



**Section 75 NI Act 1998**

**EQUALITY SCREENING FORM**

**Policy Title: NIPB Engagement Strategy**

**Policy Owner: Head of Engagement Branch**

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## **The Legal Background**

Under section 75 of the Northern Ireland Act 1998, the NI Policing Board is required **to have due regard to the need to promote equality of opportunity:**

- between person of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- between men and women generally;
- between persons with a disability and persons without; and,
- between persons with dependants and persons without<sup>1</sup>.

Without prejudice to the obligations set out above, the NI Policing Board is also required to:

- **have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group; and**
- **meet legislative obligations under the Disability Discrimination Order.**

## **Introduction**

1. This Equality Screening form should be read in conjunction with the Equality Commission's revised [Section 75, "A Guide for Public Authorities" April 2010](#) **Staff should complete a form for each new or revised policy for which they are responsible (see page 6 for a definition of policy in respect of section 75).**
2. The purpose of screening is to identify those policies that are likely to have an impact on equality of opportunity and/or good relations and so determine whether an Equality Impact Assessment (EQIA) is necessary. Screening should be introduced at an early stage when developing or reviewing a policy.

<sup>1</sup>A list of the main groups identified as being relevant to each of the section 75 categories is at Annex B of the document.

3. **The lead role in the screening of a policy should be taken by the policy decision-maker who has the authority to make changes to that policy and should involve, in the screening process:**

- other relevant team members;
- those who implement the policy;
- staff members from other relevant work areas; and
- key stakeholders.

A flowchart which outlines the screening process is provided at **Annex A**.

4. The first step in the screening exercise is to gather evidence to inform the screening decisions. Relevant data may be either quantitative or qualitative or both (this helps to indicate whether or not there are likely equality of opportunity and/or good relations impacts associated with a policy). Relevant information will help to clearly demonstrate the reasons for a policy being either 'screened in' for an equality impact assessment or 'screened out' from an equality impact assessment.
5. The absence of evidence does not indicate that there is no likely impact but if none is available, it may be appropriate to consider subjecting the policy to an EQIA.
6. Screening provides an assessment of the likely impact, whether 'minor' or 'major', of its policy on equality of opportunity and/or good relations for the relevant categories. In some instances, screening may identify the likely impact as 'none'.
7. The Equality Commission has developed four questions, included in Part 2 of this screening form with supporting sub-questions, which should be applied to all policies as part of the screening process. They identify those policies that are likely to have an impact on equality of opportunity and/or good relations.

## Screening decisions

8. Completion of screening should lead to one of the following three outcomes. Namely, the policy has been:
  - i. 'screened in' for equality impact assessment;
  - ii. 'screened out' with mitigation or an alternative policy proposed to be adopted; or
  - iii. 'screened out' without mitigation or an alternative policy proposed to be adopted.

## Screening and good relations duty

9. The Equality Commission recommends that a policy is 'screened in' for equality impact assessment if the likely impact on **good relations** is 'major'. While there is no legislative requirement to engage in an equality impact assessment in respect of good relations, this does not necessarily mean that equality impact assessments are inappropriate in this context.

## Part 1

### Definition of Policy

There have been some difficulties in defining what constitutes a policy in the context of section 75. It is recommended that you consider any new initiatives, proposals, schemes or programmes as policies or changes to those already in existence. It is important to remember that even if a full EQIA has been carried out in an “overarching” policy or strategy, it will still be necessary for the policy maker to consider if further screening or an EQIA needs to be carried out in respect of those policies cascading from the overarching strategy.

The Equality Commission document entitled ‘Section 75 of the Northern Ireland Act 1998- A Guide for Public Authorities indicates that:

“In the context of Section 75, the term policies cover all the ways in which a public authority carries out or proposes to carry out its functions relating to Northern Ireland. Policies include unwritten as well as written policies”.<sup>1</sup>

### Overview of Policy Proposals

The aims and objectives of the policy must be clear and terms of reference well defined. You must take into account any available data that will enable you to come to a decision on whether or not a policy may or may not have a differential impact on any of the s75 categories.

### Policy Scoping

10. 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.
11. 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).

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<sup>1</sup> Page 87, Equality Commission: Section 75 of the Northern Ireland Act 1998, ‘A Guide for Public Authorities, April 2010’.

## Information about the policy

### Name of the Policy

Engagement Strategy

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

New

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

To deliver an Engagement Strategy that provides a framework which enables the Board to be proactive to community needs in respect of independent effective oversight of policing.

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

The aim is that All S75 categories should benefit from the programmes arising out of the engagement strategy

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### Who initiated or wrote the policy?

Engagement Branch Manager

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### Who owns and who implements the policy?

Engagement Branch

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## Implementation factors

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

If yes, are they

financial

legislative

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

## Main stakeholders affected

13. Who are the internal and external stakeholders (actual or potential) that the policy will impact upon?

- X staff
- X service users
- X other public sector organisations
- X voluntary/community/trade unions
- X other, please specify: Business Community

## Other policies with a bearing on this policy (please list and provide further details)

- what are they & who owns them?

Disability Action Plan 2018-2020, Head of Branch, Corporate Services

Audit of Inequalities 2017/18, Head of Branch, Corporate Services

Draft Programme for Government, NI Executive

Thematic Review of Policing Race Hate Crime – NI Policing Board 2017

## Available evidence

14. Evidence to help inform the screening process may take many forms. Public authorities should ensure that their screening decision is informed by relevant data.

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

Section 75 Category	Details of evidence/information
Religious belief	<b>Life and Times</b> PSNI keep this area safe resulted in 59% of Catholics, 45% of Protestant and 39% no religion agreeing. <b>Programme for Government – NISRA</b>



	<p>64% of people in NI believe their cultural identity is respected by society</p> <p><b>2017 NI Omnibus Survey</b></p> <p>30% strongly disagree that we have a safe community where we respect the law and each other</p> <p><b>DOJ – Perceptions of Organised Crime – 2017 NI Omnibus Survey</b></p> <p>More respondents from the Catholic community felt that organised crime was ‘not widespread’ compared to those respondents from the Protestant community (10.6% compared to 5.1%).</p>
Political opinion	<b>Data not available</b>
Racial group	<p><b>2017 NI Omnibus Survey</b></p> <p>32% strongly disagree that we are a shared society and respect diversity</p> <p><b>Incidents and Crimes with a Hate Motivation Recorded by the Police in Northern Ireland Update to 30 June 2018</b></p> <p>Following a decline in levels of racist incidents and crimes between 2009/10 and 2011/12 they increased each year between 2011/12 and 2014/15 (the highest recorded in the series). Levels have fallen in each year since 2014/15. The number of incidents in 2017/18 is more similar to the number recorded during 2006/07, 2009/10 and 2016/17, while the number of crimes is more similar to 2004/05 and 2016/17.</p> <p>In 12 months from 1st July 2017 to 30th June 2018</p> <p>The number of racist crimes recorded by the police was 647, an increase of 11 on the previous 12 months. Increases were seen in violence against the person offences and also offences of theft, burglary and criminal damage.</p> <p><b>Thematic Review of Policing Race Hate Crime – NI Policing Board</b></p> <p>English was not the main language for 3.1% (54,500) of Northern Ireland residents aged 3 years and over. The most prevalent main language other than English was Polish (1.0%; 17,700).</p> <p>In respect of an Eastern European person 19% would not willingly accept them living and working as a resident of Northern Ireland; 30% would not willingly accept them as a resident in the local area; 38% would not willingly accept them as a colleague at work; 50% would not willingly accept them as a close friend; and 55% would not willingly accept them as a relative by way of marrying a close family member.</p>

Age	<p><b>DOJ – Perceptions of Organised Crime – 2017 NI Omnibus Survey</b></p> <p>In each age group, the majority of respondents reported that they perceived organised crime to be ‘fairly widespread’. Fewer respondents in the 16-34 age group reported it was ‘very widespread’ (16.4%) compared to the other age groups.</p> <p>A small number of respondents (0.9%, n=11) reported other types of crimes including, ‘Violence’, ‘Punishment beatings’, ‘Petty theft’, ‘Paedophilia’, ‘Gun crime’, ‘Fraud’, ‘Exploitation and abuse of vulnerable adults’, ‘Coercion of elderly’ and ‘Burglary’.</p> <p><b>Life and Times Survey 2017</b></p> <p>25% of 18-24 year old agreed they don’t feel confident reporting crime and antisocial behaviour to PSNI</p> <p><b>DOJ – Research into the Experiences of Young Victims of Crime</b></p> <p>The crimes largely tended to have occurred in 2014 or 2015. Approximately half the crimes were sexual offences, with the remainder involving physical assault or street robbery. Of the 15 cases covered, the mother of a victim reported the crime to police in 10 instances. In only one instance was the crime reported to police by the young victim them self.</p> <p><b>Northern Ireland Youth Justice Agency Annual Workload Statistics 2017/18 – October 2018</b></p> <p>The total number of individual young people in custody in 2017/18 increased 20% from 139 to 167.</p> <p><b>An analysis of the clearance rates for crime against older people in Northern Ireland 2007/08 to 2012/13 – COPNI</b></p> <p>Statistical data indicates that older people are less likely to be victims of certain types of crime than those in other age groups; people aged 65+ years make up 13% of the population in Northern Ireland and account for less than 2% of victims of violent crime but Victims of burglary were 2.4 times more likely to enter residential care in the two years following than their non-burgled neighbours.</p> <p>Crimes against older people have lower clearance rates in seven of the ten crime categories. When we consider the nature of crimes most likely to affect older people, criminal damage (14,762 cases), burglary (10,203 cases) and other theft (8,134 cases), the clearance rate is lower for each of these offences when the victim is an older person.</p>
Marital status	<b>Data not available</b>

Sexual orientation	<p><b>Incidents and Crimes with a Hate Motivation Recorded by the Police in Northern Ireland Update to 30 June 2018</b></p> <p>Homophobic motivated incidents and crimes have generally increased between 2006/07 and 2015/16 to reach the highest level recorded since the data series began in 2004/05. While there has been more fluctuation in crime levels, they increased year on year between 2011/12 and 2015/16 (the highest number of homophobic crimes recorded since 2004/05). Since 2016/17 levels of both incidents and crimes have fallen to those previously seen in 2013/14.</p> <p>In 12 months from 1st July 2017 to 30th June 2018 there were 263 homophobic incidents recorded by the police in Northern Ireland, two incidents less than the previous 12 months.</p>
Men and Women generally	<p><b>The <i>Fresh Start</i> Panel Report on the Disbandment of Paramilitary Groups in Northern Ireland</b></p> <p>Gender is also key to issues of exclusion and marginalisation of women within these communities, as well as the transformation of relationships in the wake of conflict. Where women are living in high-risk areas where police officers are delayed, or prevented, from responding to calls due to concerns for their own safety, violence against women is likely to increase.</p> <p><b>DOJ – Perceptions of Organised Crime – 2017 NI Omnibus Survey</b></p> <p>6.3% females compared to 9.5% did not perceive paramilitary activity in NI as widespread</p> <p><b>Stopping Domestic and Sexual Violence and Abuse in Northern Ireland – 7 Year Strategy - 2016</b></p> <p>In 2014/15 there were over 28,000 domestic abuse incidents reported and over 2,700 sexual offences recorded in Northern Ireland. But it is known that the majority of incidents go unreported and there is often a significant delay between when an incident occurs and when it is reported</p> <p><b>Police Service of Northern Ireland Trends in Domestic Abuse Incidents and Crimes Recorded by the Police in Northern Ireland 2004/05 to 2017/18</b></p> <p>There were 29,913 domestic abuse incidents recorded in 2017/18, the highest level recorded since the data series began in 2004/05. This latest figure is 43 per cent higher than the level of 20,959 recorded at the start of the data series in 2004/05.</p> <p>There were 14,560 domestic abuse crimes recorded in 2017/18 which was also the highest level recorded since the series began in 2004/05. This figure is 51 per cent higher than 2004/05 and represents nearly 15 per cent of all crimes recorded in this financial year.</p> <p>Of all offenders dealt with by police during 2017/18 in</p>

	<p>connection with domestic abuse crimes that resulted in an outcome, 86 per cent were male and 12 per cent were female. The majority (93 per cent) of offenders were aged 18 and over, and four in five offenders were of White ethnicity and held UK and Ireland nationality.</p> <p><b>Workforce Composition Statistics 01/10/2018</b></p> <p>% Female Officers 29.40      Staff 57.91</p> <p>% Male Officers 70.60      Staff 42.09</p>
Disability	<p><b>Perceptions of Crime: Findings from the 2015/16 Northern Ireland Crime Survey – Dec. 2016</b> Among those NICS 2015/16 participants most likely to state that their lives are greatly affected by ‘fear of crime’ were;; respondents with a limiting illness or disability (10%);</p> <p><b>Police Service for NI (25 August 2016): ‘Incidents and crimes with a hate motivation recorded by the police in NI: Quarterly update to 30 June 2016</b> In 2015/16 there were 128 disability-related hate incidents and 70 hate crimes recorded by the Police Service of NI. However, there is thought to be significant under-reporting</p>
Dependants	<p><b>LSE.AC.UK</b> One in ten serving women police officers responded to a survey conducted this month on behalf of the Police Federation and the Independent Commission into the Future of Policing. 20% part time, nearly identical to the 19% found in the general working population. Two thirds of police women have caring responsibilities, of not only children but also for aging parents.</p>

## Needs, experiences and priorities

16. Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Specify details for each of the Section 75 categories.

Section 75 Category	Details of evidence/information
Religious belief	Take cognisance of the inclusion of people from different religious or non-beliefs in the development and delivery of the engagement strategy
Political opinion	Data not available
Racial group	To support the delivery of applicable recommendations of the Board in its hate crime in Northern Ireland publication
Age	To address policing with regards to older people and younger people to increase their positive attitude to policing and to ensure both groups are involved with in the development applicable engagement
Marital status	Data not available
Sexual orientation	To recognise the voice of LGBT in its widest form as many of the sector may not be heard and may require further engagement when addressing key issues and actions
Men and Women generally	To recognise the difference in engaging with women and men and to engage as applicable in tackling the increase in crime of sexual offence.
disability	To engage with relevant expertise groups in monitoring, reviewing and delivery of actions to increase access and participation through engagement
Dependants	To engage and support those with dependents to engage while managing caring responsibilities

## Part 2

### SCREENING QUESTIONS

#### Introduction

17. In making a decision as to whether or not there is a need to carry out an equality impact assessment, consider questions 1-4 listed below.
18. If the conclusion is **none** in respect of all of the Section 75 equality of opportunity and/or good relations categories, then the decision may be to screen the policy out. If a policy is 'screened out' as having no relevance to equality of opportunity or good relations, please detail the reasons for the decision taken.
19. If the 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.
20. If the 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

21 (a) The policy is significant in terms of its strategic importance;

(b) Potential equality impacts are unknown, because, for example, there is insufficient data upon which to make an assessment or because they are complex, and it would be appropriate to conduct an equality impact assessment in order to better assess them;

- (c) Potential equality and/or good relations impacts are likely to be adverse or are likely to be experienced disproportionately by groups of people including those who are marginalised or disadvantaged;
- (d) Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are concerns amongst affected individuals and representative groups, for example in respect of multiple identities;
- (e) The policy is likely to be challenged by way of judicial review;
- (f) The policy is significant in terms of expenditure.

**In favour of 'minor' impact**

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

**In favour of none**

23 (a) The policy has no relevance to equality of opportunity or good relations.

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

24. 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

<p>1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? Minor/Major/None</p>		
Section 75 category	Details of policy impact	Level of impact? Minor/Major/None
Religious belief	The strategy is a way to engage with the different communities in NI in relation to engagement and community needs in respect of independent oversight of policing.	<b>Minor positive impact as it will bring parity of engagement with the NIPB</b>
Political opinion	The strategy does not have a likely impact on this category	<b>None</b>
Racial group	The strategy is a way to engage with the different racial / ethnic minority groups and communities in NI in relation to engagement and community needs in respect of independent oversight of policing.	<b>Minor positive impact as it will bring parity of engagement with the NIPB</b>
Age	The strategy is a way to engage with individuals of various ages and age sector groups (children and young people and older people) in NI in relation to engagement and community needs in respect of independent oversight of policing.	<b>Minor positive impact as it will bring parity of engagement with the NIPB</b>
Marital status	This strategy does not have a likely impact on this category	<b>Minor positive impact as it will bring parity of engagement with the NIPB</b>

Sexual orientation	The strategy is a way to engage with individuals of various sexual orientations and LGBTQ+ sector groups in NI in relation to engagement and community needs in respect of independent oversight of policing.	<b>Minor positive impact as it will bring parity of engagement with the NIPB</b>
Men and Women generally	The strategy is a way to engage with men and women in NI in relation to engagement and community needs in respect of independent oversight of policing.	<b>Minor positive impact as it will bring parity of engagement with the NIPB</b>
Disability	The strategy is a way to engage with individuals with a disability and disability groups in NI in relation to engagement and community needs in respect of independent oversight of policing.	<b>Minor positive impact as it will bring parity of engagement with the NIPB</b>
Dependants	This strategy does not have a likely impact on this category	<b>None</b>

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

<b>Section 75 category</b>	<b>If Yes, provide details</b>	<b>If No, provide reasons</b>
Religious belief	Yes – for example specific engagement with Church Groups	
Political opinion		No – already consulted via Board Members and PCSPs
Racial group	Yes – there are opportunities for further engagement with Racial Groups	
Age	Yes – specifically those aged 25-59 as other age groups are currently adequately consulted	
Marital status	Yes –there are opportunities for further engagement with individuals of various marital statuses	
Sexual orientation	Yes – there are opportunities for further engagement with Sexual Orientation Groups	
Men and Women generally	Yes – there are opportunities for further engagement with Men and Women’s groups	
Disability	Yes – there are opportunities for further engagement with Disability Groups	
Dependants	Yes – there are opportunities for further engagement with those with dependents	

**3.** To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?  
 Minor/Major/None

<b>Good relations category</b>	<b>Details of policy impact</b>	<b>Level of impact Minor/Major/None</b>
Religious belief		<b>None Identified</b>
Political opinion		<b>None Identified</b>
Racial group		<b>None Identified</b>

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

<b>Good relations category</b>	<b>If Yes, provide details</b>	<b>If No, provide reasons</b>
Religious belief	It should have a positive impact when the engagement strategy is fully implemented	
Political opinion	It should have a positive impact when the engagement strategy is fully implemented	
Racial group	It should have a positive impact when the engagement strategy is fully implemented	

## **Additional considerations**

### **Multiple identity**

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

*It is possible that some of the work taken forward under the objectives set out in the strategic may impact on people with multiple identities.*

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

In the Board's commitment to ensuring potential impacts are considered and mitigated through screening policies individually to ensure that the potential impact on applicable programmes are considered fully in the context.

### Part 3

#### Screening decision

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

The policy is a high level plan which sets the focus and direction of Board engagement. In light of the available evidence, there are no obvious adverse impacts on any Section 75 category, therefore this policy is screened out and does not require an EQIA.

The outworking of this strategy will however, likely lead to more detailed and localised programmes. These, where applicable, will be equality screened as they are developed and taken forward.

The Board recognises that the needs, experiences and priorities of groups within each Section 75 category, in respect of engagement, may vary substantially and specific needs may need addressed to ensure that all people can experience the intended positive impact from this engagement plan.

28. If the decision is not to conduct an equality impact assessment, consider if the policy should be mitigated or an alternative policy be introduced.

This is the overarching engagement strategy which will contribute to the development of programmes and work to be taken forward under the strategy's objectives. The policy is mitigated as applicable programmes will be screened individually to ensure that the potential impact on each is considered fully in the context.

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

30. Further advice on equality impact assessment may be found in a separate Equality Commission publication: "Practical Guidance on Equality Impact Assessment".

## Mitigation

31. 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.
32. Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity and/or good relations?
33. If so, give the **reasons** to support your decision, together with the proposed changes/amendments or alternative policy.

The mitigation that as each programme is developed they will reflect the objectives of the Engagement Strategy and applicable programmes will be subject to screening.
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## Timetabling and prioritising

34. **Factors to be considered in timetabling and prioritising policies for equality impact assessment.**
35. 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.
36. 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.

<b>Priority criterion</b>	<b>Rating (1-3)</b>
Effect on equality of opportunity and good relations	
Social need	

Effect on people's daily lives	
Relevance to a public authority's functions	

37. **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.
38. Is the policy affected by timetables established by other relevant public authorities?
39. If yes, please provide details.



## Part 4

### Monitoring

40. Public authorities should consider the guidance contained in the Equality Commission's Monitoring Guidance for Use by Public Authorities (July 2007).
41. The Equality Commission recommends that where the policy has been amended or an alternative policy introduced, the public authority should monitor more broadly than for adverse impact (See Benefits, P.9-10, paras 2.13 – 2.20 of the Monitoring Guidance).
42. Effective monitoring will help the public authority identify any future adverse impact arising from the policy which may lead the public authority to conduct an equality impact assessment, as well as help with future planning and policy development.

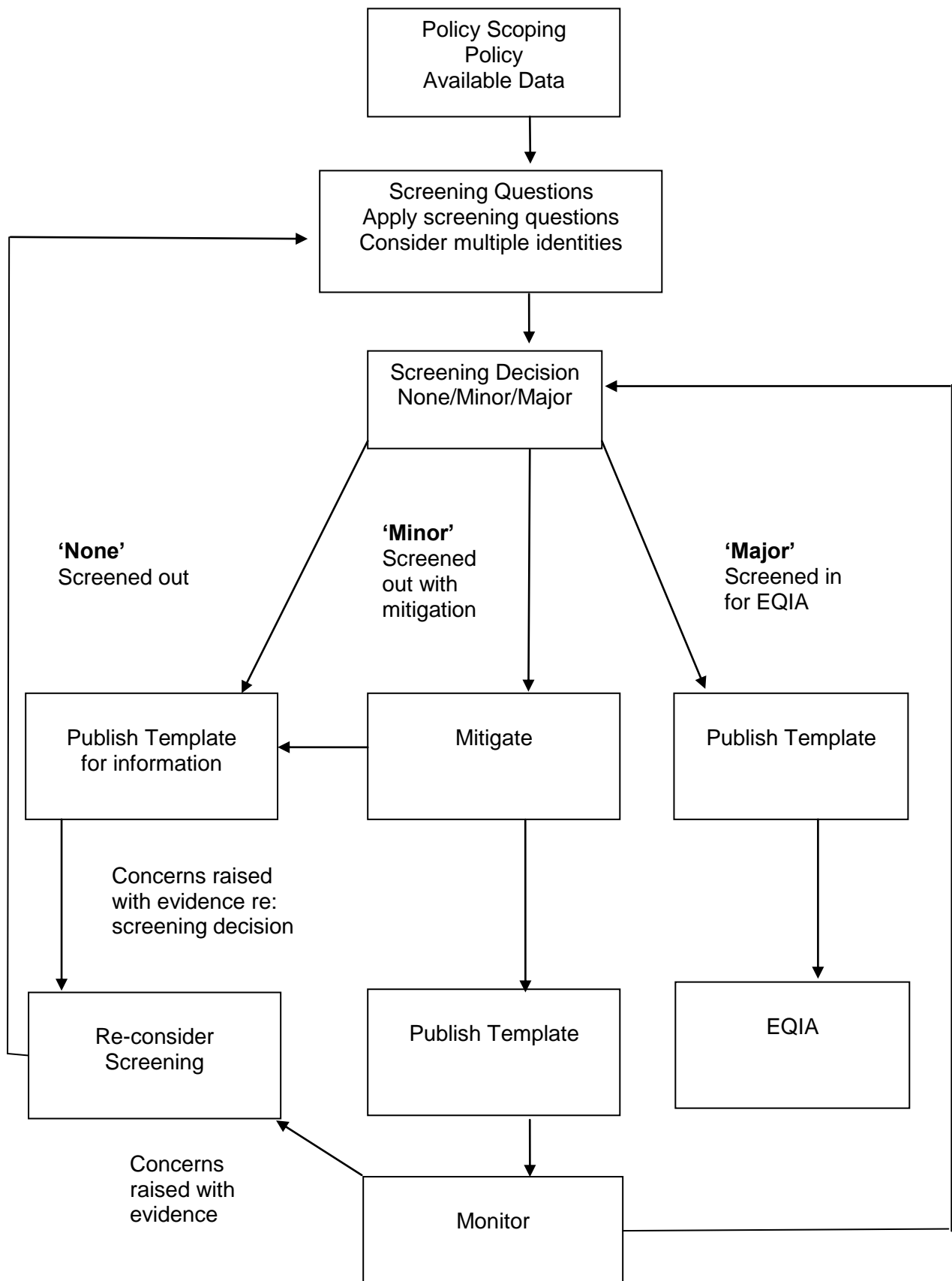
## Part 5

### Approval and authorisation

<b>Screened by:</b>	<b>Position/Job Title/ Organisation</b>	<b>Date</b>
	<b>Engagement Manager</b>	<b>January 2019</b>
<b>Approved by:</b>	<b>Partnership Director</b>	<b>January 2019</b>

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.

# EQUALITY SCREENING FLOWCHART



## MAIN GROUPS IDENTIFIED AS RELEVANT TO THE SECTION 75 CATEGORIES

Category	Main Groups
Religious Belief	Protestants; Catholics; people of other religious belief; people of no religious belief
Political Opinion	Unionists generally; Nationalists generally; members/supporters of any political party
Racial Group	White people; Chinese; Irish Travellers; Indians; Pakistanis; Bangladeshis; Black Africans; Afro Caribbean people; people of mixed ethnic group, other groups
Age	For most purposes, the main categories are: children under 18; people aged between 18 and 65. However the definition of age groups will need to be sensitive to the policy under consideration. For example, for some employment policies, children under 16 could be distinguished from people of working age
Marital/Civil Partnership Status	Married people; unmarried people; divorced or separated people; widowed people; civil partnerships
Sexual Orientation	Heterosexuals; bisexual people; gay men; lesbians
Men and Women generally	Men (including boys); women (including girls); trans-gender and trans-sexual people
Persons with a disability and persons without	Persons with a physical, sensory or learning disability as defined in Schedules 1 and 2 of the Disability Discrimination Act 1995.
Persons with dependants and persons without	Persons with primary responsibility for the care of a child; persons with personal responsibility for the care of a person with a disability; persons with primary responsibility for a dependent elderly person.