



Department of  
**Agriculture, Environment  
and Rural Affairs**

[www.daera-ni.gov.uk](http://www.daera-ni.gov.uk)

# **Equality & Disability Duties Screening**

## **Future Agricultural Policy Decisions for Northern Ireland**

**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.

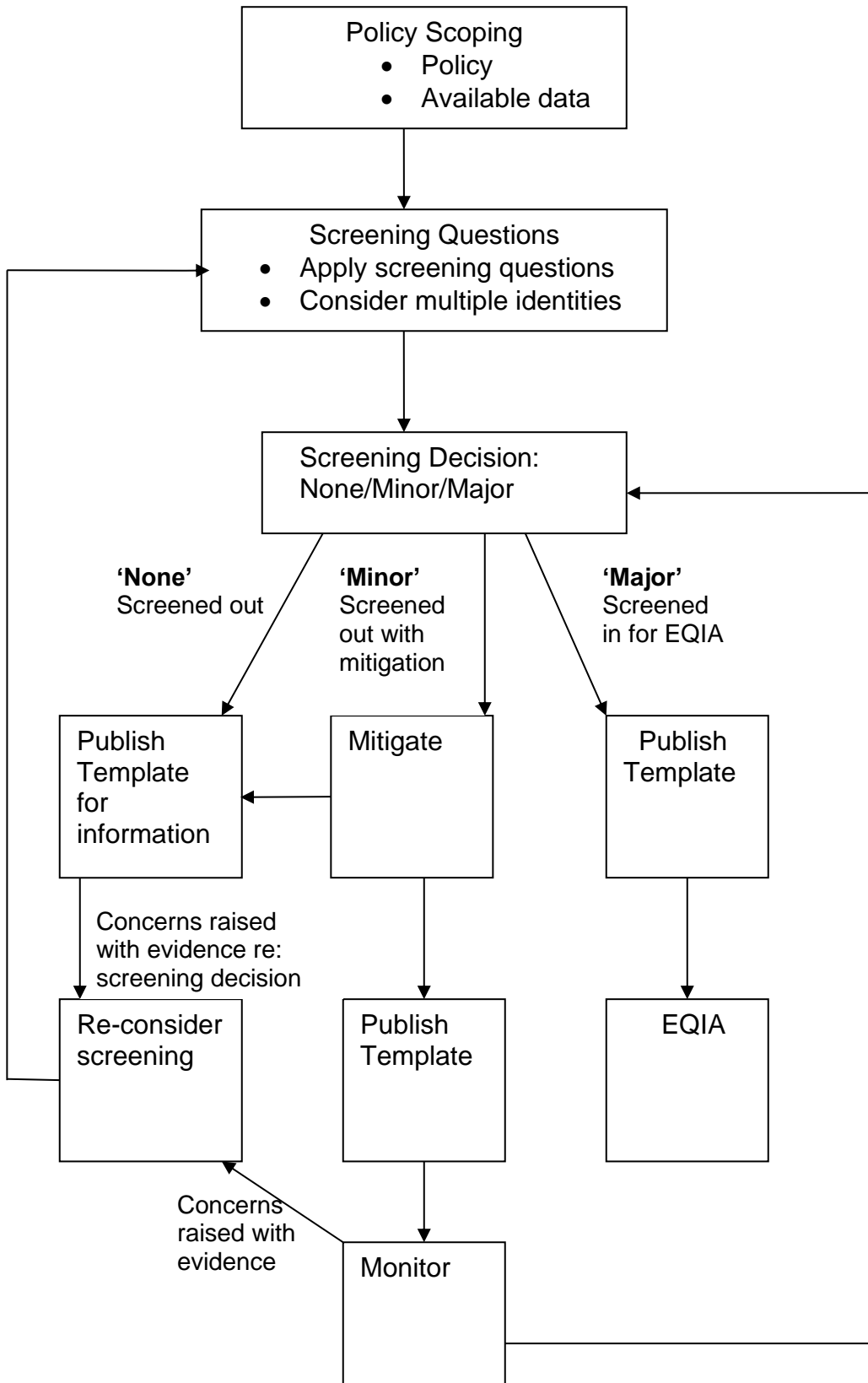
**Part 3. Screening decision** – guides the public authority to reach a screening decision as to whether or not there is a need to carry out an equality impact assessment (EQIA), or to introduce measures to mitigate the likely impact, or the introduction of an alternative policy to better promote equality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



## **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**

Future Agricultural Policy Decisions for Northern Ireland.

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

New agricultural policy being implemented by DAERA.

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

Before the UK's exit from the EU, Pillar 1 of the EU Common Agricultural Policy (CAP) provided approximately €327m per annum of direct support to Northern Ireland farmers. All of this has been paid out as decoupled support on a per hectare basis. However, while this support was not linked to current production, it, nevertheless, had a very significant influence on the economic viability of the industry and its competitive position relative to that in other regions (especially where there are no barriers to trade). Farmers also benefitted from additional measures under Pillar II of the CAP, including environmental payments to deliver better environmental outcomes, support for training and skills acquisition and capital investment support.

Although food production has been the primary objective and economic driver, the actions of many generations of farmers and growers have shaped the appearance of Northern Ireland's landscape, our natural environment and the biodiversity that it supports. The health of the natural environment and the integrity of the historic environment that are passed to future generations will be critically influenced by the policy choices that we make now. We need to ensure that excess nutrients do not seep into our waterways, that ammonia emissions are reduced to restore the

health of vulnerable habitats, that agriculture plays its fair share in our journey to net zero carbon and that biodiversity loss is halted and reversed. With appropriately designed policy interventions and innovation, all of this can be achieved, maintaining our heritage for current and future generations without compromising the economic viability of the sector.

In 2018, the Department, in conjunction with key food, farming and environmental stakeholders, identified four key desired outcomes that together constituted the long term vision for the Northern Ireland agricultural industry. Subsequently DAERA undertook an engagement exercise on a draft framework<sup>1</sup> setting out how policies could be developed to deliver these four outcomes. In total, there were 1,277 responses<sup>2</sup>. Within the draft engagement document, the Department asked if there were any equality comments that stakeholders wished to raise or any evidence that would be useful to the Department. Twenty one of the 1,277 responses included comments related to equality. These comments were that: (a) farmers needed to be viewed as equal partners in the food supply chain, (b) fairness was important, (c) horticulture needed to be included and (d) support should be proportionate to the environmental benefit produced. There was some concern raised about the potential for inclusion of a qualification requirement for grants. No additional evidence was received.

Reflecting the responses received during that process, DAERA refined the identified outcomes and vision for the agricultural industry as outlined in the Future Agricultural Policy Framework Portfolio for Northern Ireland<sup>3</sup> published in August 2021. Based on the four key outcomes of increased productivity, environmental sustainability, improved resilience and an effective functioning supply chain, it charts the way forward for a future agricultural policy which better meets Northern Ireland's needs.

The move from the previous support regime, largely based on the EU requirements under the CAP, to a new policy agenda will need to happen over a number of years in order to deliver a managed and orderly transition. This progression will be well sign-posted to provide greater certainty and clarity to farm businesses and land managers.

A public consultation on Future Agricultural Policy Proposals<sup>4</sup> for Northern Ireland to seek views on the policy proposals and design principles across the

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<sup>1</sup> <https://www.daera-ni.gov.uk/consultations/northern-ireland-future-agricultural-policy-framework>

<sup>2</sup> <http://www.daera-ni.gov.uk/publications/stakeholder-responses-northern-ireland-future-agricultural-policy-framework-stakeholder-engagement>

<sup>3</sup> [Future Agriculture Framework final V2.PDF \(daera-ni.gov.uk\)](#)

<sup>4</sup> [Future Agricultural Policy Proposals for Northern Ireland Consultation.pdf \(daera-ni.gov.uk\)](#)

programme's portfolio of workstreams was undertaken in December 2021 for a period of 8 weeks.

In total 339 responses<sup>5</sup> were received. Within the consultation document the Department asked if there were any equality comments that stakeholders wished to raise or any evidence that would be useful to the Department. Forty three of the 339 responses included comments relating to equality. Most comments were made in relation to the proposal to increase the minimum claim size threshold to 10 ha. Additional comments were made in relation to encouraging females into the farming sector and encouraging younger people to facilitate positive change. No additional evidence was received.

Responses to the consultation informed the Minister's Future Agricultural Policy Decisions<sup>6</sup> announced on the 24 March 2022 that will guide funding decisions and priorities over the coming years. The specific approach for some policy areas may be the subject of further consultation to ensure a coherent and progressive approach to farm support.

**Are there any Section 75 categories which might be expected to benefit from the intended policy?  
If so, explain how.**

The Agricultural Policy Programme is DAERA's overarching strategic programme for future agricultural policy development. At this stage it is not yet possible to specify the likely impact of future policies that could arise as part of this Programme. However the future agricultural policy decisions have the potential to impact positively all people in Northern Ireland and potentially deliver benefit to all Section 75 categories generally as it seeks to contribute to a sustainable agricultural industry through the operation of voluntary schemes.

Section 75 issues will be kept under review as the workstreams evolve towards scheme implementation, and equality screening will be undertaken as required on all related future policies/schemes as part of the normal policy development and implementation processes.

**Who initiated or wrote the policy?**

The DAERA Minister announced the Future Agricultural Policy Decisions for Northern Ireland on 24 March 2022.

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<sup>5</sup> [Summary of Responses: Consultation on Future Agricultural Policy Proposals for Northern Ireland | Department of Agriculture, Environment and Rural Affairs \(daera-ni.gov.uk\)](#)

<sup>6</sup> [Future Agricultural Policy Decisions for Northern Ireland \(Final\) \(002\).pdf \(daera-ni.gov.uk\)](#)

## Who owns and who implements the policy?

DAERA will own and implement the future agricultural policy decisions through the Agricultural Policy Programme.

## Implementation factors

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

Yes

#### If yes, are they (please delete as appropriate)

**Financial** – The maximum overall level of agricultural support that can be paid in Northern Ireland without further recourse to EU State Aid mechanisms is set at £382.2 million per annum. A minimum of 83% of this needs to comply with the WTO Green Box classification<sup>7</sup>. Support payments that fall within the scope of EU State Aid controls will not be subject to the UK Subsidy Control Regime<sup>8</sup>.

**Legislative-** The future agricultural policy decisions are cognisant of the requirements to meet the targets set out in the Climate Change Act (Northern Ireland) 2022<sup>9</sup>.

**Resourcing** – Ability to implement all schemes at same time.

**Communication and knowledge** – Delivery of timely, accurate and clear communication to stakeholders to enable informed contributions to future agricultural policy and a managed transition to the new regime.

## 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.

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<sup>7</sup>[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/840230/Revised\\_Protocol\\_to\\_the\\_Withdrawal](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/840230/Revised_Protocol_to_the_Withdrawal)

<sup>8</sup> <https://publications.parliament.uk/pa/bills/cbill/58-02/0135/210135.pdf>, Part 3, Chapter 4 Section 48; Legacy and Withdrawal Agreement

<sup>9</sup> [Climate Change Act \(Northern Ireland\) 2022 \(legislation.gov.uk\)](https://www.legislation.gov.uk/uk/2022/1/1)

**Service users-** The main beneficiaries are farmers and land managers.

**Rural community-** The policies are designed to make a major contribution to the productivity and environmental sustainability of farm businesses in rural areas of Northern Ireland.

**Others - others, please specify** – There may also be an impact on food industry stakeholders.

## Other policies with a bearing on this policy

- **What are they?**

### **DAERA Strategic Plan**

The Department of Agriculture, Environment and Rural Affairs Plan to 2050 - *Sustainability for the Future*<sup>10</sup> published in May 2021 notes the following strategic priorities:

- To enhance our food, forestry, fishery and farming sectors using efficient and environmentally sustainable models which support economic growth;
- To protect and enhance our natural environment now and for future generations whilst advocating its value to and wellbeing for all;
- To champion thriving rural communities that contribute to prosperity and wellbeing; and
- To be an exemplar, people focused organisation, committed to making a difference for the people we serve.

Future agricultural policy has a significant role in delivering against these priorities and underpins our Departmental purpose of '*Sustainability at the heart of a living, working, active landscape valued by everyone*'.

### **Green Growth Strategy for Northern Ireland**

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<sup>10</sup> [SUSTAINABILITY FOR THE FUTURE DAERA'S - PLAN TO 2050.PDF \(daera-ni.gov.uk\)](https://www.daera-ni.gov.uk/sites/default/files/2021-05/Sustainability%20for%20the%20Future%20DAERA%27S%20-%20PLAN%20TO%202050.PDF)



The Agricultural Policy Programme will contribute to the objectives of the draft Green Growth Strategy for Northern Ireland<sup>11</sup>. Green Growth is an over-arching, multi-decade Strategy which sets out the long-term vision and a solid framework for tackling the climate crisis by balancing climate action with the need for a clean, resilient environment and economy. It has been developed by all Ministers and Government departments working together, in collaboration with external stakeholders from local government, the private sector, voluntary and community sectors and others. The cross-cutting strategy will be delivered through a series of Climate Action Plans, which will set out the actions to meet sector-specific greenhouse gas (GHG) emission targets to deliver a cleaner environment rich in biodiversity; delivering a more efficient use of resources within a circular economy; and green jobs.

### **Food Strategy**

DAERA has been leading on the development of a Northern Ireland Food Strategy Framework. This Framework has been developed collaboratively with officials across Northern Ireland Departments and other interested parties and is complementary to the Agricultural Policy Framework, extending issues relating to food production and consumption out into other areas of government policy. The draft Food Strategy Framework recognises the interconnectedness between food, health, the economy and the environment. It proposes a new strategic food systems approach for Northern Ireland, and sets out a long-term vision, high level principles and areas for strategic focus. The vision is a transformed food system that protects natural resources for future generations, is economically and environmentally sustainable and provides safe, nourishing, accessible food to people, who make informed healthy choices.

### **Environment Strategy**

The Environment Strategy will set out Northern Ireland's environmental priorities for the coming decades and will be a key pillar of Green Growth. It will be used to form the basis for a coherent and effective set of interventions that can deliver real improvements in the quality of the environment. A draft Environment Strategy<sup>12</sup> was published for public consultation on 11 November 2021.

- **Who owns them?**

DAERA leads on its Strategic Plan and the Environment Strategy.

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<sup>11</sup> <http://www.daera-ni.gov.uk/consultations/consultation-draft-green-growth-strategy-northern-ireland>

<sup>12</sup> <https://www.daera-ni.gov.uk/consultations/northern-ireland-food-strategy-framework>

DAERA is co-designing the Green Growth Strategy and Delivery Framework on behalf of the NI Executive.

DAERA leads on the development of the cross Departmental Food Strategy Framework, bringing together the relevant officials from other NI Departments and from FSA NI.

### **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](#).

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

### **Religious belief** evidence/information:

Consideration has been given to the Northern Ireland Life and Times Survey (2020)<sup>13</sup>, 2021 Census of Northern Ireland (phase 1)<sup>14</sup> and the DAERA Farm Equality Indicators Report October 2018<sup>15</sup> ('Equality Indicators for Northern Ireland Farmers'). In the 2020 Life and Times Survey 41% of the respondents viewed themselves as part of the Protestant Community, 26% as Catholic and 33% as neither. 4% of respondents considered themselves as part of a minority ethnic community while 93 % did not. The 2021 Census indicated that religious beliefs across the NI community are 43.5% Protestant and Other Christian, and 45.7% Catholic.

The DAERA Farm Equality Indicators Report October 2018 ('Equality Indicators for Northern Ireland Farmers') stated that 51% of farms in Northern Ireland were farmed by a member of the Protestant community and 42% by a member of the Catholic community. Catholics were more likely than Protestants to farm on very small farms, with 85% of Catholics farming small farms compared with 68% of Protestants, and only 2% having large farms compared with 10% of Protestant farmers. Catholic farmers were also more likely to be engaged in cattle and sheep farming in Less Favoured Areas, with over three quarters (77%) engaged in this type of farming activity compared with less than half (45%) of Protestant farmers. In contrast, a much higher proportion of Protestant (16%) than Catholic (5%)

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<sup>13</sup> <https://www.ark.ac.uk/nilt/2020/>

<sup>14</sup> [Census 2021 main statistics for Northern Ireland \(phase 1\) | Northern Ireland Statistics and Research Agency \(nisra.gov.uk\)](https://www.nisra.gov.uk/census-2021-main-statistics-for-northern-ireland-phase-1)

<sup>15</sup> <https://www.daera-ni.gov.uk/publications/equality-indicators-report>

farmers were dairy farmers, and twice as many Protestant (25%) as Catholic (12%) farmers were lowland cattle and sheep farmers.

There was no specific reference to religious belief included in the future agricultural policy decisions however, further policy development in line with the decisions will be subject to public consultation where necessary and should any Section 75 issues be raised they will be considered.

**Political Opinion** evidence/information:

The Northern Ireland life and Times Survey 2020 found that 19% of the NI population describe themselves as nationalist, 35% as unionist and 42% held neither political opinion.

The DAERA Farmer Equality Indicators Report 2018 suggested that national identity is a reasonable proxy indicator for the Unionist/Nationalist divide. 44% of farmers have reported their identity as British only, 26% as Irish only and 23% as Northern Irish only with 8% stating another identity or a combination of more than one identity.

Information on political opinion was not collected in the 2021 or 2011<sup>16</sup> Census of Northern Ireland. However, as a question on National Identity was included, responses for 2011 were analysed against farm size, type and land characteristics as a proxy metric for political opinion. Overall, 44% of farmers reported their identity as British only, 26% as Irish only and 23% as Northern Irish only, with 8% stating another identity or a combination of more than one identity. However, the religious profile varied across farm characteristics, with the proportions stating a British only identity increasing with farm size, from 40% of those in very small farms to 65% of those in large farms.

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

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<sup>16</sup> <https://www.nisra.gov.uk/statistics/census/2011-census>

engaged in cattle and sheep farming in Less Favoured Areas, compared to less than half (48%) of farmers of British only identity.

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

There was no specific reference to political opinion included in the future agricultural policy decisions, however further policy development in line with the decisions, will be subject to public consultation where necessary and should any Section 75 issues be raised they will be considered.

#### **Racial Group** evidence/information:

The 2021 Census of Northern Ireland indicated that 96.6% of the population are white (further geographical breakdown scheduled for Summer 2023 that will allow analysis of rural profile). The 2011 Census indicated that 99% of the rural population are white and the farming population has a similar pattern. DAERA's Equality Indicators Report (2018) stated the proportion of farmers stating an ethnicity other than white was too small to examine differences by farm characteristics. This would support the view that the future agricultural policy decisions for Northern Ireland are likely to affect largely white beneficiaries as this reflects the makeup of the population.

NI: IN PROFILE Key statistics on Northern Ireland (nisra.gov.uk) 2021<sup>17</sup> figures indicate there are around 53,000 people living here in 2019 who were born in the rest of the EU (excluding UK and Ireland). A small number of migrant workers are employed within the farming industry.

There is no specific reference to racial groups included in the future agricultural policy decisions, however further policy development in line with the decisions,

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<sup>17</sup> [https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/NI%20IN%20PROFILE%20-%203%20March%202021\\_0.pdf](https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/NI%20IN%20PROFILE%20-%203%20March%202021_0.pdf)

will be subject to public consultation where necessary and should any Section 75 issues be raised they will be considered.

**Age** evidence/information:

The 2021 Census of Northern Ireland reported 326,500 people 65 years and over, comprising 17% of the population.

The Annual Report of the Registrar General, RG Annual Report 2019.PDF (nisra.gov.uk)<sup>18</sup> states the NI population continues to age with the number of those aged 65 and over increasing by 2.1 per cent to reach 314,700 people (16.6 per cent of the population).

The DAERA Farm Equality Indicators Report 2018 showed that 36% of principal farmers are 65 years and over with 8% under forty years of age, with the average age being 59 years.

There was no specific reference to age included in the future agricultural policy decisions, however further policy development in line with the decisions on the Generational Renewal measure, will be cognisant of Section 75 issues in relation to age.

**Marital Status** evidence/information:

The 2021 Census for Northern Ireland Census has not yet reported on Marital Status however the 2011 Census showed that around 48% of the population were married or in a civil partnership, and 36% were single.

The DAERA Farm Equality Indicators Report 2018 showed that around 73% of all farmers are married and living with a wife/husband.

There is no specific reference to marital status included in the future agricultural policy decisions, however further policy development in line with the decisions, will be subject to public consultation where necessary and should any Section 75 issues be raised in relation to marital status they will be considered.

**Sexual Orientation** evidence/information:

The 2021 Census for Northern Ireland has not yet reported on sexual orientation. This information was not collected in the 2011 Census. Information provided by sexual orientation groups in response to pre-consultation on the NIRD 2007-

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<sup>18</sup> <https://www.nisra.gov.uk/publications/registrars-general-annual-reports-2011-2019>

2013 suggested a figure of 10% of the population being lesbian, gay or bisexual (LGB) and is generally accepted as a reasonable estimate.

There are also a number of new and emerging inequalities, for which evidence is limited but would include issues such as, inequalities experienced by transgender people. As further evidence becomes available DAERA will consider the relevance for future agricultural policy development.

There is no specific reference to sexual orientation included in the future agricultural policy decisions, however further policy development in line with the decisions, will be subject to public consultation where necessary and should any Section 75 issues be raised in relation to sexual orientation they will be considered.

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

Consideration has been given to the Northern Ireland Life, and Times Survey (2020) the 2021 Census for Northern Ireland, the DAERA Farm Equality Indicators 2018 data and the Quarterly Labour Force Survey 2021<sup>19</sup>. The 2021 Census showed that 51% of the population were female and 49% male.

The estimated employment rate in NI for those aged 16-64 in 2020 was 74.8% for males (432,000) and 66.5% for females (392,000). The estimated economic inactivity rate (16-64) was 22.8% for males (132,000) and 31.6% for females (186,000). The number of self-employed (aged 16+) in Northern Ireland was estimated at 134,000 in 2019, equivalent to just over 15% of all employed people aged 16+. Self-employment was more likely among employed men than women, 22% of all employed men were self-employed, compared with 8% of all employed women.

The Quarterly Labour Force Survey shows that for August-October 2021 the self-employment rate for men in NI was 17.4% (75,000) compared with 6.9% (29,000) for women.

The DAERA Farm Equality Indicators 2018 data showed that 91% of farmers in Northern Ireland are males. Female farmers were more likely than their male counterparts to farm on very small farms - 87% of women farmers had small farms compared to 75% of male farmers. Farmers engaged in 'other types' of farming (such as running specialist horse farms) were twice as likely to be women as were farmers engaged in other activity types.

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<sup>19</sup> <https://www.nisra.gov.uk/publications/labour-force-survey-tables-december-2021>



There is no specific reference to males or females generally, included in the future agricultural policy decisions, however further policy development in line with the decisions, will be subject to public consultation where necessary and should any Section 75 issues be raised in relation to men and women generally they will be considered.

**Disability** evidence/information:

The 2021 Census for Northern Ireland has not yet reported on disability. The 2011 Census showed that around 12% of the population found their day to day activities to be limited a lot due to a disability and around 9% found their activities limited a little. In Northern Ireland it is estimated that 22% of the population have some form of disability; amongst farmers this figure is slightly higher. The DAERA Farmer Equality Indicators 2018 data indicated, that almost a third of farmers (30%) suffered from a disability limiting their day to day activities with the incidence of disability inversely related to farm size. The proportion of farmers of very small farms stating that their activities were limited a lot (16%) was twice that of farmers of large farms (8%). Farmers in disadvantaged areas (16%) were slightly more likely than lowland farmers (12%) to state that their activities were limited. Some of the differences in farm characteristics by disability may be partly due to the variation in age profiles of those with and without disabilities. The incidence of those reporting that their activities were limited either a little or a lot rises steeply with age.

NI: IN PROFILE Key statistics on Northern Ireland (nisra.gov.uk) 2021 reports that one in five people have a disability or limiting long-term illness. With 12% of people claim Disability Living Allowance/Personal Independence Payment.

The Disability Strategy Expert Advisory Panel (communities-ni.gov.uk) report, published in December 2020<sup>20</sup>, developed by the Disability Strategy Expert Advisory Panel appointed by the Department for Communities make evidence-based recommendations on the scope of a new Disability Strategy. This report helps us to understand the experience of, and issues faced by disabled people appropriate including participation and leadership, economic security and autonomy of persons with disabilities. It provides valuable insights which will be used in the development of policies and strategies such as Green Growth.

The new NI Disability Strategy, scheduled to be published as part of a suite of 4 Social Inclusion Strategies (Anti-Poverty Strategy, Disability Strategy, Gender Strategy and Sexual Orientation Strategy), is being developed through co design.

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<sup>20</sup> <https://www.communities-ni.gov.uk/system/files/publications/communities/dfc-social-inclusion-strategy-disability-expert-advisory-panel-report.pdf>

The methods and learning from this development will be implemented to ensure the future agricultural policy proposals for Northern Ireland meet, as far as is reasonably possible, the present and future needs of persons with disabilities.

**Dependants** evidence/information:

2018/19 Family Resources Survey, Northern Ireland<sup>21</sup> indicated that 33% of NI households have dependent children (Those aged 0-16 and person aged 16-19 who is unmarried and in full time non-advanced education).

The most recent data from the 2018 DAERA Farmer Equality Indicators report revealed that almost 40% of households supported by family farms included one or more dependants. Households of medium sized farms were slightly more likely than smaller or larger farms to contain dependants, as were the households of farmers engaged in pig, poultry or mixed farming. Farm households in Disadvantaged Areas (41%) were slightly more likely than those in lowland areas (38%) to contain dependants.

NI: IN PROFILE Key statistics on Northern Ireland (nisra.gov.uk) 2021 reports that one in three households have a dependent child<sup>22</sup>. NISRA Women in Northern Ireland 2020 report indicates that over the past 10 years there have been consistently more economically inactive women than men. The most common reason for inactivity among women was family and home commitments. 76% of women with dependent children were economically active, compared with 92% of men with dependent children.

There was no specific reference to dependants included in the future agricultural policy decisions however, further policy development in line with the decisions will be subject to public consultation where necessary and should any Section 75 issues be raised in relation to dependants they will be considered.

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<sup>21</sup> <https://www.communities-ni.gov.uk/system/files/publications/communities/frs-household-1819-tables.XLSX>

<sup>22</sup> [https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/NI%20IN%20PROFILE%20-%20February%202020\\_0.pdf](https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/NI%20IN%20PROFILE%20-%20February%202020_0.pdf)



## Needs, experiences and priorities

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

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

### ***Religious belief***

In response to 2018 stakeholder engagement on Northern Ireland Future Agricultural Policy Framework with stakeholders representing the wider farming, food and environmental sectors, the Department received 21 comments relating to (a) farmers needed to be viewed as equal partners in the food supply chain, (b) fairness was important, (c) horticulture needed to be included and (d) support should be proportionate to the environmental benefit produced. There was some concern raised about the potential for inclusion of a qualification requirement for grants. No specific responses indicated that the future agricultural policy framework would create any inequality in respect of religious belief.

During the pre-engagement stage for the consultation on Future Agricultural Policy Proposals for Northern Ireland, stakeholder input was sought on needs, experiences and priorities in relation to equality and no issues were raised in relation to religious belief.

The 2021 consultation on Future Agricultural Policy Proposals for Northern Ireland, received 43 responses in relation to equality issues. Six responses specifically indicated that the policy proposal to change the active farmer definition to 10ha threshold could create inequality in respect of religious belief. The future agricultural policy decisions, reached via consideration of the consultation responses, revised the active farmer definition to include a minimum of 5 ha, thereby addressing the concern raised.

The need for further evidence relating to potential impacts on the needs, experience and priorities in relation to religious belief issues will be reviewed as each of the policy areas are further developed in line with the policy decisions and evolve towards implementation.

### ***Political Opinion***

In response to the 2018 stakeholder engagement on the Northern Ireland Future Agricultural Policy Framework from stakeholders representing the wider farming, food and environmental sectors the Department received one comment in relation to political opinion that indicated that future agricultural policy should ensure that it does not disproportionately discriminate against one community over the other (nationalist and unionist).

During the pre-engagement stage for the consultation on Future Agricultural Policy Proposals for Northern Ireland, stakeholder input was sought on needs, experiences and priorities in relation to equality and no issues were raised in relation to political opinion.

One political party requested a review of the equality screening process undertaken for the consultation on the Future Agricultural Policy Proposals for Northern Ireland, challenging the assessment that there would be no equality impact on equality groupings in relation to the proposal to change the definition of an active farmer. The subsequent future agricultural policy decisions negated the need for further assessment.

The need for further evidence relating to potential impacts on the needs, experience and priorities in relation to political opinion will be reviewed as each of the policy areas are further developed in line with the policy decisions and evolve towards implementation.

### ***Racial Group***

In response to the 2018 stakeholder engagement on Northern Ireland Future Agricultural Policy Framework from stakeholders representing the wider farming, food and environmental sectors, the Department did not receive any responses to indicate that the future agricultural policy framework would create any inequality in respect of racial group.

During both the pre-engagement and consultation stages of seeking views on the Future Agricultural Policy Proposals for Northern Ireland, stakeholder input was sought on needs, experiences and priorities in relation equality and no issues were raised in relation to racial group.

The need for further evidence relating to potential impacts on the needs, experience and priorities in relation to racial group will be reviewed as each of the policy areas are further developed in line with the policy decisions and evolve towards implementation.

## **Age**

In response to the 2018 stakeholder engagement on the Northern Ireland Future Agricultural Policy Framework from stakeholders representing the wider farming, food and environmental sectors the Department received a number of responses that included concerns about age discrimination if qualification requirements were introduced for grants and a request to support age proofing.

During the pre-engagement stage for the consultation on Future Agricultural Policy Proposals for Northern Ireland, stakeholder input was sought on needs, experiences and priorities in relation to equality and no issues were raised in relation to age.

The 2021 consultation on Future Agricultural Policy Proposals for Northern Ireland, received 5 responses in relation to equality issues associated with age. Three individuals and one farming focused organisation expressed concerns about encouraging younger college trained staff into the sector. One individual was concerned that the proposals inferred that older farmers needed to be replaced with younger people to facilitate positive change.

The future agricultural policy decisions on 'Knowledge and Innovation' and 'Generational Renewal' measures provide a direction of travel for policy development that will address the concerns raised.

The need for further evidence relating to potential impacts on the needs, experience and priorities in relation to age will be reviewed as each of the policy areas are further developed in line with the policy decisions and evolve towards implementation.

## **Marital status**

In response to the 2018 stakeholder engagement on Northern Ireland Future Agricultural Policy Framework from stakeholders representing the wider farming, food and environmental sectors, the Department did not receive any responses to indicate that the future agricultural policy framework would create any inequality in respect of marital status.

During both the pre-engagement and the consultation stages of seeking views on the Future Agricultural Policy Proposals for Northern Ireland, stakeholder input was sought on needs, experiences and priorities in relation equality and no issues were raised in relation to marital status.

The need for further evidence relating to potential impacts on the needs, experience and priorities in relation to marital status will be reviewed as each of the policy areas are further developed in line with the policy decisions and evolve towards implementation.

### ***Sexual orientation***

In response to the 2018 stakeholder engagement on Northern Ireland Future Agricultural Policy Framework from stakeholders representing the wider farming, food and environmental sectors, the Department did not receive any responses to indicate that the future agricultural policy framework would create any inequality in respect of sexual orientation.

During both the pre-engagement and the consultation stages of seeking views on the Future Agricultural Policy Proposals for Northern Ireland, stakeholder input was sought on needs, experiences and priorities in relation equality and no issues were raised in relation to sexual orientation category.

The need for further evidence relating to potential impacts on the needs, experience and priorities in relation to sexual orientation will be reviewed as each of the policy areas are further developed in line with the policy decisions and evolve towards implementation.

### ***Men and Women Generally***

In response to the 2018 stakeholder engagement on Northern Ireland Future Agricultural Policy Framework from stakeholders representing the wider farming, food and environmental sectors, the Department did not receive any responses to indicate that the future agricultural policy framework would create any inequality in respect of men and women generally.

During the pre-engagement stage for the consultation on Future Agricultural Policy Proposals for Northern Ireland, stakeholder input was sought on needs, experiences and priorities in relation equality and no issues were raised in relation to men and women generally.

The 2021 consultation on Future Agricultural Policy Proposals for Northern Ireland, received 5 responses that commented on encouraging females into the farming sector.

The future agricultural policy decisions are cognisant of the need to encourage females in farming and eliminate any perceived barriers to accessing the industry as a viable career path.

The need for further evidence relating to potential impacts on the needs, experience and priorities in relation to men and women generally will be reviewed as each of the policy areas are further developed in line with the policy decisions and evolve towards implementation.

### ***Disability***

In response to the 2018 stakeholder engagement on Northern Ireland Future Agricultural Policy Framework from stakeholders representing the wider farming, food and environmental sectors, the Department did not receive any responses to indicate that the future agricultural policy framework would create any inequality in respect of disability.

During the pre-engagement stage for the consultation on Future Agricultural Policy Proposals for Northern Ireland, stakeholder input was sought on needs, experiences and priorities in relation equality and no issues were raised in relation to disability.

The 2021 consultation on Future Agricultural Policy Proposals for Northern Ireland, received 1 response that raised potential lack of access to schemes due to disability. This will be addressed through the Programme design principles for future agricultural policy.

The need for further evidence relating to potential impacts on the needs, experience and priorities in relation to disability will be reviewed as each of the policy areas are further developed in line with the policy decisions and evolve towards implementation.

### ***Dependants***

In response to the 2018 stakeholder engagement on Northern Ireland Future Agricultural Policy Framework from stakeholders representing the wider farming, food and environmental sectors, the Department did not receive any responses to indicate that the future agricultural policy framework would create any inequality in respect of dependants.

During both the pre-engagement and consultation stages of seeking views on the Future Agricultural Policy Proposals for Northern Ireland, stakeholder input was sought on needs, experiences and priorities in relation equality and no issues were raised in relation to dependants.

The need for further evidence relating to potential impacts on the needs, experience and priorities in relation to dependants will be reviewed as each of the

policy areas are further developed in line with the policy decisions and evolve towards implementation.

## **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**

- a) The policy is significant in terms of its strategic importance;
- b) 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;
- c) 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;
- d) 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;

- e) The policy is likely to be challenged by way of judicial review;
- f) The policy is significant in terms of expenditure.

### **In favour of 'minor' impact**

- a) The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;
- b) 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;
- c) 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;
- d) By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

### **In favour of none**

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

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



## Screening questions

### 1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories?

Please provide details of the likely policy impacts and determine the level of impact for each S75 categories below i.e. either minor, major or none.

DAERA has reviewed any section 75 issues raised during the Future Agricultural Policy Proposals for Northern Ireland consultation and considered these in reaching the future agricultural policy decisions. Consideration of Section 75 issues will continue as policy areas are further developed in line with the policy decisions and evolve towards implementation.

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

The future agricultural policy decisions for Northern Ireland are considered to have no differential impact on the Religious Belief category. Further policy development in line with the decisions, will be subject to public consultation where necessary and should there be any Section 75 issues raised in relation to 'Religious Belief' they will be considered.

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

None

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

Equality Commission monitoring guidelines for public authorities suggest that community background/religion is a reasonable proxy indicator for the unionist/nationalist divide. Applying this principle to the likely impact of the future agricultural policy decisions for Northern Ireland suggests that, as detailed under Religious Belief, there should not be a differential impact on those of differing political opinion. Further policy development in line with the decisions, will be subject to public consultation where necessary and should there be any Section 75 issues raised in relation to 'Political Opinion' they will be considered.

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

None

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

The future agricultural policy decisions for Northern Ireland are considered to have no differential impact on Racial Group. Category should not be affected however further policy development in line with the decisions, will be subject to public consultation where necessary and should there be any Section 75 issues raised in relation to ‘Racial Group’ they will be considered.

**What is the level of impact?**

None

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

The Department of Agriculture, Environment and Rural Affairs report (October 2018), ‘Equality Indicators for Northern Ireland Farmers’ states that the average age of farmers in Northern Ireland was 59 years.

The future agricultural policy decisions for Northern Ireland are considered to have no differential impact on the ‘Age’ category. Category should not be affected however further policy development in line with the decisions, will be subject to public consultation where necessary and should there be any Section 75 issues raised in relation to ‘Age’ they will be considered.

**What is the level of impact?**

None

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

The future agricultural policy decisions for Northern Ireland are considered to have no differential impact on the ‘Marital Status’ category. Category should not be affected however further policy development in line with the decisions, will be subject to public consultation where necessary and should there be any Section 75 issues raised in relation to ‘Marital Status’ they will be considered.

**What is the level of impact?**

None

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

The future agricultural policy decisions for Northern Ireland are considered to have no differential impact on the ‘Sexual Orientation’ category. Category should not be affected however further policy development in line with the decisions, will be subject to public consultation where necessary and should there be any Section 75 issues raised in relation to ‘Sexual Orientation’ they will be considered.

**What is the level of impact?**

None

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

The future agricultural policy decisions for Northern Ireland are considered to have no differential impact based on gender. Further policy development in line with the decisions, will be subject to public consultation where necessary and should there be any Section 75 issues raised in relation to ‘Men and Women’ they will be considered.

**What is the level of impact?**

None

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

The future agricultural policy decisions for Northern Ireland are considered to have no differential impact on the ‘Disability’ category. Further policy development in line with the decisions, will be subject to public consultation where necessary and should there be any Section 75 issues raised in relation to ‘Disability’ they will be considered.

**What is the level of impact?**

None

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

The future agricultural policy decisions for Northern Ireland are considered to have no differential impact on the ‘Dependants’ category. Further policy development in line with the decisions, will be subject to public consultation

where necessary and should there be any Section 75 issues raised in relation to 'Dependants' they will be considered.

**What is the level of impact?**

None

**2. 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:**

DAERA actively seeks opportunities to better promote equality of opportunity. It is unlikely that there will be any facility with the future agricultural policy decisions for Northern Ireland to better promote equality of opportunity for those affected by the policies. However the development of future policy in line with the policy decisions, will take cognisance of any inequality issues identified and evidenced by stakeholders and where possible promote equality of opportunity.

**Religious Belief –**

**If No, provide reasons:**

DAERA actively seeks opportunities to better promote equality of opportunity. It is unlikely that there will be any facility with the future agricultural policy decisions for Northern Ireland to better promote equality of opportunity for those affected by the policies. However the development of future policy in line with the policy decisions, will take cognisance of any inequality issues identified and evidenced by stakeholders and where possible promote equality of opportunity.

**Political Opinion -**

**If No, provide reasons:**

DAERA actively seeks opportunities to better promote equality of opportunity. It is unlikely that there will be any facility with the future agricultural policy decisions for Northern Ireland to better promote equality of opportunity for

those affected by the policies. However the development of future policy in line with the policy decisions, will take cognisance of any inequality issues identified and evidenced by stakeholders and where possible promote equality of opportunity.

**Racial Group** -

**If No, provide reasons:**

DAERA actively seeks opportunities to better promote equality of opportunity. It is unlikely that there will be any facility with the future agricultural policy decisions for Northern Ireland to better promote equality of opportunity for those affected by the policies. However the development of future policy in line with the policy decisions, will take cognisance of any inequality issues identified and evidenced by stakeholders and where possible promote equality of opportunity.

**Age** -

**If No, provide reasons:**

DAERA actively seeks opportunities to better promote equality of opportunity. It is unlikely that there will be any facility with the future agricultural policy decisions for Northern Ireland to better promote equality of opportunity for those affected by the policies. However the development of future policy in line with the policy decisions, will take cognisance of any inequality issues identified and evidenced by stakeholders and where possible promote equality of opportunity.

**Marital Status** -

**If No, provide reasons:**

DAERA actively seeks opportunities to better promote equality of opportunity. It is unlikely that there will be any facility with the future agricultural policy decisions for Northern Ireland to better promote equality of opportunity for those affected by the policies. However the development of future policy in line with the policy decisions, will take cognisance of any inequality issues identified and evidenced by stakeholders and where possible promote equality of opportunity.

**Sexual Orientation -**

**If No, provide reasons:**

DAERA actively seeks opportunities to better promote equality of opportunity. It is unlikely that there will be any facility with the future agricultural policy decisions for Northern Ireland to better promote equality of opportunity for those affected by the policies. However the development of future policy in line with the policy decisions, will take cognisance of any inequality issues identified and evidenced by stakeholders and where possible promote equality of opportunity.

**Men and Women generally -**

**If No, provide reasons:**

DAERA actively seeks opportunities to better promote equality of opportunity. It is unlikely that there will be any facility with the future agricultural policy decisions for Northern Ireland to better promote equality of opportunity for those affected by the policies. However the development of future policy in line with the policy decisions, will take cognisance of any inequality issues identified and evidenced by stakeholders and where possible promote equality of opportunity.

**Disability -**

**If No, provide reasons:**

DAERA actively seeks opportunities to better promote equality of opportunity. It is unlikely that there will be any facility with the future agricultural policy decisions for Northern Ireland to better promote equality of opportunity for those affected by the policies. However the development of future policy in line with the policy decisions, will take cognisance of any inequality issues identified and evidenced by stakeholders and where possible promote equality of opportunity.

**Dependants -**

**If No, provide reasons:**

DAERA actively seeks opportunities to better promote equality of opportunity. It is unlikely that there will be any facility with the future agricultural policy

decisions for Northern Ireland to better promote equality of opportunity for those affected by the policies. However the development of future policy in line with the policy decisions, will take cognisance of any inequality issues identified and evidenced by stakeholders and where possible promote equality of opportunity.

3. **To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?**

Please provide details of the likely policy impact and determine the level of impact for each of the categories below i.e. either minor, major or none.

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

The future agricultural policy decisions for Northern Ireland are likely to have no impact on good relations between people of different religious belief. However, DAERA is proactive in improving good relations between people of different religious belief and will review any issues identified during the implementation of the policy decisions.

**What is the level of impact?**

None.

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

The future agricultural policy decisions for Northern Ireland are likely to have no impact on good relations between people of different political opinion. However DAERA is proactive in improving good relations between people of different political opinion and will review any issues identified during the implementation of the policy decisions.

**What is the level of impact?**

None.

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

The future agricultural policy decisions for Northern Ireland are likely to have no impact on good relations between people of different racial group. However DAERA is proactive in improving good relations between people of different racial group and will review any issues identified during the implementation of the policy decisions.

**What is the level of impact?**

None.

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

No

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

**If No, provide reasons:**

***Religious Belief -***

**If No, provide reasons**

The future agricultural policy decisions for Northern Ireland are likely to have no impact on promoting good relations between people of different religious belief. However DAERA is proactive in improving good relations between people of different religious belief and will review any opportunities identified during the implementation of the policy decisions.

***Political Opinion -***

**If No, provide reasons**

The future agricultural policy decisions for Northern Ireland are likely to have no impact on promoting good relations between people of political opinion. However DAERA is proactive in improving good relations between people of different political opinion and will review any opportunities identified during the implementation of the policy decisions.

***Racial Group -***

**If No, provide reasons**

The future agricultural policy decisions for Northern Ireland are likely to have no impact on promoting good relations between people of different racial group. However DAERA is proactive in improving good relations between people of different racial group and will review any opportunities identified during the implementation of the policy decisions.



## 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).***

It is envisaged that there will be a significant number of beneficiaries from the future agricultural policy decisions for Northern Ireland. At a farm population level any differential effect on people who fall into more than one Section 75 category is likely to be negligible. DAERA will review any issues identified in relation to multiple identity during the implementation of the policy decisions.

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

There are no potential impacts on people with multiple identities from the future agricultural policy decisions for Northern Ireland.

DAERA also has legislative obligations to meet under the [Disability Discrimination Order](#). Questions 5 – 6 relate to these.

## Consideration of Disability Duties

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

No.

It is very unlikely that there will be any facility in any of the future agricultural policy decisions for Northern Ireland to promote positive attitudes towards people with disabilities but any opportunities identified during the implementation of the policy decisions and any further public consultation will be welcomed.

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

No.

It is very unlikely that there will be any facility in any of the future agricultural policy decisions for Northern Ireland to increase the participation by disabled people in public life but any opportunities identified during the implementation of the policy decisions and any further public consultation will be welcomed.

### Part 3. Screening decision

“Screened out without mitigation

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

The effects at Northern Ireland level of the future agricultural policy decisions for Northern Ireland will not have an identifiable differential impact because of an individual’s religious belief, political opinion, racial group, age, marital status, sexual orientation, gender, disability or whether or not he/she has dependents.

All public authorities’ equality schemes must state the authority’s arrangements for assessing and consulting on the likely impact of policies adopted or proposed to be adopted by the authority on the promotion of equality of opportunity. The Commission recommends screening and equality impact assessment as the tools to be utilised for such assessments. Further advice on equality impact assessment may be found in a separate Commission publication: [A Practical Guide to Equality Impact Assessment](#)

## 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?**

N/A

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

## 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	
<b>Total score</b>	

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](#)

**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:**

Any future consultation needed as a result of implementing the policy decisions will issue to a range of Section 75 groups. Comments from any and all of the Section 75 groups are welcome, especially if any group considers that it is significantly affected by the decisions.

### **Good Relations:**

Any future consultation needed as a result of implementing the policy decisions will issue to a range Section 75 groups. Comments from any of the Section 75

groups are welcome, especially if any group considers that it is significantly affected by the decisions.

### **Disability Duties:**

Any future consultation needed as a result of implementing the policy decisions will issue to a range Section 75 groups. Comments from any of the Section 75 groups are welcome, especially if any group considers that it is significantly affected by the decisions.

## **Part 5. Consideration of Human Rights**

**6. 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	<b>Article 2</b>	No
Prohibition of torture, inhuman or degrading treatment	<b>Article 3</b>	No
Prohibition of slavery and forced labour	<b>Article 4</b>	No
Right to liberty and security	<b>Article 5</b>	No
Right to a fair and public trial	<b>Article 6</b>	No
Right to no punishment without law	<b>Article 7</b>	No

Right to respect for private and family life, home and correspondence	<b>Article 8</b>	No
Right to freedom of thought, conscience and religion	<b>Article 9</b>	No
Right to freedom of peaceful assembly and association	<b>Article 11</b>	No
Right to marry and to found a family	<b>Article 12</b>	No
The prohibition of discrimination	<b>Article 14</b>	No
Protection of property and enjoyment of possessions	<b>Protocol Article 1</b>	1 No
Right to education	<b>Protocol Article 2</b>	1 No
Right to free and secret elections	<b>Protocol Article 3</b>	1 No

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

None identified.

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

None identified.





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.



Strategic  
Management DAERA

For more information about equality screening, contact –

DAERA Equality Unit  
Equality, Diversity & Public Appointments Branch  
Ballykelly House  
111 Ballykelly Road  
LIMAVADY  
BT49 9HP

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

[Tel: 028 7744 2027](tel:02877442027)



## **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:
  - (a) In defense of any person from unlawful violence;
  - (b) In order to effect a lawful arrest or to prevent the escape of a person lawfully detained;
  - (c) In action lawfully taken for the purpose of quelling a riot or insurrection.

#### **ARTICLE 3**

##### ***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:

- (a) Any work required to be done in the ordinary course of detention imposed according to the provisions of Article 5 of this Convention or during conditional release from such detention;
- (b) Any service of a military character or, in case of conscientious objectors in countries where they are recognised, service exacted instead of compulsory military service;
- (c) Any service exacted in case of an emergency or calamity threatening the life or well-being of the community;
- (d) Any work or service which forms part of normal civic obligations.

## **ARTICLE 5**

### ***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:
  - (a) The lawful detention of a person after conviction by a competent court;
  - (b) The lawful arrest or detention of a person for non-compliance with the lawful order of a court or in order to secure the fulfilment of any obligation prescribed by law;
  - (c) the lawful arrest or detention of a person effected for the purpose of bringing him before the competent legal authority on reasonable suspicion of having committed an offence or when it is reasonably considered necessary to prevent his committing an offence or fleeing after having done so;
  - (d ) the detention of a minor by lawful order for the purpose of educational supervision or his lawful detention for the purpose of bringing him before the competent legal authority;
  - (e) The lawful detention of persons for the prevention of the spreading of infectious diseases, of persons of unsound mind, alcoholics or drug addicts or vagrants;
  - (f) The lawful arrest or detention of a person to prevent his effecting an unauthorised entry into the country or of a person against whom action is being taken with a view to deportation or extradition.
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:
  - (a) To be informed promptly, in a language which he understands and in detail, of the nature and cause of the accusation against him;
  - (b) To have adequate time and facilities for the preparation of his defense;

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

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

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

#### **ARTICLE 7**

##### ***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

