# A4 DAERA Logo process.png

**Equality & Disability Duties**

**Screening Template**

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

**Introduction**

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

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

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

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

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

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

A screening flowchart is provided overleaf.

Policy Scoping

* + Policy
  + Available data

Screening Questions

* Apply screening questions
* Consider multiple identities

Screening Decision: None/Minor/Major

Mitigate

Publish Template

Re-consider screening

Publish Template

for information

Publish Template

EQIA

Monitor

**‘None’**

Screened out

**‘Major’**

Screened in for EQIA

**‘Minor’**

Screened out with mitigation

Concerns raised with evidence

Concerns raised with evidence re: screening decision

**Part 1. Policy scoping**

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

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

**Information about the policy**

**Name of the policy**

The policy is a project to construct a new Ruminant Emissions Research Facility (RERF) on the AFBI Hillsborough site. Reducing ammonia and Greenhouse Gas (GHG) emissions from the ruminant livestock sector in NI is the single largest challenge the sector is currently facing. AFBI works with a range of partners to provide research at the forefront of current scientific knowledge, while still being relevant to practical animal production enterprises.

The new research facility will enable AFBI scientists to research this important area of work and, thereby, help advise government policy makers and industry stakeholders of methods to reduce the environmental impact from intensive ruminant production by dietary manipulation and innovative housing design. Such research will also aid in the management and monitoring of achieving climate change targets through the verification of mitigations being used to deliver governmental objectives.

AFBI’s livestock production research programmes are largely conducted on the 310-hectare AFBI farm at Hillsborough, County Down. The proposed research for the new facility needs ready access to the animals/progeny from the existing dairy herd based at AFBI-Hillsborough as well as the other Dairy Unit facilities, Farm Unit facilities and staff located there.  This is the primary reason why the new facility must be located at the AFBI Hillsborough site as opposed to any of AFBI’s other sites across the province.

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

This is a new project and will result in the construction of a new research facility.

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

The project seeks to achieve the following aims and outcomes:

* have purpose built future proofed facilities to allow state-of-the-art research to be conducted into agricultural emissions (especially gaseous emissions) from ruminant livestock;
* have facilities which are fully compliant with ASPA (Animals (Scientific Procedures) Act 1986) legislation, and meets the requirements of the VERA (Verification of Environmental Technologies for Agricultural Production) Test Protocol for emissions monitoring;
* have facilities where individual animals intakes can be recorded daily for group penned ruminants, and which provides options to offer supplementary feeds via a range of approaches;
* have facilities equipped with fit-for-purpose analytical equipment for monitoring gaseous emissions, including ammonia and greenhouse gases, at an individual cow level, and at the ‘house level’, including within slurry storage tanks;
* have facilities which will allow change of floor types, ranging from slatted floor systems where slurry is collected in underground tanks, to solid floor systems where slurry is collected in above ground stores outside the facility;
* have facilities which can be used to examine the impact of newly developed technologies to reduce emissions, and the impact of diet and management changes on emissions;
* have facilities which allow whole systems research to be undertaken, including separate collection of slurry from each part of the facilities for land application;
* ensure biosecurity and security requirements are met;
* ensure compliance with the Health and Safety at Work (NI) Order (1978); and
* ensure facilities are environmentally friendly in terms of any necessary construction and operation.

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

**If so, explain how.**

It is expected that all of the Section 75 Groups will benefit indirectly from the new research facility. The research undertaken in the facility will help to reduce GHG emissions from the local agricultural industry and thereby improving the environment in Northern Ireland benefitting the health and wellbeing of all Section 75 Groups.

As this work is developed this screening exercise will be kept under review and updated as required.

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**Who initiated or wrote the policy?**

The need for the research facility has been identified by AFBI and the project is being managed and led by DAERA’s Estate Transformation Division. The project is supported by the Department.

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

DAERA’s Estate Transformation Division is fulfilling the Senior Responsible Owner role for the project and is delivering it in conjunction with AFBI.

**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** – the availability of capital funding could inhibit the ability to deliver the project in a timely manner.

**Main stakeholders affected**

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

**staff –** the new facility will have limited impact on DAERA or AFBI staff. The building will be staffed by a small number of scientists and agricultural workers and is not intended that it will be publicly accessible albeit it is appreciated that visits from local farming groups and scientific students is possible.

**service users –** the new facility will have a positive impact on AFBI research and consequently the local farming sector. The research undertaken will help to maximise agricultural activity whilst protecting the environment through the minimisation of harmful GHG emissions.

**other public sector organisations –** the new facility may impact positively on other public sector organisations. In addition, it will impact positively on the College of Agriculture, Food and Rural Enterprise (CAFRE) as the research undertaken within it may dovetail with the teaching programme at the College.

**voluntary/community –** this group is not expected to be impacted by the development of the new facility.

**other, please specify** ­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Other policies with a bearing on this policy

Below is a list of the key policies and strategies which will be taken cognisance of in delivering the project. Although not all of these will necessarily have a direct bearing on the project, they are and will be taken account of nonetheless.

Independent Strategic Review of the Northern Ireland Agri-Food Sector by P Kendell (November 2021; published 26 January 2022)

Northern Ireland Future Agricultural Policy Framework Portfolio (Draft) – August 2021

The draft Economy 2030 - Industrial Strategy for Northern Ireland (2017)

Making Ammonia Visible Report (Expert Working Group on Sustainable Agricultural Land) (December 2017)

AFBI 2030 Science Strategic Framework (Draft) (March 2021)

Programme for Government

Climate Change Act (NI)

Draft Green Growth Strategy

Environment Strategy – DAERA

Clean Air Strategy for Northern Ireland - Public Discussion Document - November 2020

DAERA Long-Term Estate Strategy - Stage 1 Framework

Draft Environment Act 2021

Government Land and Property Register

Northern Ireland Climate Change Adaptation Programme 2019-2024

Sustainability for the Future - DAERA’s Plan To 2050

The Circular Economy Strategic Framework

**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?

The project has drawn information and evidence from a range of sources including those relating to climate change. Climate change is of critical local, national and global importance as recently highlighted by COP26 in Glasgow (October/November 2021). The NI Executive recently undertook a public consultation on its draft Environment Strategy for NI. The RERF project has considered the Strategic Environmental Outcomes from the Strategy, and there are two which the new facility will contribute to in particular:

* Outcome 1 – Excellent air, water, land and neighbourhood quality
* Outcome 6 – Fair contribution to UK net zero GHG emissions and improved climate resilience and adaptability.

Outcome 1 addresses ammonia emissions and their impact through the forthcoming Ammonia Strategy for NI. NI is responsible for 12% of UK ammonia emissions, despite only having 3% of UK population and 6% of the land area. This relatively high contribution reflects the importance of the agriculture sector to the NI economy and the nature of NI as a food-exporting region in which agriculture is dominated by livestock, with very little arable farming. Ninety-six per cent (96%) of NI’s ammonia emissions come from agriculture. Cattle are responsible for around 62% of ammonia emissions from agriculture while the corresponding figure for the poultry sector is 14%. Pigs produce 8.7 % of NI agri emissions with 8.3% coming from fertiliser. Sheep are responsible for 0.8% of ammonia emissions from agriculture with the spreading of digestate to land accounting for 4.1%.

How livestock are housed, and how the manure they produce is handled, are key variables in the production of ammonia with the handling, storage and spreading of manure responsible over 80% of all emissions. From 2010 to 2017 ammonia emissions increased by 20%, reaching a level equivalent to the peak emissions of the late 1990s. This rise has been the result of increasing livestock numbers, greater use of indoor housing systems, and insufficient uptake of ammonia reduction measure

The new facility will directly assist the NI Executive and DAERA deliver on NI environmental policies and strategies, and AFBI to play its part in providing the scientific evidence to support strategies and policy development with regard to harmful agricultural emissions.

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:

* Consideration of the breakdown of statistical data in the 2011 census of Northern Ireland.

The 2011 Census of Northern Ireland found that 45 per cent of the population were either Catholic or brought up as Catholic, while 48 per cent belonged to or were brought up in Protestant, Other Christian or Christian-related denominations. A further 0.9 per cent belonged to or had been brought up in Other Religions and Philosophies, while 5.6 per cent neither belonged to, nor had been brought up in, a religion.

**Political Opinion** evidence/information:

* Consideration of the breakdown of statistical data in the 2011 census of Northern Ireland
* December 2019 Westminster election results
* Northern Ireland Life and Times Survey 2020

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

The December 2019 Westminster election results showed that: the DUP vote share was 30.6%, UUP 11.7%, Alliance 16.8%, SDLP 14.9%, SF 22.8% and Others 3.6%. There were 1,293,971 people eligible to vote and 62.09% of eligible voters turned out.

The Northern Ireland Life and Times Survey 2020 states that 19% of the Northern Ireland population describe themselves as nationalist; 35% as unionist; 42% held neither political opinion; 1% stated other and 3% don’t know.

**Racial Group** evidence/information:

* Consideration of the breakdown of statistical data in the 2011 census of Northern Ireland.

The 2011 Census of Northern Ireland found that over 98% of the population state their ethnic origin to be white. Non-white ethnic groups accounted for 1.7% of the total population.

**Age** evidence/information:

* Consideration of the breakdown of statistical data in the 2021 census of Northern Ireland.

Statistics from the 2021 census show the make-up of the community to be 25% aged under 20, 12% aged 20 – 29, 46% aged 30 – 64 and 17% aged 65+.

**Marital Status** evidence/information:

* Consideration of the breakdown of statistical data in the 2011 census of Northern Ireland.

Statistics from the 2011 census show the make-up of households to be 36.14% single; 47.56% married; 0.09% in a same-sex civil partnership; 3.98% separated; 5.45% divorced; 6.78% widowed or surviving partner from a same-sex civil partnership.

**Sexual Orientation** evidence/information:

* Sexual orientation was not asked as a specific question in the 2011 census of Northern Ireland.
* Northern Ireland Life and Times Survey 2020

Figures obtained from NISRA (Northern Ireland Life and Times Survey 2020) indicate 94% of the population to be heterosexual /straight; 3% gay/lesbian (homosexual); 2% bisexual; 1% other.

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

* Consideration of the breakdown of statistical data in the 2021 census of Northern Ireland.

Statistics from the 2021 census show the make-up of the population to be 49% male and 51% female.

**Disability** evidence/information:

* Consideration of the breakdown of statistical data in the 2011 census of Northern Ireland.

Statistics from the 2011 census show that 68.5% of the population have no health condition and 31.43% have a disability or long-term condition.

**Dependants** evidence/information:

* Consideration of the breakdown of statistical data in the 2011 census of Northern Ireland.

Statistics from the 2011 census show the make-up of households to be 37% with dependants and 63% without.

**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?

The Ruminant Emission Research Facility will have very limited impact on the needs, experiences and priorities of any of the Section 75 Groupings. Further details are provided below:

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

***Religious belief*** – Not considered applicable to the development of the RERF facility as it will be developed to provide services to all users regardless of their religious belief.

***Political Opinion*** – Not considered applicable to the development of the RERF as it will be developed to provide services to all users regardless of their political belief.

***Racial Group*** – Not considered applicable to the development of the RERF as it will be developed to provide services to all users regardless of their racial group.

***Age*** – Not considered applicable to the development of the RERF as it will be developed to provide services to all users regardless of their age.

***Marital status*** – Not considered applicable to the development of the RERF as it will be developed to provide services to all users regardless of their marital status.

***Sexual orientation*** – Not considered applicable to the development of the RERF as it will be developed to provide services to all users regardless of their sexual orientation.

***Men and Women Generally*** – Not considered applicable to the development of the RERF as it will be developed to provide services to all users regardless of their gender.

***Disability*** – While the RERF will not be open to the public it is possible that staff and occasional visitors to it may have a disability. Those individuals will have a need to access the building as easily as possible and experience the facility as other non-disabled users would. It is likely that their priorities will include the ability to travel around the facility with relative ease and have unrestricted access to disabled toilet facilities and other such amenities. In developing the RERF the needs of staff and customers/users with disabilities is being considered. The building, while not open to the public, will comply with all statutory standards relating to disabled access including Technical Booklet R of the NI Building Regulations.

***Dependants*** – Consideration is being given to dependents in the design of the RERF. For example, a room with provision for staff that are new and/or expectant mothers is being considered in the design.

**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*:**

Expected to be none.

**What is the level of impact?**

Expected to be none.

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

Expected to be none.

**What is the level of impact?**

Expected to be none.

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

Expected to be none.

**What is the level of impact?**

Expected to be none.

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

Expected to be none.

**What is the level of impact?**

Expected to be none.

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

Expected to be none.

**What is the level of impact?**

Expected to be none.

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

Expected to be none.

**What is the level of impact?**

Expected to be none.

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

There is no expected or known impact in relation to men or women.

**What is the level of impact?**

Expected to be none.

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

The RERF is expected to have a positive impact on individuals with a disability and while not open to the public will provide disabled access and amenities for any disabled staff and visitors when required.

**What is the level of impact?**

Expected to be none.

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

It is intended that the new facility will have a positive impact on dependents by considering provisions needed for new and expectant mothers.

**What is the level of impact?**

Expected to be none.

1. **Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?**

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

The new facility has limited opportunity to promote equality of opportunity for people within the Section 75 equalities categories.

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

**If No, provide reasons:**

At this stage of development of the RERF there is no expected or known opportunity to better promote equality of opportunity, regardless of religious belief.

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

**If No, provide reasons:**

At this stage of development of the RERF there is no expected or known opportunity to better promote equality of opportunity, regardless of political opinion.

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

**If No, provide reasons:**

At this stage of development of the RERF there is no expected or known opportunity to better promote equality of opportunity, regardless of racial group.

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

**If No, provide reasons:**

At this stage of development of the RERF there is no expected or known opportunity to better promote equality of opportunity, regardless of age group.

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

**If No, provide reasons**

At this stage of development of the RERF there is no expected or known opportunity to better promote equality of opportunity, regardless of marital status.

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

**If No, provide reasons:**

At this stage of development of the RERF there is no expected or known opportunity to better promote equality of opportunity, regardless of sexual orientation.

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

**If No, provide reasons:**

At this stage of development of the RERF there is no expected or known opportunity to better promote equality of opportunity for men and women generally.

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

While the RERF will not be open to the public it is possible that staff and occasional visitors to it may have a disability. Those individuals will have a need to access the building as easily as possible and experience the facility as other non-disabled users would. It is likely that their priorities will include the ability to travel around the facility with relative ease and have unrestricted access to disabled toilet facilities and other such amenities. In developing the RERF the needs of staff and customers/users with disabilities is being considered. The building, while not open to the public, will comply with all statutory standards relating to disabled access including Technical Booklet R of the NI Building Regulations. Consequently, it will better promote equality of opportunity for individuals with disabilities.

**If No, provide reasons:**

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

Consideration is being given to dependents in the design of the RERF. For example, a room with provision for staff that are new and/or expectant mothers is being considered. Consequently, the new facility should better promote opportunities for new or expectant mothers with dependents.

**If No, provide reasons:**

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.

The new facility is not expected to have any impact on good relations between people of different religious belief, political opinion or racial group. It is expected that, when operational, AFBI will ensure the creation and maintenance of a good and harmonious working environment within the building for the betterment of good relations amongst all staff and visitors.

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

No policy impact expected.

**What is the level of impact?**

None expected.

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

No policy impact expected.

**What is the level of impact?**

None expected.

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

No policy impact expected.

**What is the level of impact?**

None expected.

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:**

At this stage there are no known opportunities to better promote good relations between people of different religious belief.

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

**If No, provide reasons**

At this stage there are no known opportunities to better promote good relations between people of different political opinion.

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

**If No, provide reasons**

At this stage there are no known opportunities to better promote good relations between people of different racial group.

**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 development of the RERF is expected to have a positive impact on new mothers who have a disability. The provision of adequate welfare facilities with disabled access for this Group will improve convenience for them when using the new facility.

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 development of the new facility has the potential to better promote positive attitudes towards disabled people. This is because the new facility will be designed in accordance with all current DDA statutory requirements and will provide access for disabled staff and visitors.

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

The development of the RERF has some potential to actively increase the participation by disabled people in public life. The new facility will be DDA compliant and will enable individuals who are disabled to work in or visit the building.

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

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

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

The Department considers that the new RERF will have no detrimental impact on any Section 75 Grouping, and in fact will have a positive impact on some Groupings. As such an equality impact assessment is not being completed at this time. As the Estate Sustainability Action Plan is developed, the relevant projects and initiatives coming out of it will be subject to equality screening if 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.**

Mitigation measures are not considered necessary at this stage of development of the RERF as no known detrimental impacts have been identified to any Section 75 Grouping.

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

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

**Mitigation**

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

**Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity and/or good relations? No**

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

The Department considers that the new RERF will have no detrimental impact on any Section 75 grouping. The new facility will impact positively on individuals with disabilities and to a lesser extent those with dependents. Consequently it is assessed that mitigation measures are unnecessary.

**Timetabling and prioritising**

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

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

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

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

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

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

**If yes, please provide details.**

**Part 4. Monitoring**

Section 75 places a requirement on DAERA to have equality monitoring arrangements in place in order to assess the impact of policies and services etc; and to help identify barriers to fair participation and to better promote equality of opportunity. Please note the following excerpt from The Equality Commission for Northern Ireland in relation to monitoring:

*A system must be established to monitor the impact of the policy in order to find out its effect on relevant groups. The results of ongoing monitoring must be reviewed on an annual basis. The public authority is required to publish the results of this monitoring. And they must be included in the public authorities´ annual review on progress to the Equality Commission. The Equality Scheme must specify how and where such monitoring information will be published. It is therefore essential that monitoring is carried out in a systematic manner and that the results are widely and openly published.*

*If the monitoring and analysis of results over a two year period show that the policy results in greater adverse impact than predicted, or if opportunities arise which would allow for greater equality of opportunity to be promoted, the public authority must ensure that the policy is revised to achieve better outcomes for the relevant equality groups.*

Further advice on monitoring can be found at: [ECNI Monitoring Guidance for Public Authorities](https://www.equalityni.org/ECNI/media/ECNI/Publications/Employers%20and%20Service%20Providers/S75MonitoringGuidance2007.pdf?ext=.pdf)

Outline what data you will collect in the future in order to monitor the impact of this policy or decision on equality, good relations and disability duties.

**Equality:**

Not applicable at this stage of development.

**Good Relations:**

Not applicable at this stage of development.

**Disability Duties:**

The Department and AFBI may monitor use of the facilities and any issues disabled users, staff or visitors experience that potentially inhibits their accessibility.

**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**

None expected

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

It is not considered that the new facility will have any direct positive influence on the promotion of human rights.

**Part 6 - Approval and authorisation**

# **Screening Checklist**

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

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

* I have explained any technical issues in plain English (easily understood by a 12 year old)
* I have used the most relevant, current & up to date data available
* I have added evidence and explained my assessments in full
* I have provided a brief note to justify my decision to ‘Screen In’ or ‘Screen Out’
* A copy of this screening template and the final decision has been sent to the Equality Unit for their consideration before it has been forwarded for sign-off

**Screening assessment completed by (Staff Officer level or above) -**

**Name: Ambrose Tohill** **Grade: 6**

**Branch:** **Estate Transformation Division**

**Date: 26/10/2022**

**Signature:** Ambrose Tohill

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

**Name:** David Reid **Grade:** 3

**Branch:** RAFSET BORFS Group **Date:** 02.12.22

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

Text, letter

Description automatically generated

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