# A4 DAERA Logo process.png

**Equality & Disability Duties**

**Screening Template**

Monitoring and Surveillance Science Operational Strategy

# **Screening flowchart and template (taken from Section 75 of the Northern Ireland Act 1998 – A Guide for public authorities April 2010 *(Appendix 1)).***

**Introduction**

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

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

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

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

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

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

A screening flowchart is provided overleaf.

Policy Scoping

* + Policy
  + Available data

Screening Questions

* Apply screening questions
* Consider multiple identities

Screening Decision: None/Minor/Major

Mitigate

Publish Template

Re-consider screening

Publish Template

for information

Publish Template

EQIA

Monitor

**‘None’**

Screened out

**‘Major’**

Screened in for EQIA

**‘Minor’**

Screened out with mitigation

Concerns raised with evidence

Concerns raised with evidence re: screening decision

**Part 1. Policy scoping**

The first stage of the screening process involves scoping the policy under consideration. The purpose of policy scoping is to help prepare the background and context and set out the aims and objectives for the policy, being screened. At this stage, scoping the policy will help identify potential constraints as well as opportunities and will help the policy maker work through the screening process on a step by step basis.

Public authorities should remember that the Section 75 statutory duties apply to internal policies (relating to people who work for the authority), as well as external policies (relating to those who are, or could be, served by the authority).

**Information about the policy**

**Name of the policy**

DAERA Monitoring and Surveillance Science (M&SS) Operational Strategy

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

This is a new strategy document.

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

Monitoring & Surveillance Science (M&SS) is a key element of many high level science strategies. There is, and will be, an ongoing requirement for M&SS to provide evidence and information on the environment, animal health and welfare and public health. M&SS is a critical operational element of DAERA’s purpose of sustainability at the heart of a living, working active landscape, valued by everyone.

The DAERA M&SS Operational Strategy is an internal operational strategy. It will bring a coherent end-to-end approach to how DAERA governs, commissions, and manages M&SS activities and how M&SS data is used and disseminated to support the achievement of the DAERA purpose.

The implementation of this strategy will require existing DAERA staff to adhere to new ways of working and new policies. It will not materially impact any section 75 categories as it is focused on processes and not specific people.

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

**If so, explain how.**

No – The strategy is not specific to any particular Section 75 category.

**Who initiated or wrote the policy?**

Innovation and Science Transformation Division (ISTD)

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

Innovation and Science Transformation Division (ISTD)

**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:** One of the key outcomes of this strategy is to develop an IT system to facilitate commissioning, procurement and management of M&SS and to facilitate the use of data from M&SS. Implementation of this strategy will potentially require financial investment in new or enhanced IT systems. The quantum of this investment is not yet known and an initial discovery exercise will be undertaken to scope the extent of the work.

**~~Legislative~~**

**other, please specify:** Staff Resource – The implementation of this strategy will require staff resourcing. An implementation plan has been considered and milestone dates agreed accordingly to facilitate staffing pressures in the short term.

**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 are internal stakeholders; The implementation of this strategy will require new ways of working for staff involved in the commissioning, management or delivery of M&SS.

**Service users –** Service users are DAERA Staff and science providers including Northern Ireland Environment Agency (NIEA), Natural Environment Division (NED) and Agri-Food and Biosciences Institute (AFBI).

**other public sector organisations –**

Agri-Food and Biosciences Institute (AFBI); DAERA commissions monitoring and Surveillance science from AFBI through the assigned work programme, AFBI will be required to manage Monitoring and Surveillance Science resulting from science commissioned by DAERA in line with this operational strategy.

Other Laboratories & Academic Institutions; Independent laboratories or academic institutions that produce publicly funded Monitoring and Surveillance Science data commissioned by DAERA.

**~~voluntary/community/trade unions~~**

**~~other, please specify~~**

Other policies with a bearing on this policy

* **What are they?**

The **DAERA Science Strategy Framework** was published in 2020 and guides how we will transform the way we commission, manage and use science in DAERA to optimise the value we can achieve from it. A **Science Transformation Programme** (STP) has been established to implement the necessary changes to deliver the SSF. The Programme Goals by 2035 are to get the best science, get the best value from science and make the best use of science.

The Science Strategy Framework is being delivered through a series of projects and initiatives, one of which is the **DAERA Science Strategy (DSS) Project**, which has governance and oversight for the development and implementation of the strategic and operational strategies and policies set out in the Science Strategy Framework, including the development of this M&SS operational strategy as well as the development and publication of an operational strategy for Research and Development Science. This project will also develop science policy that will apply to all science use across DAERA. This includes looking at how science is obtained, delivered, prioritised and disseminated, and the identification of DAERA’s science needs, supporting the overall implementation of the SSF.

In addition to the DSS Project, there are currently three other live projects within the Science Transformation Programme, each of which may have an impact on the implementation of the M&SS Operational Strategy:

* The **Animal Health Sciences Building Project** – capital build project developing a facility to replace the AFBI Veterinary Science facilities.
* **ISLAND** (Information Systems for Laboratories in AFBI, NIEA and DAERA) **Project** - replacing the Laboratory Information Management Systems (LIMS) used in the DAERA family by a single system.
* **Innovation Strategy Implementation Project**- for the development of policy, governance and implementation mechanisms to encourage and support innovation.

Currently, other initiatives being taken forward under the STP, which may have a bearing on implementation of this strategy include implementation of the Review of DAERA CSA and CSA Office and the Independent Review of Internally Delivered Science (undertaken in line with a Ministerial commitment to periodically review how DAERA obtains its science services).

Additionally, implementation of the DAERA Research and Development Operational Strategy may impact on the implementation of the M&SS Operational Strategy.

* **Who owns them?**

Department of Agriculture, Environment and Rural Affairs (DAERA) – Various branches of Innovation & Science Transformation Division (ISTD).

Department of Agriculture, Environment and Rural Affairs (DAERA) – Chief Scientific Advisor Office (CSAO).

**Available evidence**

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

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

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

**Religious belief** evidence/information:

The most recent Census of Northern Ireland (2021) showed that 42.31% of the population identified as Catholic and nearly 38% identified as one of Protestant religions, 1.34% identifying as Other Religion and 17.39% identifying as of no religion. Over 1.5 % did not state their religion.

**Census 2021 – MS- B19 Religion (NISRA Statistics)**

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**Political Opinion** evidence/information:

In May 2022 the NI Assembly % first preference votes were :

SF 29.0 %

DUP 21.3 %

APNI 13.5 %

UUP 11.2 %

SDLP 9.1 %

TUV 7.6%

PBPA 1.1% (people Before Profit)

Green Party 1.9%

OTHER 5.2 %

**Source:** [**CBP-9549.pdf (parliament.uk)**](https://researchbriefings.files.parliament.uk/documents/CBP-9549/CBP-9549.pdf) **House of Commons Library/ Northern Ireland Assembly Election 2022**

**https://www.eoni.org.uk/Elections/Election-results-and-statistics/Election-results-and-statistics-2003-onwards/Elections-2022**

The NI Life & Times Survey in 2021 showed the population considered themselves 32% Unionist, 26% Nationalist and 38% Neither. Source NISRA NI: IN PROFILE

**Source: ARK. Northern Ireland Life and Times Survey, 2020 [computer file]. ARK www.ark.ac.uk/nilt [distributor], June 2021**

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**Racial Group** evidence/information:

The Census of Northern Ireland (2011) showed that over 98% of the population state their ethnic group as white. Less than 1% of farmers state an ethnicity other than white.

**This information is not available from the 2021 Census at this time 5/09/2022**

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**Age** evidence/information:

The Census of Northern Ireland (2021) showed 19.19% of the population aged between 0 – 14, 31.23% aged between15 – 39, 32.43% aged between 40 – 64 and 17.16% aged 65 and over.

**Source: NI census 2021 populations and household estimates for Northern Ireland tables 24 May 2021**

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**Marital Status** evidence/information:

The Census of Northern Ireland (2011) reported that 47.6% of the population of Northern Ireland were married.

**This information is not available from the 2021 Census at this time 5/09/2022**  
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**Sexual Orientation** evidence/information:

Some 1.8% of the population in Northern Ireland identified themselves to be gay, lesbian or bisexual in a UK survey carried out in 2015.

**This information is not available from the 2021 Census at this time 5/09/2022**  
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**Men & Women generally** evidence/information:

The 2021 Census reported that 49.19% of the population were men and 50.81% women.

**Source: NI census 2021 populations and household estimates for Northern Ireland tables 24 May 2021**  
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**Disability** evidence/information:

According to the 2011 Census nearly 21% of respondents reported a long term health problem or disability that limited their day to day activities.

**This information is not available from the 2021 Census at this time 5/09/2022**  
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**Dependants** evidence/information:

In Northern Ireland the 2011 Census reports that nearly 34% of households have dependent children and over 40% of households have one or more people in the household with a long term health problem or disability (with and without dependent children).

**This information is not available from the 2021 Census at this time 5/09/2022**  
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**Needs, experiences and priorities**

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

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

***Religious belief***  
None.

The Monitoring and Surveillance Science Operational Strategy is “religious neutral” as it is not perceived to have any differential impacts on people within the Religious Belief category. There is no evidence available at this time that would suggest the M&SS Operational Strategy will disproportionately affect any stakeholder of a particular religious belief.

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***Political Opinion***

None.

The Monitoring and Surveillance Science Operational Strategy is not perceived to have any differential impacts on people within the Political Opinion category. This strategy is “political opinion neutral” as it impacts all stakeholders regardless of political opinion. There is no evidence available at this time that would suggest the M&SS Operational Strategy will disproportionately affect any stakeholder of a particular political opinion.

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***Racial Group***

None.

The Monitoring and Surveillance Science Operational Strategy is not perceived to have any differential impacts on people within the Racial Group category. This policy is “racial group neutral” as it impacts all stakeholders regardless of racial group. There is no evidence available at this time that would suggest the M&SS Operational Strategy will disproportionately affect any stakeholder of a particular racial group. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Age***

None.

The Monitoring and Surveillance Science Operational Strategy is not perceived to have any differential impacts on people within the Age category. This policy is “age neutral” as it impacts all stakeholders regardless of age. There is no evidence available at this time that would suggest the M&SS Operational strategy will disproportionately affect any stakeholder of a particular age.

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***Marital status***

None.

The Monitoring and Surveillance Science Operational Strategy is not perceived to have any differential impacts on people within the Marital Status category. This policy is “marital status neutral” as it impacts all stakeholders regardless of marital status. There is no evidence available at this time that would suggest the M&SS Operational Strategy will disproportionately affect any stakeholder of a particular marital status. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Sexual orientation***

None.

The Monitoring and Surveillance Science Operational Strategy is not perceived to have any differential impacts on people within the Sexual Orientation category. This policy is “sexual orientation neutral” as it impacts all stakeholders regardless of sexual orientation. There is no evidence available at this time that would suggest the M&SS Operational Strategy will disproportionately affect any stakeholder of a particular sexual orientation.

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***Men and Women Generally***

None.

The Monitoring and Surveillance Science Operational Strategy is not perceived to have any differential impacts on people within the Men and Women category. This policy is “gender neutral” as it impacts all stakeholders regardless of gender. There is no evidence available at this time that would suggest the M&SS Operational Strategy will disproportionately affect any stakeholder of a particular gender.

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***Disability***

None.

The Monitoring and Surveillance Science Operational Strategy is not perceived to have any differential impacts on people within the Disability category. This policy is “disability neutral” as it impacts all stakeholders regardless of disability. There is no evidence available at this time that would suggest the M&SS Operational Strategy will disproportionately affect any stakeholder with or without a disability.

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***Dependants***

None.

The Monitoring and Surveillance Science Operational Strategy is not perceived to have any differential impacts on people within the Dependants category. This policy is “dependent neutral” as it impacts all stakeholders regardless of dependents. There is no evidence available at this time that would suggest the M&SS Operational Strategy will disproportionately affect any stakeholder with or without dependents.

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**Part 2. Screening questions**

**Introduction**

In making a decision as to whether or not there is a need to carry out an equality impact assessment, the public authority should consider its answers to the questions 1-4.

If the public authority’s conclusion is **none** in respect of all of the Section 75 equality of opportunity and/or good relations categories, then the public authority may decide to screen the policy out. If a policy is ‘screened out’ as having no relevance to equality of opportunity or good relations, a public authority should give details of the reasons for the decision taken.

If the public authority’s conclusion is **major** in respect of one or more of the Section 75 equality of opportunity and/or good relations categories, then consideration should be given to subjecting the policy to the equality impact assessment procedure.

If the public authority’s conclusion is **minor** in respect of one or more of the Section 75 equality categories and/or good relations categories, then consideration should still be given to proceeding with an equality impact assessment, or to:

* measures to mitigate the adverse impact; or
* the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

**In favour of a ‘major’ impact**

1. The policy is significant in terms of its strategic importance;
2. Potential equality impacts are unknown, because, for example, there is insufficient data upon which to make an assessment or because they are complex, and it would be appropriate to conduct an equality impact assessment in order to better assess them;
3. Potential equality and/or good relations impacts are likely to be adverse or are likely to be experienced disproportionately by groups of people including those who are marginalised or disadvantaged;
4. Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are concerns amongst affected individuals and representative groups, for example in respect of multiple identities;
5. The policy is likely to be challenged by way of judicial review;
6. The policy is significant in terms of expenditure.

**In favour of ‘minor’ impact**

1. The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;
2. The policy, or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated by making appropriate changes to the policy or by adopting appropriate mitigating measures;
3. Any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for particular groups of disadvantaged people;
4. By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

**In favour of none**

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

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

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

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

**Details of the likely policy impacts on *Religious belief*:** The M&SS Operational Strategy is neutral in terms of any impact on religious belief.

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

**Details of the likely policy impacts on *Political Opinion:*** The M&SS Operational Strategy is neutral in terms of any impact on political opinion.

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

**Details of the likely policy impacts on *Racial Group*:** The M&SS Operational Strategy is neutral in terms of any impact on racial groups.

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

**Details of the likely policy impacts on *Age*:** The M&SS Operational Strategy is neutral in terms of likely policy impact on age.

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

**Details of the likely policy impacts on *Marital Status*:** The M&SS Operational Strategy is neutral in terms of likely policy impacts on marital status.

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

**Details of the likely policy impacts on *Sexual Orientation*:** The M&SS Operational Strategy is neutral in terms of likely policy impacts on sexual orientation.

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

**Details of the likely policy impacts on *Men and Women*:** The M&SS Operational Strategy is neutral in terms of likely policy impacts on men and weomen.

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

**Details of the likely policy impacts on *Disability*:** The M&SS Operational Strategy is neutral in terms of likely policy impacts on disability.

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

**Details of the likely policy impacts on *Dependants*:** The M&SS Operational Strategy is neutral in terms of likely policy impacts on dependants.

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

1. **Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?** ~~Yes~~/No (please delete as appropriate)

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

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

**If No, provide reasons:**

The strategy will direct DAERA’s internal processes for M&SS. No opportunities for better promotion of equality related to religious belief are identified at this time.

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

**If No, provide reasons:**

The strategy will direct DAERA’s internal processes for M&SS. No opportunities for better promotion of equality related to political opinion are identified at this time.

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

**If No, provide reasons:**

The Census of Northern Ireland (2011) showed that over 98% of the population state their ethnic group as white. The strategy will direct DAERA’s internal processes for M&SS. No opportunities for better promotion of equality related to racial group are identified at this time.

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

**If No, provide reasons:**

The strategy will direct DAERA’s internal processes for M&SS. No opportunities for better promotion of equality related to age are identified at this time.

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

**If No, provide reasons**

The strategy will direct DAERA’s internal processes for M&SS. No opportunities for better promotion of equality related to marital status are identified at this time.

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

**If No, provide reasons:**

The strategy will direct DAERA’s internal processes for M&SS. No opportunities for better promotion of equality related to sexual orientation are identified at this time.

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

**If No, provide reasons:**

The strategy will direct DAERA’s internal processes for M&SS. No opportunities for better promotion of equality related to men and women generally are identified at this time.

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

**If No, provide reasons:**

The strategy will direct DAERA’s internal processes for M&SS. No opportunities for better promotion of equality related to disability are identified at this time.

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

**If No, provide reasons:**

The strategy will direct DAERA’s internal processes for M&SS. No opportunities for better promotion of equality related to dependants are identified at this time.

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

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

**Details of the likely policy impacts on *Religious belief*:** There are no impacts on good relations between people of different religious beliefs, expected from this strategy.

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

**Details of the likely policy impacts on *Political Opinion*:** There are no impacts on good relations between people of different political opinion expected from this strategy.

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

**Details of the likely policy impacts on *Racial Group*:** There are no impacts on good relations between people of different racial groups expected from this strategy.

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

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

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

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

**If No, provide reasons:**

The strategy will direct DAERA’s internal processes for M&SS. No opportunities to better promote good relations between people of different religious beliefs are identified at this time.

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

**If No, provide reasons**

The strategy will direct DAERA’s internal processes for M&SS. No opportunities to better promote good relations between people of different political opinions are identified at this time.

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

**If No, provide reasons**

The strategy will direct DAERA’s internal processes for M&SS. No opportunities to better promote good relations between people of different racial groups are identified at this time.

**Additional considerations**

**Multiple identity**

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities?  If so, please detail below.

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

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

The strategy is focused on Monitoring and Surveillance Science and there is no aspect of the strategy proposals relevant to better promote equality of opportunity in persons with multiple identities.

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

Consideration of Disability Duties

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

The strategy is focused on Monitoring and Surveillance Science. At this time there is no aspect of the strategy proposals relevant to better promote positive attitudes towards disabled people.

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

The strategy is focused on Monitoring and Surveillance Science. At this time there is no aspect of the strategy proposals relevant to better increase the participation by disabled people in public life.

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

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

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

This is an internal DAERA strategy intended for use by all DAERA staff commissioning Monitoring and Surveillance science. The aim is bring a coherent end to end approach to how DAERA governs, commissions, and manages M&SS activities and how M&SS data is used and disseminated to support the achievement of the DAERA purpose.

Current policies are already section 75 compliant. The new Monitoring and Surveillance Science Operational Strategy will have no impacts on the section 75 categories; EQIA not required.

**If the decision is not to conduct an equality impact assessment the public authority should consider if the policy should *be mitigated or an alternative policy be introduced* - please provide details.**

N/A

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

N/A

All public authorities’ equality schemes must state the authority’s arrangements for assessing and consulting on the likely impact of policies adopted or proposed to be adopted by the authority on the promotion of equality of opportunity. The Commission recommends screening and equality impact assessment as the tools to be utilised for such assessments. Further advice on equality impact assessment may be found in a separate Commission publication: [A Practical Guide to Equality Impact Assessment](https://www.equalityni.org/ECNI/media/ECNI/Publications/Employers%20and%20Service%20Providers/PracticalGuidanceonEQIA2005.pdf?ext=.pdf)

**Mitigation**

When the public authority concludes that the likely impact is ‘minor’ and an equality impact assessment is not to be conducted, the public authority may consider mitigation to lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality of opportunity or good relations.

**Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity and/or good relations? ~~Yes~~ / No (delete as appropriate)**

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

N/A

**Timetabling and prioritising**

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

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

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

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

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.**

N/A

**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:**

This is an internal DAERA strategy intended for use by internal staff commissioning M&SS. A DAERA Science Annual Report will be compiled annually from 2025 and will consider the impact of this policy on equality. No data will be collected directly by Innovation and Science Transformation Division on equality impact. Where M&SS is commissioned externally CPD guidelines on collection of data on section 75 groups will apply.

**Good Relations:**

As above. A DAERA Science Annual Report will be compiled annually from 2025 and will consider the impact of this policy on good relations.

**Disability Duties:**

As above. A DAERA Science Annual Report will be compiled annually from 2025 and will consider the impact of this policy on disability duties.

**Part 5. Consideration of Human Rights**

1. **The Human Rights Act (HRA) 1998 brings the European Convention on Human Rights (ECHR) into UK law and it applies in N Ireland. Indicate below by deleting Yes/No as appropriate, any potential *adverse impacts* that the policy or decision may have in relation to human rights issues.**

See Annex A for brief synopsis on each of the Human Rights Articles & Protocols

|  |  |  |
| --- | --- | --- |
| Right to Life | **Article 2** | No |
| Prohibition of torture, inhuman or degrading treatment | **Article 3** | No |
| Prohibition of slavery and forced labour | **Article 4** | No |
| Right to liberty and security | **Article 5** | No |
| Right to a fair and public trial | **Article 6** | No |
| Right to no punishment without law | **Article 7** | No |
| Right to respect for private and family life, home  and correspondence | **Article 8** | No |
| Right to freedom of thought, conscience and religion | **Article 9** | No |
| Right to freedom of expression | **Article 10** | No |
| Right to freedom of peaceful assembly and association | **Article 11** | No |
| Right to marry and to found a family | **Article 12** | No |
| The prohibition of discrimination | **Article 14** | No |
| Protection of property and enjoyment of possessions | **Protocol 1 Article 1** | No |
| Right to education | **Protocol 1 Article 2** | No |
| Right to free and secret elections | **Protocol 1 Article 3** | No |

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

No adverse impacts on Human Rights have been identified.

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

No opportunity to positively promote human rights has been 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:** Fintan McCann **Grade:** Grade 7 (TP)

**Branch:** Monitoring & Surveillance Operational Policy

**Division:** Innovation & Science Transformation Division (ISTD)

**Date: 13/10/2022**

**Signature:** Text, letter

Description automatically generated with medium confidence

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

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

**Branch:** Food and Farming Group **Date:** 14/10/2022

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



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

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



For more information about equality screening, contact –

DAERA Equality Unit

Equality, Diversity & Public Appointments Branch

Ballykelly House

111 Ballykelly Road

LIMAVADY  
BT49 9HP

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

Tel: 028 7744 2027



**Annex A**

**Synopsis of Human Rights Act Articles & Protocols**

***Article 2***

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

1. Everyone’s right to life shall be protected by law. No one shall be deprived of his life intentionally save in the execution of a sentence of a court following his conviction of a crime for which this penalty is provided by law.**E+W+S+N.I.**
2. Deprivation of life shall not be regarded as inflicted in contravention of this Article when it results from the use of force which is no more than absolutely necessary:**E+W+S+N.I.**

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

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

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

***Article 3***

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

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

***Article 4***

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

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

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

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

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

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

***Article 5***

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

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

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

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

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

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

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

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

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

***Article 6***

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

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

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

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

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

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

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

***Article 7***

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

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

***Article 8***

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

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

***Article 9***

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

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

***Article 10***

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

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

***Article 11***

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

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

***Article 12***

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

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

***Article 14***

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

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

**Protocol 1**

***Article 1***

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

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

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

**Protocol 1**

***Article 2***

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

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

**Protocol 1**

***Article***

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

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