals will require monitoring mechanisms to be put in place so that data may be captured going forward. Scrutiny of the data, as well as qualitative information will be required so that Staff who are in any or multiple of the Section 75 groupings are not disadvantaged.

### 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](https://www.equalityni.org/ECNI/media/ECNI/Publications/Employers%20and%20Service%20Providers/PracticalGuidanceonEQIA2005.pdf?ext=.pdf) [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.

The Review of Internally Delivered Science contains a set of Recommendations which will remain unchanged. The Recommendations will require the development of Implementation Proposals.

The Review was carried out as an initiative of the Science Transformation Programme (STP) and is under the continuing Governance of the Science Transformation Programme Board.

Development of Review Implementation Proposals will require engagement and consultation with business areas that will be affected. Whilst some of the Recommendations are “scientific process” focused and therefore technical in nature, there are others that make recommendations for staff, generally on science culture and leadership and specifically recommendations for

Staff such as access to Professional Membership, Continuing Professional Development, achievement of Chartered status, Secondments and Succession Planning.

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

The Review Report has been finalised and accepted by the STP Board and the Recommendations within it will remain unchanged. As part of the process of development of Implementation Proposals, screening/monitoring mechanisms will be put in place to capture data going forward and the Implementation Proposals may be subject to change. A screening of each Proposal will be carried out.

### 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:

Proposals developed to implement the Review recommendations will include engagement with staff and TUS. Comments from all of the staff from Section 75 groups will be welcome, especially if any group considers that it is significantly affected by the decisions.

### Good Relations:

Proposals developed to implement the Review recommendations will include engagement with staff and TUS. Comments from all of the staff from Section 75 groups will be welcome, especially if any group considers that it is significantly affected by the decisions.

### Disability Duties:

Proposals developed to implement the Review recommendations will include engagement with staff and TUS. Comments from all of the staff from Section 75 groups will be welcome, especially if any group considers that it is significantly affected by the decisions.

# Part 5. Consideration of Human Rights

### 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 1** | No |
| Right to free and secret elections | **Protocol 1**  **Article 3** | No |

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

None identified.

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

None identified.

# Part 6 - Approval and authorisation

### Screening Checklist

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

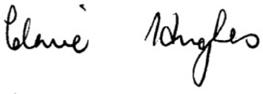
I can confirm that all the actions listed below have been completed -

* 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:** Claire Hughes **Grade:** Agricultural Inspector GII

**Branch:** Review of internally delivered science **Date:** 31st October 2023

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



### Screening decision approved by (must be Grade 3/Deputy Secretary or above) - Name:Tracey Teague Grade:G3

### Branch:CCSI Date:10/11/23

**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

Staff Engagement, Equality & Diversity Branch Jubilee House

111 Ballykelly Road LIMAVADY

BT49 9HP

Email: [equality@daera-ni.gov.uk](mailto:equality@daera-ni.gov.uk) Tel: 028 7744 2027





# Annex A

### Synopsis of Human Rights Act Articles & Protocols ARTICLE 2

### 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.
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:
   1. In defense of any person from unlawful violence;
   2. In order to effect a lawful arrest or to prevent the escape of a person lawfully detained;
   3. In action lawfully taken for the purpose of quelling a riot or insurrection.

### ARTICLE 3

### Prohibition of torture

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

### ARTICLE 4

### Prohibition of slavery and forced labour

1. No one shall be held in slavery or servitude.
2. No one shall be required to perform forced or compulsory labour.
3. For the purpose of this Article the term “forced or compulsory labour” shall not include:
   1. 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;
   2. 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;
   3. Any service exacted in case of an emergency or calamity threatening the life or well- being of the community;
   4. Any work or service which forms part of normal civic obligations.

### ARTICLE 5

### 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:
   1. The lawful detention of a person after conviction by a competent court;
   2. The lawful arrest or detention of a person for non-compliance with the lawful order of a court or in order to secure the fulfilment of any obligation prescribed by law;
   3. the lawful arrest or detention of a person effected for the purpose of bringing him before the competent legal authority on reasonable suspicion of having committed an offence or when it is reasonably considered necessary to prevent his committing an offence or fleeing after having done so;
   4. the detention of a minor by lawful order for the purpose of educational supervision or his lawful detention for the purpose of bringing him before the competent legal authority;
   5. The lawful detention of persons for the prevention of the spreading of infectious diseases, of persons of unsound mind, alcoholics or drug addicts or vagrants;
   6. The lawful arrest or detention of a person to prevent his effecting an unauthorised entry into the country or of a person against whom action is being taken with a view to deportation or extradition.
2. Everyone who is arrested shall be informed promptly, in a language which he understands, of the reasons for his arrest and of any charge against him.
3. Everyone arrested or detained in accordance with the provisions of paragraph 1(c) of this Article shall be brought promptly before a judge or other officer authorised by law to exercise judicial power and shall be entitled to trial within a reasonable time or to release pending trial. Release may be conditioned by guarantees to appear for trial.
4. Everyone who is deprived of his liberty by arrest or detention shall be entitled to take proceedings by which the lawfulness of his detention shall be decided speedily by a court and his release ordered if the detention is not lawful.
5. Everyone who has been the victim of arrest or detention in contravention of the provisions of this Article shall have an enforceable right to compensation.

### ARTICLE 6

### 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.
2. Everyone charged with a criminal offence shall be presumed innocent until proved guilty according to law.
3. Everyone charged with a criminal offence has the following minimum rights:
   1. To be informed promptly, in a language which he understands and in detail, of the nature and cause of the accusation against him;
   2. To have adequate time and facilities for the preparation of his defense;
   3. To defend himself in person or through legal assistance of his own choosing or, if he has not sufficient means to pay for legal assistance, to be given it free when the interests of justice so require;
   4. To examine or have examined witnesses against him and to obtain the attendance and examination of witnesses on his behalf under the same conditions as witnesses against him;
   5. To have the free assistance of an interpreter if he cannot understand or speak the language used in court.

### ARTICLE 7

### 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.
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.

### ARTICLE 8

### 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.
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.

### ARTICLE 9

### 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.
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.

### ARTICLE 10

### 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.
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.

### ARTICLE 11

### 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.
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.

### ARTICLE 12

### 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

### 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

### 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

### 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 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.

# Appendix A

Tables of Section 75 Groupings for DAERA Staff, Scientific Grade Staff, Agricultural Inspector Staff and Veterinary Officer Staff. Data valid on 1st July 2023, excepting those on career break or seconded to another organisation on that date.

**Table 1:** Numbers of DAERA staff, and percentage of Scientific staff of DAERA total, by respective group, agency, specialism.

|  |  |  |
| --- | --- | --- |
|  | **Total number**  **of Staff** |  |
| DAERA | 3519 | **% of Scientific staff**  **of DAERA total** |
| DAERA, Environment, Marine and Fisheries Group | 74 | 2 |
| DAERA, Food and Farming Group | 18 | 1 |
| DAERA, Northern Ireland Environment Agency | 379 | 11 |
| **Scientific (Total)** | **471** | **13** |
|  | | |
| Agricultural Inspectors (Grade) | 300 | 9 |
| Agricultural Inspectors (Group) | 321 | 9 |
| **Agricultural Inspectors (Total)** | **621** | **18** |
|  | | |
| Veterinary Officers | 146 | 4 |
| **Total Scientific staff** | **1238** | **35** |

**Table 2.1:** Numbers by **Community Background** of DAERA staff and Scientific staff by respective group, agency, specialism.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Community Background** | **Numbers of Staff** | | | |
|  | **Protestant** | **Catholic** | **Not Determined** | **Missing** |
| **DAERA** | **1564** | **1741** | **201** | **13** |
| DAERA, Environment, Marine and Fisheries Group | 31 | 31 | 10 | 2 |
| DAERA, Food and Farming Group | 8 | 9 | 0 | 1 |
| DAERA, Northern Ireland Environment Agency | 161 | 172 | 44 | 2 |
| **Scientific (Total)** | **200** | **212** | **54** | **5** |
| Agricultural Inspectors (Grade) | 177 | 107 | 16 | 0 |
| Agricultural Inspectors (Group) | 168 | 142 | 11 | 0 |
| **Agricultural Inspectors (Total)** | **345** | **249** | **27** | **0** |
|  | | | | |
| **Veterinary Officers** | **51** | **66** | **29** | **0** |

*The ‘Not Determined’ category refers to those staff members who have not declared a Community Background and who cannot be assigned one based on the primary school they attended (eg if they attended a primary school outside Northern Ireland). Staff are described as ‘Missing’ if there is no information on which to determine this.*

**Table 2.2:** Percentage by **Community Background** of DAERA staff and Scientific staff by respective group, agency, specialism.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Community Background** | **Percentages of Staff** | | | |
|  | **Protestant**  **% of DAERA** | **Catholic % of DAERA** | **Not Determined**  **% of DAERA** | **Missing % of DAERA** |
| **DAERA** | **44** | **49** | **6** | **0.4** |
|  | **Protestant**  **% of group/ agency** | **Catholic % of Group/ Agency** | **% Not Determined of group/ agency** | **% Missing of Group/ Agency** |
| DAERA, Environment, Marine and Fisheries Group | 42 | 42 | 14 | 3 |
| DAERA, Food and Farming Group | 44 | 50 | 0 | 6 |
| DAERA, Northern Ireland Environment Agency | 42 | 45 | 12 | 1 |
| **Scientific (Total)** | **42** | **45** | **11** | **1** |
|  | **Protestant**  **% of DAERA** | **Catholic % of DAERA** | **Not Determined**  **% of DAERA** | **Missing % of DAERA** |
| Agricultural Inspectors (Grade) | 59 | 36 | 5 | 0.0 |
| Agricultural Inspectors (Group) | 52 | 44 | 3 | 0.0 |
| **Agricultural Inspectors (Total)** | **56** | **40** | **4** | **0.0** |
|  | **Protestant**  **% of DAERA** | **Catholic % of DAERA** | **Not Determined**  **% of DAERA** | **Missing % of DAERA** |
| **Veterinary Officers** | **35** | **45** | **20** | **0.0** |

**Table 3:** Numbers and percentages by **Ethnicity** of DAERA Staff and Scientific Staff by group, agency and specialism.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Ethnicity** | **Percentages of Staff** | | | | | |
|  | **Numbers of White Staff in DAERA** | **% of White Staff in DAERA** | **Numbers of Ethnic Minority Staff in DAERA** | **% of Ethnic Minority Staff in**  **DAERA** | **Numbers of Staff where data is**  **missing** | **% of Staff where data is missing** |
| **DAERA** | **3259** | **93** | **27** | **1** | **233** | **7** |
|  |  | **% of White Staff in group/ agency** | **Numbers of Ethnic Minority Staff in group/ agency** | **% of Ethnic Minority Staff in group/ agency** | **Numbers of Staff where data are Missing in group/ agency** | **% of Staff where data are Missing in group/ agency** |
| DAERA,  Environment, Marine and Fisheries Group | 67 | 91 | \* | N/A | # | N/A |
| DAERA, Food and Farming Group | 16 | 89 | 0 | 0 | 2 | 11 |
| DAERA,  Northern Ireland Environment Agency | 359 | 95 | \* | N/A | # | N/A |
| **Scientific (Total)** | **442** | **94** | **5** | **1** | **24** | **5** |
|  | **Numbers of White Agricultural Inspectors Grade or Group** | **% of White Agricultural Inspectors of total Agricultural Inspectors** | **Numbers of Ethnic Minority Agricultural Inspectors Grade or Group** | **% of Ethnic Minority Agricultural Inspectors of total Agricultural Inspectors** | **Numbers of Staff where data are Missing** | **% of total Agricultural Inspectors where data are Missing** |

Table continues on page 47

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Ethnicity** | **Percentages of Staff** | | | | | |
| Agricultural Inspectors (Grade) | 292 | 97 | 0 | 0 | 8 | 3 |
| Agricultural Inspectors (Group) | 276 | 86 | \* | N/A | # | N/A |
| **Agricultural Inspectors (Total)** | **568** | **91** | **\*** | **N/A** | **#** | **N/A** |
|  |  |  |  | **% of** | **Numbers of Veterinary Staff where data are Missing** |  |
|  | **% of White** |  | **Ethnic** |  |
| **Numbers of White Veterinary**  **Officers** | **Veterinary Officers of total**  **Veterinary** | **Numbers**  **of Ethnic Minority Veterinary Officers** | **Minority Veterinary Officers**  **of total** | **% of Staff where data are**  **Missing** |
|  | **Officers** |  | **Veterinary** |  |
|  |  |  | **Officers** |  |
| **Veterinary Officers** | **138** | **95** | **\*** | **N/A** | **#** | **N/A** |

* Number of cases too small to publish (<5).

# Number has been suppressed, to avoid disclosing another number that is too small to publish. N/A Cannot be determined and therefore not available.

**Table 4.1:** Numbers by **Age** category of DAERA Staff and Scientific Staff by Group, Agency, Specialism.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Age Group** | **Numbers of Staff aged** | | | |
|  | **16-34** | **35-44** | **45-54** | **55+** |
| **DAERA** | **492** | **920** | **1073** | **1034** |
| DAERA, Environment, Marine and Fisheries Group | # | 23 | 19 | # |
| DAERA, Food and Farming Group | \* | 7 | 6 | \* |
| DAERA, Northern Ireland Environment Agency | 90 | 114 | 104 | 71 |
| **Scientific (Total)** | **117** | **144** | **129** | **81** |
|  | | | | |
| Agricultural Inspectors (Grade) | 68 | 67 | 90 | 75 |
| Agricultural Inspectors (Group) | 37 | 68 | 101 | 115 |
| **Agricultural Inspectors (Total)** | **105** | **135** | **191** | **190** |
|  | | | | |
| **Veterinary Officers** | **16** | **28** | **45** | **57** |

* Number of cases too small to publish (<5).

# Number has been suppressed, to avoid disclosing another number that is too small to publish.

**Table 4.2:** Percentage by **Age** category of DAERA Staff and Scientific Staff by Group, Agency, Specialism.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Age Group** | **% of Staff aged** | | | |
|  | **16-34 of DAERA**  **total** | **35-44 of DAERA**  **total** | **45-54 of**  **DAERA total** | **55+ of DAERA**  **total** |
| **DAERA** | **14** | **26** | **30** | **29** |
|  | **16-34 of**  **total in group/ agency** | **35-44 of**  **total in group/ agency** | **45-54 of**  **total in group/ agency** | **55+ of total in group/ agency** |
| DAERA, Environment, Marine and Fisheries Group | N/A | 31 | 26 | N/A |
| DAERA, Food and Farming Group | N/A | 39 | 33 | N/A |
| DAERA, Northern Ireland Environment Agency | 24 | 30 | 27 | 19 |
| **Scientific (Total)** | **25** | **31** | **27** | **17** |
|  | **16-34**  **of total Agricultural Inspectors** | **35-44**  **of total Agricultural Inspectors** | **45-54**  **of total Agricultural Inspectors** | **55+ of total Agricultural Inspectors** |
| Agricultural Inspectors (Grade) | 23 | 22 | 30 | 25 |
| Agricultural Inspectors (Group) | 12 | 21 | 31 | 36 |
| **Agricultural Inspectors (Total)** | **17** | **22** | **31** | **31** |
|  | **16-34**  **of total Veterinary Officers** | **35-44**  **of total Veterinary Officers** | **45-54**  **of total Veterinary Officers** | **55+ of total Veterinary Officers** |
| **Veterinary Officers** | **11** | **19** | **31** | **39** |

N/A Cannot be determined and therefore not available.

**Table 5.1:** Numbers by **Marital Status** of DAERA Staff and Scientific Staff by Group, Agency, Specialism.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Marital Status** | | | | | | |
|  | **Single** | **Married/ Civil Partnership** | **Separated/ Separated in a Civil Partnership1** | **Divorced1** | **Widowed1** | **Missing/ Unknown1** |
| **DAERA** | **1050** | **2131** | **56** | **99** | **33** | **150** |
| Scientific (Total) | 188 | 236 | # | 8 | \* | 28 |
| Agricultural Inspectors (Total) | 159 | 423 | 5 | 7 | 5 | 22 |
| Veterinary Officers | 38 | 93 | \* | \* | \* | 7 |

* Number of cases too small to publish (<5).

# Number has been suppressed, to avoid disclosing another number that is too small to publish. 1 Numbers combined to calculate % for Table 5.2.

**Table 5.2:** Percentage by **Marital Status** of DAERA Staff and Scientific Staff by Group, Agency, Specialism.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Marital Status %** | | | | |
|  | **% of DAERA**  **Single** | **% of DAERA**  **Married/ Civil Partnership** | **Combined**  **% for marital status and missing/ unknown data1** | **Includes data not available due to number of cases too small to publish or suppression** |
| **DAERA** | **30** | **61** | **10** |  |
|  | **% of Scientific Grade Single** | **% of Scientific Grade Married/ Civil Partnership** | **% of Scientific Grade other Marital Status** |  |
| Scientific Grade | 40 | 50 | 8 | ☑ |
|  | **% of Single Agricultural Inspectors** | **% of Married/ Civil Partnership Agricultural Inspectors** | **% of Agricultural Inspectors Other Marital Status** |  |
| Agricultural Inspectors | 26 | 68 | 7 | ☑ |
|  | **% of Single Veterinary Officers** | **% of Married/ Civil Partnership Veterinary Officers** | **% of Other Marital Status Veterinary Officers** |  |
| Veterinary Officers | 26 | 64 | 8 | ☑ |

1 Combined % from numbers of separated/separated in a civil partnership. divorced, widowed missing/unknow from Table 5.1.

**Table 6.1:** Numbers by **Sexual Orientation** of DAERA Staff and Scientific Staff by Group, Agency, Specialism.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Sexual Orientation** | | | | |
|  | **Missing** | **Both Sexes** | **Different Sex** | **Same Sex** |
| **DAERA** | **2413** | **20** | **1048** | **38** |
| **Scientific (Total)** | **237** | **9** | **213** | **12** |
| **Agricultural Inspectors (Total)** | **416** | **0** | **#** | **\*** |
| **Veterinary Officers** | **86** | **0** | **#** | **\*** |

* Number of cases too small to publish (<5).

# Number has been suppressed, to avoid disclosing another number that is too small to publish.

### Due to the large number of missing cases, these data should be used with caution.

**Table 6.2:** Percentage by **Sexual Orientation** of DAERA Staff and Scientific Staff by Group, Agency, Specialism.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **% DAERA Sexual Orientation** | | | | |
|  | **% DAERA**  **Missing** | **% DAERA**  **Both Sexes** | **% DAERA**  **Different Sex** | **% DAERA**  **Same Sex** |
| **DAERA** | **69** | **1** | **30** | **1** |
|  | **% of Scientific Staff Missing** | **% of Scientific Staff both sexes** | **% of scientific staff different** | **% of Scientific Staff same sex** |
| **Scientific Grade** | **50** | **2** | **45** | **3** |
|  | **% of Ag Insp Missing** | **% of Ag Insp both sexes** | **% of Ag Insp different** | **% of Ag Insp same sex** |
| **Agricultural Inspectors (Total)** | **67** | **0** | **N/A** | **N/A** |
|  | **% of Vet Off Missing** | **% of Vet Off both sexes** | **% of Vet Off different** | **% of Vet Off same sex** |
| **Veterinary Officers** | **59** | **0** | **#** | **\*** |

**Table 7:** Numbers and Percentage by **Gender** of DAERA Staff and Scientific Staff by agency, group, specialism.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Gender** | | | | |
|  | **Numbers of Male Staff in DAERA** | **% of Male Staff in DAERA** | **Numbers of Female Staff in DAERA** | **% of Female Staff in DAERA** |
| **DAERA** | **1872** | **53** | **1647** | **47** |
|  | **Numbers of Male Staff in Group/ Agency** | **% of Male Staff in Group/ Agency** | **Numbers of Female Staff in Group/ Agency** | **% of Female Staff in Group/ Agency** |
| DAERA, Environment, Marine and Fisheries Group | 30 | 41 | 44 | 59 |
| DAERA, Food and Farming Group | 11 | 61 | 7 | 39 |
| DAERA, Northern Ireland Environment Agency | 204 | 54 | 175 | 46 |
| **Scientific (Total)** | **245** | **52** | **226** | **48** |
|  | **Numbers of Male Agricultural Inspectors** | **% of Male Agricultural Inspectors** | **Numbers of Female Agricultural Inspectors** | **% of Female Agricultural Inspectors** |
| Agricultural Inspectors (Grade) | 152 | 51 | 148 | 49 |
| Agricultural Inspectors (Group) | 269 | 84 | 52 | 16 |
| **Agricultural Inspectors (Total)** | **421** | **68** | **200** | **32** |
|  | **Numbers of Male Veterinary Officers** | **% of Male Veterinary Officers** | **Number of Female Veterinary Officers** | **% of Female Veterinary Officers** |
| **Veterinary Officers** | **70** | **48** | **76** | **52** |

**Table 8:** Numbers and Percentage by **Disability** of DAERA Staff and Scientific Staff by agency, group, specialism.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Disability** | | | | |
|  | **Numbers with No disability declared** | **% of DAERA**  **No disability declared** | **Numbers with Declared Disability** | **% of DAERA**  **Declared disability** |
| **DAERA** | **3283** | **93** | **236** | **7** |
|  | **Numbers Scientific grade staff with No Declared Disability** | **% Scientific grade staff No disability declared** | **Numbers Scientific grade staff with Declared Disability** | **% of Scientific staff with Declared disability** |
| **Scientific (Total)** | **450** | **96** | **21** | **4** |
|  | **Numbers of Agricultural Staff with No Disability Declared** | **% Ag Insp group/grade staff No disability declared** | **Numbers of Agricultural Inspector staff with Declared Disability** | **%**  **Agricultural Inspector staff with Declared disability** |
| Agricultural Inspectors (Grade) | 286 | 95 | 14 | 5 |
| Agricultural Inspectors (Group) | 311 | 97 | 10 | 3 |
| **Agricultural Inspectors (Total)** | **597** | **96** | **24** | **4** |
|  | **Numbers of Veterinary Officers with No Disability Declared** | **% Veterinary Officers with No disability declared** | **Numbers of Veterinary Officers with Declared Disability** | **% Veterinary Officers with Declared disability** |
| **Veterinary Officers** | **138** | **95** | **8** | **5** |

Please note that this table refers to declared disability status. All staff members who have not declared themselves disabled are assigned to “No disability declared” and so there are no missing values in this category. The category of “No disability declared” may contain those who have said they do not have a disability, those who have made no declaration and those who

have chosen not to declare a disability.

**Table 9.1:** Numbers by **Dependants** of DAERA Staff and Scientific Staff by agency, group, specialism.

|  |  |  |  |
| --- | --- | --- | --- |
| **Dependants** | | | |
|  | **Numbers Missing** | **Numbers with No Dependants** | **Numbers with Dependants** |
| **DAERA** | **2341** | **776** | **402** |
| **Scientific (Total)** | **228** | **194** | **49** |
| **Agricultural Inspectors (Total)** | **409** | **167** | **45** |
| **Veterinary Officers** | **82** | **34** | **30** |

**Due to the large number of missing cases, these data should be used with caution. Table 9.2:** Percentage by **Dependants** of DAERA Staff and Scientific Staff by agency, group,

specialism.

|  |  |  |  |
| --- | --- | --- | --- |
| **Dependants %** | | | |
|  | **% DAERA**  **Missing** | **% DAERA with No Dependants** | **% DAERA with Dependants** |
| **DAERA** | **67** | **22** | **11** |
| **Scientific (Total)** | **48** | **41** | **10** |
| **Agricultural Inspectors (Total)** | **66** | **27** | **7** |
| **Veterinary Officers** | **56** | **23** | **21** |

### Due to the large number of missing cases, these data should be used with caution.

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