**NIFAIS**

**Equality** and **Human Rights**

Screening Template

January 2012



**DARD Equality** and **Human Rights**

# Screening Template

DARD has a statutory duty to screen. This includes our strategies and plans, policies, legislative developments; and new ways of working such as – the introduction, change or end of an existing service, grant funding arrangement or facility. This screening template is designed to help business areas consider the likely equality and human rights impacts of their proposed decisions on different groups of customers, service users, staff and visitors.

Before carrying out an equality screening exercise it is important that you have received the necessary training first. To find out about the training needed, contact - equalitybranch@dardni.gov.uk. All screening exercises must be supported by evidence and cleared at Grade 3 level.

The accompanying **Screening Guidance** note provides straightforward advice on how to carry out equality screening exercises. Detailed information about the Section 75 equality duties**[[1]](#footnote-1)** and what they mean in practice is available on the Equality Commission’s website.

The screening template has 4 sections to complete. These are:

**Section A** - asks you to provide details about the policy / decision that is being screened.

**Section B** - has 4 key questions that require you to outline the likely impacts on equality groups, and all supporting evidence.

**Section C** - has 4 key questions in relation to obligations under the Disability Discrimination Order and the Human Rights Act.

**Section D** - is the formal record of the screening decision.

Section A

Details about the policy / decision to be screened

|  |
| --- |
| Title of policy / decision to be screened: - The replacement by Northern Ireland Food Animal Information System (NIFAIS) of the Animal and Public Health Information System (APHIS). |

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| Brief description of policy / decision to be screened:-      NIFAIS is the replacement of an existing ICT system, supporting the delivery of Veterinary Service Animal Health Group’s (VSAHG) current policy and business areas. The NIFAIS Programme is now at the conclusion of a 5 year procurement exercise and expects to award a contract worth £8.6M (over the next 9 years) in the near future (with a possible extension up to 12 or 15 years).DARD has used IT systems for its Animal Disease Control Programmes since 1988, with the Animal Health System which was replaced by APHIS in 1998. Since then APHIS has become the Department’s primary computer system for information on food-producing animals and their keepers. APHIS also supports VSAHG’s delivery of its core business areas, particularly those of animal disease control, Identification, Registration and Movement and Trade in livestock. APHIS will be replaced by a new system called the Northern Ireland Food and Animal Information System (NIFAIS) which is expected to go fully live in March 2019. NIFAIS will be deployed incrementally across VSAHG’s current business areas from 2017/18.The new system will underpin the Department’s regulatory role and support the wider industry through facilitating improved animal disease control, market access and data capture, sharing and analysis. The new system will also enable VSAHG to maintain its business delivery in the face of the staff reductions that have occurred as a result of the Voluntary Exit Scheme, and any subsequent resource reductions in future years. The Competitive Dialogue procurement process, Full Business Case and Benefits Realisation Plan have all now been completed and it is more clearly understood how the new system will affect the Group’s existing business processes, while continuing to support “business functionality as is”. As part of this, a baselining exercise was conducted, to inform the NIFAIS Benefits Realisation Plan. This gathered and collated information on time spends relating to the management of disease control under the existing APHIS system, and identified direct monetary benefits that could be expected to be delivered through NIFAIS. These are estimated to be around £1 million per annum, made up of 10 V SAHG Full Time Equivalents (FTEs) and 13 FTEs from DARD’s Customer Services Branch (CSB), at date of full implementation.A further £1M per annum of savings will be enabled by NIFAIS once it is in operation. These savings will arise from NIFAIS’s support of greater use of mobile computing, increased uptake of on-line services and the re-structuring of the VSAHG’s management and inspection model, supported by improved management information systems. And any equality issues that may arise as a result of these changes will be considered as they go forward. It is anticipated however that as the same broad groupings of staff will be affected, any adverse, differential effects will be similar, and the same mitigations as those proposed in this screening exercise, similarly effective. |

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| Aims and objectives of the policy / decision to be screened:- A number of Programme aims and objectives have been identified for NIFAIS. The Programme is expected to conclude by the end of 2018/19. **Programme Objectives**1. To ensure the existing business scope and services of the current Animal and Public Health Information System can be provided from and beyond December 2018, in compliance with the Public Contracts Regulations 2006 (as amended).
2. To provide the capability:
* To deliver required future food animal information systems in response to the needs of VSAHG and DARD.
* To facilitate the meeting of the requirements of the Agri-Food Industry in relation to food animal information systems; from the go live date December 2018, in compliance with the Public Contracts Regulations 2006 (as amended).
1. To ensure that the technology platform complies with the current NICS and DARD ICT Strategies and standards by December 2018 and that it facilitates third party interfacing, thereby ensuring the system functionality and infrastructure maintains parity with evolving stakeholder requirements and ICT opportunities.
2. By December 2018, to enable the current and prospective needs for food animal information sharing with other keystone DARD services and systems, Farm Businesses (G&S), Customers (CIS), and Fields and Lands Owned/Used (GIS).
3. To have application development flexibility by ensuring:
* The facilitation of the Department’s Digital by Default policy, enable service transformation in DARD and support agile working through better use of mobile technology;
* DARD has full development rights in relation to its future food animal services and systems by December 2018;
* Responsibility for the delivery of any further functionality and associated services can be procured in the open market, without the need to replace the entire system.

In practical terms, the broad scope of the NIFAIS Programme is to replace the business functionality of the existing system and assure its delivery into the future, on a future-proof platform and contractual arrangement. NIFAIS will therefore enable the delivery of existing and potentially new statutory services into the future, supported by the new VSAHG Target Operating Model, within the markedly constrained resources likely to be available.  |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **On whom will the policy / decision impact?**Consider the internal and external impacts (both actual or potential) Staff XVSAHG carried out a baselining exercise that identified a number of areas of animal disease control work, primarily in the TB Programme, where savings could be made through process re-engineering, supported by NIFAIS. The summary of staff timespend savings in these areas is as follows:

|  |
| --- |
| **VSAHG:CSB Breakdown Staff FTE** |
| Veterinary Service Animal Health Group | 10.323 |
| Customer Services Branch | 12.984 |

|  |  |  |
| --- | --- | --- |
| Task Descriptors | Grade and Group | FTE Saving |
| CSB TB Testing  | AO CSB | 3.950 |
| CSB TB General  | AO CSB | 5.000 |
| CSB TB General  | AA CSB | 1.477 |
| Report Generation - 2 | EOII CSB | 0.887 |
| Report Generation | AA CSB | 1.670 |
| BR Manual Interpretation  | VO | 0.300 |
| TB Manual Interpretation  | VO | 1.750 |
| TB Tracing and Risk Assessments | VO | 1.500 |
| TBIT Auditing - 1 | VO | 0.750 |
| Report Generation - 1 | DVO | 0.230 |
| Report Generation - 2 | VO | 1.000 |
| Report Generation | Group 2 | 0.230 |
| Report Generation | Group 4 | 0.230 |
| Trade Support  | AA VSAHG | 0.333 |
| NIFAIS Support Unit - 2 | AO VSAHG | 2.000 |
| NIFAIS Support Unit - 2 | ICT Level 3 VSAHG | 2.000 |

 |
| Are there linkages to other NI Departments / NDPBs? DARD will become DAERA shortly after the anticipated award of contract. This includes the integration of DARD’s Central Policy Group and Agri-food Inspection Branch into the Veterinary Service to form a new Veterinary Service Animal Health Group (VSAHG), with effect from 1 April 2016.NIFAIS will also replace the APHIS functionality currently accessed by staff in the Agri-food and Biosciences Institute (AFBI) and Livestock and Meat Commission (LMC). No impact is anticipated on the staff members using APHIS / NIFAIS in either location. |

Section B

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

|  |  |  |
| --- | --- | --- |
| Section 75 category  | Details of likely impact | Level of impact? Minor/Major/None |
| Religious belief | This change will impact upon those DARD staff involved in the delivery and administration of animal information services and disease control located in the 12 DARD Direct Offices and APHIS Support Unit (ASU). No other DARD staff or other business areas will be impacted by this proposal. There are a total of 253 CSB admin staff working within the 12 DARD Direct Offices. Analysis of these staff by the Northern Ireland Statistics and Research Agency (NISRA) indicate that 67% of staff are from the Roman Catholic community and 31% from the Protestant community and 2% not determined.There are a total of 52 VSAHG staff that may be impacted by this proposal, analysis of these staff indicate that 46% of staff are from the Roman Catholic community, 46% of staff are from the Protest community and 8% are not determined.Any impacts arising from this proposal may therefore have a greater proportional effect upon individuals from the Roman Catholic community. Such impacts are likely to arise from the anticipated improvements in the efficiency of the processes around the delivery, administration and management of disease control programme (as outlined in Section A). However, in light of the relatively small number of staff likely to be affected (it is anticipated that approximately 10 VSAHG FTEs and 13 CSB FTEs will no longer be required), the potential net effect of any such impact on equality of opportunity for staff relating to this Section 75 category is Minor.1. **Mitigations**
2. DARD expects any potential impact on equality of opportunity for either of these groups of staff to be effectively mitigated by the opportunities for redeployment which will arise for individuals as a result of natural wastage (especially in light of the ongoing restrictions on recruitment), and the prolonged implementation period (3yrs). Any impact on remaining staff will be mitigated by the out working of VSAHG’s new Target Operating Model and an updated Memorandum of Understanding between VSAHG and CSB (admin staff). (This is the document which sets out the tasks and volumes of support activity required from CSB by VSAHG in support of its core business areas).
3. Other opportunities for redeployment will arise from the review of DARD Direct Customer Contact model (CSB staff) and DARD HQ relocation (All staff) both of which it is understood have been subject to their own separate EqIA screening exercises.
4. As part of the implementation of each of these initiatives, DARD will provide all necessary re-training and re-skilling of staff (in line with the principles and commitments of its wider People Strategy DARD).
 | Minor |
| Political opinion  | Analysis of the 253 CSB staff in the 12 DARD Direct Offices and the 52 VSAHG staff indicates a similar political opinion / community background breakdown, as detailed above under Religious Belief (for which it is an accepted proxy indicator).This proposal is therefore more likely to have an impact upon individuals from the nationalist community background as they are more likely to be affected by any change in roles and responsibilities. However in light of the relatively small number of staff affected the potential impact on equality of opportunity for staff relating to this Section 75 category is Minor.**Mitigations**The actions outlined under ‘Religious Belief’ will be similarly effective in mitigating any differential impacts on equality of opportunity for the groupings in this category. | Minor |
| Racial group  | The 2011 Census of Northern Ireland[[2]](#footnote-2) (most recent) found that over 98% of the population, state their ethnic origin to be white. Non-white ethnic groups accounted for 1.7% of the total population. In addition under 1.3% of non-white minority ethnic groups of Black, Asian and Other live in rural area.There is no evidence that the racial makeup of the staff likely to be affected by this proposal is statistically different from that of NI as a whole.In light of the relatively small number of staff affected the potential impact on equality of opportunity for staff relating to this Section 75 category is None.  | None |
| Age | Breakdown of the 253 CSB staff by age as: 16-24 0%25-34 18.6%35-49 44.7%50-59 32.4%60+ 4.3%Analysis of 52 VSAHG staff indicates the breakdown as :16-24 0%25-34 17%35-49 42%50-59 35%60+ 6%This proposal may therefore have a greater impact upon the individuals aged 35-49, since there will be a higher probability of a change to the roles and responsibilities of staff in this particular age bracket. In light of the relatively small number of staff affected the potential impact on equality of opportunity for staff relating to this Section 75 category is Minor.**Mitigations**The actions outlined under ‘Religious Belief’ will be similarly effective in mitigating any differential impacts on equality of opportunity for any of the groupings in this category. | Minor |
| Marital status  | The breakdown of the marital status of the 253 CSB staff is as follows: -

|  |  |
| --- | --- |
| **Marital Status** | **Total** |
| Single | 28.5% |
| Married  | 62.8% |
| Separated  | 9% |
| Divorced  | 2% |
| Missing  | 3.2% |
| **Total**  | **100%** |

The analysis of VSAHG staff is as follows

|  |  |
| --- | --- |
| **Marital Status** | **Total** |
| Single | 25% |
| Married | 59% |
| Divorced | 2% |
| Windowed | 2% |
| Unknown | 2% |
| Missing | 10% |
| **Total**  | **100%** |

This proposal may therefore have a greater impact upon the married individuals, since there will be a higher probability of a change to the roles and responsibilities of staff in this particular category.However in light of the relatively small number of staff affected the potential impact on equality of opportunity for staff relating to this Section 75 category is Minor.**Mitigations**The actions outlined under ‘Religious Belief’ will be similarly effective in mitigating any differential impacts on equality of opportunity for any of the groupings in this category. | Minor |
| Sexual orientation | While there is no available data on the number of LGBT persons among DARD staff, between 1 – 10% of the population of Northern Ireland may be Lesbian / Gay / Bisexual / Transgender. However there is no indication to suggest that this proposal would have a negative differential impact upon the equality of opportunity for individuals in any category of sexual orientation. Taken together with the relatively small number of staff affected overall, the potential impact on equality of opportunity for staff relating to this Section 75 category is Minor.**Mitigations**The actions outlined under ‘Religious Belief’ will be similarly effective in mitigating any differential impacts on equality of opportunity for any of the groupings in this category. | Minor |
| Men and women generally  | Analysis of the 253 CSB staff indicates the gender breakdown of staff as 23.7% Male and 76.3% Female. Analysis of 52 VSAHG staff indicated the gender breakdown of staff as 48% male and 52% female.This proposal may therefore have a greater proportional impact upon female staff members.However in light of the relatively small number of staff affected the potential impact on equality of opportunity for staff relating to this Section 75 category is Minor.**Mitigations**The actions outlined under ‘Religious Belief’ will be similarly effective in mitigating any differential impacts on equality of opportunity for either of the groupings in this category. | Minor |
| Disability | Of the 253 CSB staff 83.4% have not declared a disability and 16.6% are declared as disabled.Of the 52 VSAHG staff 85% have not declared a disability and 15% are declared as disabled.In additional to the measures of mitigation proposed elsewhere, DARD will continue to adhere to the requirements of the Disability Discrimination Act and has a range of workplace policies and processes in place to assist staff who have a disability or a long term health condition. This means that should an individual require to be redeployed, consideration will be given to the reasonable adjustment requirement to facilitate them in the new workplace. Taken together with the relatively small number of staff likely to be affected overall, the potential impact on equality of opportunity for staff relating to this Section 75 category is Minor.**Mitigations**The actions outlined above, and under the ‘Religious Belief’ consideration will be effective in mitigating any differential impact on equality of opportunity for anyone in this category. | Minor |
| Dependants  | DARD does not consistently gather data on the number of staff who have dependents.Anecdotally it is believed that women in Northern Ireland will undertake a greater role in looking after dependents so this proposal may have a greater proportional impact upon female staff members.However in light of the relatively small number of staff affected the potential impact on equality of opportunity for staff relating to this Section 75 category is Minor.**Mitigations**The actions outlined under ‘Religious Belief’ will be similarly effective in mitigating any differential impacts on equality of opportunity for the groupings in this category.  | Minor |

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

|  |  |  |
| --- | --- | --- |
| **Section 75 category**  | **If Yes, provide details**  | **If No, provide reasons** |
| **Religious belief** |  | No - The Department has not identified opportunities within this proposal to promote equality for this Section 75 category. |
| **Political opinion**  |  | No - The Department has not identified opportunities within this proposal to promote equality for this Section 75 category. |
| **Racial group**  |  | No - The Department has not identified opportunities within this proposal to promote equality for this Section 75 category. |
| **Age** |  | No - The Department has not identified opportunities within this proposal to promote equality for this Section 75 category. |
| **Marital status** |  | No - The Department has not identified opportunities within this proposal to promote equality for this Section 75 category. |
| **Sexual orientation** |  | No - The Department has not identified opportunities within this proposal to promote equality for this Section 75 category. |
| **Men and women generally**  |  | No - The Department has not identified opportunities within this proposal to promote equality for this Section 75 category. |
| **Disability** |  | No - The Department has not identified opportunities within this proposal to promote equality for this Section 75 category. |
|  **Dependants** |  | No - The Department has not identified opportunities within this proposal to promote equality for this Section 75 category. |

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

|  |  |  |
| --- | --- | --- |
| **Good relations category**  | **Likely impact?**  | **Level of impact? Minor/Major/None**  |
| **Religious belief** | None | None - NIFAIS is a replacement IT system  |
| **Political opinion**  | None | None - NIFAIS is a replacement IT system |
| **Racial group** | None | None - NIFAIS is a replacement IT system |

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

|  |  |  |
| --- | --- | --- |
| **Good relations category** | **If Yes, provide details**  | **If No, provide reasons** |
| Religious belief | No | No - NIFAIS is a replacement IT system |
| Political opinion  | No | No - NIFAIS is a replacement IT system |
| Racial group  | No | No - NIFAIS is a replacement IT system |

**Available evidence**

What evidence / information (both qualitative and quantitative) have you gathered to inform this policy? Set out all evidence below along with details of the different groups you have met and / or consulted with to help inform your screening assessment.

|  |  |
| --- | --- |
| **Section 75 category**  | **Details of evidence / information and engagement** |
| Religious belief  | VSAHG’s animal information business is performed in the 12 DARD Direct Offices by CSB staff. For the purpose of this screening the analysis was completed on the 253 CSB staff currently in post there.It is estimated by CSB managers that approximately 60% of CSB staff time is dedicated to VSAHG business and the remaining 40% on other business (EU Area Based Schemes, Corporate returns, Front Counter duties etc).  It is not possible to provide a more precise figure as many CSB staff have dual roles, which allows their offices to deal with the various peaks and troughs throughout the year.NISRA provided the follow breakdown of the 253 CSB regarding religious belief.

|  |  |  |
| --- | --- | --- |
| **Community**  | **Count** | **Percent** |
| Protestant | # | # |
| Catholic | 170 | 67.2 |
| Not Determined | \* | # |
| **Total** | **253** | **100** |
| *‘Suppression is applied to prevent identification of individual staff. The threshold for suppression of sensitive data is a headcount of less than five.* |
| *These are denoted by '\*'. Additional cells are suppressed where remaining cells might enable calculation of the suppressed data. These are denoted by '#'.’* ***NIRSA*** |
| For the proposes of this screening it was assumed that 4 individuals fall within the not determined category and 79 staff are from the Protestant community, the breakdowns used to inform this screening were as follows 67% of staff are from the Roman Catholic community and 31% from the Protestant community and 2% not determined. |

This proposal will also impact upon a total of 52 VSAHG staff, 39 of which are VOs located within the DARD Direct Offices, and 13 of which are other grades located in APHIS Support Unit (ASU).NISRA provided the following data regarding VSAHG breakdown of religious belief:39 Veterinary Officers are in post within the field:

|  |  |  |
| --- | --- | --- |
| **Community**  | **Count** | **Percent** |
| Protestant | 18 | 46.2 |
| Catholic | # | # |
| Not Determined | \* | # |
| Total |  |  |

13 Staff within ASU:

|  |  |  |
| --- | --- | --- |
| **Community**  | **Count** | **Percent** |
| Protestant | 6 | 46.2 |
| Catholic | 7 | 53.8 |
| Not Determined | 0 | 0 |
| Total | 13 | 100% |
| *‘Suppression is applied to prevent identification of individual staff. The threshold for suppression of sensitive data is a headcount of less than five.* |
| *These are denoted by '\*'. Additional cells are suppressed where remaining cells might enable calculation of the suppressed data. These are denoted by '#'.’* ***NIRSA*** |

For the purpose of this analysis, these two groups of staff were added together and the following assumptions were made regarding the suppression of figures.46% of the 52 staff are from the Protestant community, 46% of the 52 staff are from the Roman Catholic community and 8% are not determined.No other DARD Staff will be impacted by this proposal. |
| Political opinion  | The 2012 Northern Ireland Life and Times Survey found that 23% of the Northern Ireland population describe themselves as Nationalist, 28% as Unionist and 47% had no political opinion.On the basis that religious belief is a generally accepted surrogate for political opinion, and in the absence of other data, the information obtained from NISRA regarding Religious Belief was used to inform the analysis of this category in respect of DARD staff. |
| Racial group  | The 2011 Census of Northern Ireland found that over 98% of the population reported their ethnic origin to be white. Non-white ethnic groups accounted for 1.7% of the total population. In addition under 1.3% of non-white minority ethnic groups of Black, Asian and Other live in rural areas. |
| Age  | NISRA provided a breakdown of the 253 CSB staff located within the DARD Direct Offices by age group:

|  |  |  |
| --- | --- | --- |
| **Age Group** | **Number of staff** | **Percentage** |
| 16-24 | 0 | 0 |
| 25-34 | 47 | 18.6 |
| 35-49 | 113 | 44.7 |
| 50-59 | 82 | 32.4 |
| 60+ | 11 | 4.3 |
| **Totals** | **253** | **100** |

NISRA provided the following breakdown of the 39 VOs in post within the field:

|  |  |  |
| --- | --- | --- |
| **Age Group** | **Number of staff** |  **Percentage**  |
| 16-24 | 0 | 0 |
| 25-34 | \* | # |
| 35-49 | 18 | 46.2 |
| 50-59 | 14 | 35.9 |
| 60+ | \* | # |
| **Totals** |  |  |

NISRA provided the following breakdown of the 13 ASU staff:

|  |  |  |
| --- | --- | --- |
| **Age Group** | **Number of staff** |  **Percentage**  |
| 16-24 | 0 | 0 |
| 25-34 | 5 | 38.5 |
| 35-49 | # | # |
| 50-59 | \* | # |
| 60+ | 0 | 0 |
| **Totals** |  |  |

For the purpose of this analysis these two groups of VSAHG staff were added together and the following assumptions were made regarding the suppression of figures:

|  |  |  |
| --- | --- | --- |
| **Age Group** | **Number of staff** |  **Percentage**  |
| 16-24 | 0 | 0 |
| 25-34 | 9 | 17 |
| 35-49 | 22 | 42 |
| 50-59 | 18 | 35 |
| 60+ | 3 | 6 |
| **Totals** | **52** | **100** |

 |
| Marital status  | NISRA provided a breakdown of the 253 CSB staff located within the DARD Direct Offices by marital status:

|  |  |  |
| --- | --- | --- |
| **Status** | **Number of Staff** | **Percentage** |
| Single | 72 | 28.5 |
| Married | 159 | 62.8 |
| Separated | 9 | 3.6 |
| Divorced | 5 | 2.0 |
| Missing | 8 | 3.2 |
| **Totals** | **253** | **100** |

NISRA provided a breakdown of VOs by marital status:

|  |  |  |
| --- | --- | --- |
| **Status** | **Number of Staff** | **Percentage** |
| Single | 7 | 17.9 |
| Married | 27 | 69.2 |
| Divorced | \* | # |
| Missing | \* | # |
| Widowed | \* | # |
| **Totals** |  |  |

NISRA provided a breakdown of ASU staff by marital status:

|  |  |  |
| --- | --- | --- |
| **Status** | **Number of Staff** | **Percentage** |
| Single | 6 | 46.2 |
| Married | \* | # |
| Divorced | \* | # |
| Missing | \* | # |
| Widowed | 0 | 0 |
| **Totals** |  |  |

For the purpose of this analysis these two groups of VSAHG staff were added together and the following assumptions were made regarding the suppression of figures.

|  |  |  |
| --- | --- | --- |
| **Status** | **Number of Staff** | **Percentage** |
| Single | 13 | 25 |
| Married | 31 | 59 |
| Divorced | 1 | 2 |
| Missing | 5 | 10 |
| Widowed | 1 | 2 |
| Unknown | 1 | 2 |
| **Totals** | **52** | **100** |

 |
| Sexual orientation | According to the 2012 Northern Ireland Life and Times Survey5, 98% of people in Northern Ireland are heterosexual and 1% are homosexual. There is no data on the sexual orientation of farmers. Information provided by sexual orientation groups in response to the pre-consultation on the Northern Ireland Rural Development Programme 2007 – 2013 suggested a figure of 10% of the population being lesbian, gay, bisexual or trans-gender (LGBT). |
| Men & women generally | NISRA provided the following data on the gender breakdown of the 253 CSB staff:

|  |  |  |
| --- | --- | --- |
| Gender (Overall) | Count | Percent |
| Male | 60 | 23.7 |
| Female | 193 | 76.3 |
| Total | 253 | 100 |

NISRA provided the following data VO gender breakdown:

|  |  |  |
| --- | --- | --- |
| Gender (Overall) | Count | Percent |
| Male | 17 | 43.6 |
| Female | 22 | 56.4 |
| Total | 39 | 100 |

NISRA provided the following data ASU gender breakdown:

|  |  |  |
| --- | --- | --- |
| Gender (Overall) | Count | Percent |
| Male | 8 | 61.5 |
| Female | 5 | 38.5 |
| Total | 13 | 100 |

These two groups of VSAHG staff were added together for the purpose of this screening, the gender breakdown of the 52 VSAHG staff is 48% male and 52% female. |
| Disability | NISRA provided the following data regarding CSB staff by declared disabilities.

|  |  |  |
| --- | --- | --- |
|  | **Number of staff** | **Percentage** |
| Not declared Disabled | 211 | 83.4 |
| Declared Disabled | 42 | 16.6 |
| **Totals** | **253** | **100** |

NISRA provided the following data regarding the 39 VOs by declared disabilities.

|  |  |  |
| --- | --- | --- |
|  | **Number of staff** | **Percentage** |
| Not declared Disabled | # | # |
| Declared Disabled | \* | # |
| **Totals** | **39** | **100** |

NISRA provided the following data for 13 ASU staff by declared disabilities.

|  |  |  |
| --- | --- | --- |
|  | **Number of staff** | **Percentage** |
| Not declared Disabled | # | # |
| Declared Disabled | \* | # |
| **Totals** | **13** | **100** |

For the purpose of this analysis these two groups of VSAHG staff were added together and the following assumptions were made regarding the suppression of figures.

|  |  |  |
| --- | --- | --- |
|  | **Number of staff** | **Percentage** |
| Not declared Disabled | 44 | 85 |
| Declared Disabled | 8 | 15 |
| **Totals** | **52** | **100** |

 |
| Dependants | DARD does not consistently gather data on the number of staff with dependents. |

Section C

DARD also has legislative obligations to meet under the Disability Discrimination Order and Human Rights Act (insert links) Questions 5 -9 relate to these two areas.

Consideration of Disability Duties

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

|  |
| --- |
| **Yes, the new system will deploy updated technology, improved screen design, and modifications to current work-flow processes that will enhance the user experience across the full range of staff and external stakeholder interfaces.**  |

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

|  |
| --- |
| **No, NIFAIS is an internal IT System which supports the Department in the day to day management of its business, and allows external stakeholders to able to fulfill statutory obligations – e.g. calf birth registration or movement notifications by cattle keepers – through on-line interfaces. While its enhancement is expected to improve the user experience for all, it is unlikely to materially affect the participation by disabled people in public life**  |

Consideration of Human Rights

7. 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 (place an X in the appropriate box) any potential *adverse impacts* that the policy / decision may have in relation to human rights issues.

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

Consideration of Human Rights (cont)

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| --- |
| 8. **Please explain any adverse impacts on human rights that you have identified** None |

|  |
| --- |
| 9. **Please indicate any ways which you consider the policy positively promotes human rights** None / Not Applicable  |

**Monitoring Arrangements**

Section 75 places a requirement on DARD 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.

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

|  |  |  |
| --- | --- | --- |
| **Equality**  |  **Good Relations** | **Disability Duties** |
| The NIFAIS proposal taken with the planned and anticipated mitigations is not expected to impact adversely on equality of opportunity for any.Should any presently unforeseen issues come to light during the development and implementation of the new system, or the subsequent enabled changes, the Programme Team will liaise with Equality Branch to consider and develop mitigations for any adverse impacts relating to equality, good relations and disabilities as appropriate. | As per equality  | As per equality  |

Section D

Formal Record of Screening Decision

|  |
| --- |
| **Title of Proposed Policy / Decision being screened:** *The replacement by Northern Ireland Food Animal Information System (NIFAIS) Programme of the Animal and Public Health Information System (APHIS).* |

I can confirm that the proposed policy / decision has been screened for –

|  |  |
| --- | --- |
| X | equality of opportunity and good relations |
| X | disabilities duties; and |
| X | human rights issues |

On the basis of the answers to the screening questions, I recommend that this policy / decision is –

\***place an X in the appropriate box below**

|  |  |
| --- | --- |
| [ ]  | \***Screened In** – Necessary to conduct a full EQIA |

|  |  |
| --- | --- |
| [ ]  | \***Screened Out** – No EQIA necessary (no impacts) |

|  |  |
| --- | --- |
| X | \* **Screened Out -** Mitigating Actions (minor impacts)* Potential impacts are limited to DARD staff, and only a small of these number compared to the total in post - 23 /306 (7.5%).
* Within this, the Section 75 areas where mitigation may be required are those where different groupings are substantial, and data is robust (political opinion, religious belief and marital status).
* Within CSB, where there are significant differences in the make-up of the baseline population with respect to Religious Belief, Political Opinion and Gender, the percentage affected is only 5% (13 / 235);
* While 19% of VSAHG staff will be impacted, the numbers are small, and the Service is evenly balanced in each of the key categories.
* Given a normal staff churn of at least 3% per annum (which may be increased by the Department HQ’s re-location to Ballykelly and other changes arising from the review of the Department’s Customer Contact Model), the reduction in staff numbers will be effected by natural wastage over the 3-year life of the NIFAIS build.
* Any impact on individuals who remain will be mitigated through their re-deployment and training which will be taken forward in response to this natural churn and in support of continuing business delivery.
* This redeployment and training will be carried out in the context of a re-formulated Memorandum of Understanding governing the duties to be performed by CSB for VSAHG, and a new VSAHG Operating Model.
* These in turn will be supported by NICS and Departmental policy and management guidelines that will ensure no adverse impact on equality of opportunity for any Section 75 group arises as a result:
 |

**Formal Record of Screening Decision** (cont)

|  |
| --- |
| **Screening assessment completed by (Staff Officer level or above) -** |
| Name:  Glenda Whiteside     | Grade: DP |
|  | Date: 15.04.16 |
| Branch: NIFAIS Programme  |

|  |
| --- |
| Signature: please insert a scanned image of your signature below |

|  |
| --- |
| **Screening decision approved by (must be Grade 3 or above) -** |
| Name: Robert J Huey | Grade: 3 (CVO) |
|  | Date: 20-04-2016 |
| Branch: Veterinary Service Animal Health Group |

|  |
| --- |
| Signature: please insert a scanned image of your signature below |

Please save the final version of the completed screening form in the TRIM container below as soon as possible after completion and forward the TRIM link to Equality Branch at equalitybranch@dardni.gov.uk. The screening form will be placed on the DARD website and a link provided to the Department’s Section 75 consultees. 

1. ECNI ‘Section 75 of the NI Act 1998: A Guide for Public Authorities’ April 2010. [www.equalityni.org](http://www.equalityni.org) [↑](#footnote-ref-1)
2. [↑](#footnote-ref-2)