# Equality & Disability Duties Screening Template

# December 2023 version

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

Introduction

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

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

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

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

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

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

A screening flowchart is provided below.

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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**

|  |
| --- |
| ISLAND (Information Systems for laboratories in AFBI, NIEA and DAERA Project |

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

|  |
| --- |
| New - It is a replacement Laboratory Information Management System which will necessitate changes to science related business processes. |

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

|  |
| --- |
| DAERA has a Programme Science Strategy Framework that is working towards enhancing DAERA’s science capabilities in the provision, use and management of science. A key enabler for this transformation is, through the ISLAND Project, the development of a DAERA family wide Laboratory Information Management System (LIMS) and a science data solution to provide as modern leading edge science IT platform for the effective delivery of laboratory generated science data across the DAERA family. The ISLAND project will replace the existing out-dated and disparate LIMS within DAERA/AFBI/NIEA & EMFG with a single modern, fit for purpose LIMS along with an electronic data analytics platform (EDAP), which will support the provision of improved, collated and timely scientific data, enhancing assurance of data integrity and data accessibility. It will facilitate the creation of standardised electronic science data which will be a key contributor to the development of science policy and will also provide a facility for the management of laboratory science data. It will see improvements to the back of house processes associated with laboratory science data and ensure a robust platform for normal science business processes, research, innovation and emergency response. |

**Are there any Section 75 categories which might be expected to benefit from the intended policy?** Yes XNo (select as appropriate)

**If so, explain how.**

|  |
| --- |
| The provision of improved scientific data will support improvements in the environment, biodiversity, animal health, agri food and marine. It will contribute to enhanced agri food trade and while as such will benefit all citizens in Northern Ireland, it will not exclusively benefit any of the Section 75 categories. |

**Who initiated or wrote the policy?**

|  |
| --- |
| DAERA - The DAERA Science Strategy Framework provides the basis for the establishment of the DAERA Science Transformation Programme (STP). The ISLAND project, undertaken by DAERA DSD, is an enabler for the STP. |

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

|  |
| --- |
| DAERA - STP/DSD |

Implementation factors

**Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision? X** Yes No (select as appropriate)

**If yes, are they (please select as appropriate)**

**Financial X**

**Legislative**

**other, please specify:**

|  |
| --- |
| The project is dependent on funding from the DAERA budget. |

Main stakeholders affected

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

**Staff X**

**Service users**

**Other public sector organisations**

**Voluntary/community/trade unions**

**Other, please specify**

|  |
| --- |
| The changes that will be introduced through this project will impact on the scientific staff in DAERA/NIEA & EMFG/AFBI as well as non -scientific staff who will commission and use science data for policy development. |

Other policies with a bearing on this policy

**What are they?**

|  |
| --- |
| Draft Programme for Government 2024-2027[[1]](#footnote-1) priorities to *“Grow a globally competitive and sustainable economy”* and *“Protect Lough Neagh and the Environment”.*  NI Executive’s draft Green Growth Strategy.  Minister for Economy’s Economic Vision.  The Climate Change Act (Northern Ireland) 2022 .  Outcomes Delivery Plan December 2019 – Improving wellbeing for all by tackling disadvantage and driving economic growth.  NICS ICT Strategy 2017 – 2021, Delivering better Public Services through Technology.  Northern Ireland: Implementing Joined-up Governance for a Common Purpose, Organisation for Economic Co-operation and Development (OECD) 2016.  Open Data Strategy for Northern Ireland 2020-2023.  Making Lives Better – A strategy for Digital Transformation of Public services 2017-2021.  NI Direct and NICS Citizen Contact Strategy.  DAERA Science Strategy Framework 2020-2035.  Market Access (including the Free Trade Agreements and Northern Ireland Protocol to the Withdrawal Agreement).  DAERA Digital Strategy 2017-2021 (including ISO 27000).  Sustainability for the Future – DAERA Plan to 2050. |

**Who owns them?**

|  |
| --- |
| NI Executive, NICS, Department for the Economy and DAERA. |

Available evidence

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

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

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

**Religious belief evidence/information:**

|  |
| --- |
| The Equality Statistics for the NI Civil Service (2022) [Equality Statistics for the Northern Ireland Civil Service - 2022](https://www.nisra.gov.uk/publications/equality-statistics-northern-ireland-civil-service-2022) reports that excluding those with a community background recorded as ‘Not Determined’, Protestants made up 50.2% and Catholics 49.8% of NICS staff in 2022, a difference of 0.4 percentage points. The comparative difference in 2000 was 16.6 percentage points (Protestants made up 58.3% and Catholics 41.7%).  The NI Census 2021  [2021 NI Census](https://www.nisra.gov.uk/statistics/census/2021-census) reported that 45.7% of the population were either Catholic or brought up as Catholic, while 43.5% belonged to or were brought up in Protestant, other Christian or Christian-related denominations. A further 1.5% belonged to or had been brought up in Other Religions and Philosophies, while 9.3% neither belonged to, nor had been brought up in, a religion.  The NI Life and Times Survey (2023) [NILT 2023](https://www.ark.ac.uk/nilt/2023/) indicated that 42% of those surveyed identified as Catholic while 32% of respondents identified as belonging to another Christian faith (eg Methodist, Presbyterian). 1 person identified as being Hindu. |

**Political Opinion evidence/information:**

|  |
| --- |
| The Northern Ireland Life and Times Survey 2023 found that 28% of respondents describe themselves as nationalist, 30% as unionist and 37% held neither political opinion. |

**Racial Group evidence/information:**

|  |
| --- |
| The Equality Statistics for NI Civil Service (2022) reports that at 1st January 2022 data on ethnicity (first question above) was missing for 2,413 staff (10.0%). Excluding these cases from the analyses 0.5% (101 staff) of NICS staff were from an ethnic minority (including members of mixed ethnic groups and the Irish Travelling Community). The proportion of NICS staff from an ethnic minority is 2.1 percentage points lower than from the economically active population1 (2.6%).  The NI Census 2021 found that 96.5% of the normally resident people in NI on 21 March 2021 had a white ethnic origin. 0.52% reported an Indian ethnicity, 0.50% Chinese and 0.42% Black African.  The NILT survey 2023 identified that 96% of respondents identified as white, 2 as Indian and 1 as black African. |

**Age evidence/information:**

|  |
| --- |
| The Equality Statistics for the NI Civil Service (2022) reports that the NICS has an older age profile than that of the economically active population with 13.9% of NICS staff aged 16-34 compared with 45.2% among the economically active. In 2022 the average age (median 47 years) of staff was eight years older than in 2000 (39 years).  The NI Census 2021 found that 83% of people normally resident in NI were aged 65 or younger, with 17% of the population over 65 years of age. |

**Marital Status evidence/information:**

|  |
| --- |
| The Equality Statistics for the NI Civil service (2022) Appendix 5 reports that data on marital status are missing or unknown for 6.4% of NICS staff. For those staff for whom data are available, 32.9% are recorded as single and 58.0% as married.  According to the 2021 NI Census, 45.77% of the population were married or in a civil partnership, 38.07% were single and 16.16% were divorced, separated or widowed. |

**Sexual Orientation evidence/information:**

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| --- |
| Appendix 5 of the Equality Statistics for the NI Civil Service (2022) advises that sexual orientation data are missing for 77.1% of NICS staff. Of those staff for whom data are available 3.6% described their orientation as towards someone of the same sex, 2.1% towards both sexes and 94.3% towards someone of different sex. However since coverage is limited to a relatively small proportion of staff, staff with a recorded sexual orientation may not be representative of the whole NICS and so it would not be appropriate to use these figures as an estimate of the NICS profile.  The Northern Ireland Life and Times Survey 2021 reported 93% of respondents identified as heterosexual, 2% as homosexual, 4% as bisexual and 1% as other.  The 2021 NI Census reports that 90.04% identifies as heterosexual/straight, 1.17% as gay or lesbian and 0.75% as bisexual. |

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

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| --- |
| The Equality Statistics for NI Civil Service reports that females made up 50.0% of the NICS workforce in 2022, down from 50.3% in 2021.  The NICS Personnel Statistics 2022 advised that there are 559 staff working at scientific grades across the NI Civil Service. It also reports that there are 3174 staff (FTE) working in DAERA - at all grades.  The NI Census 2021 found that of the 1,903,175 people normally resident in NI 50.81% (967,043) were female and 49.19% (936,132) were male. |

**Disability evidence/information:**

|  |
| --- |
| The Equality Statistics for the NI Civil Service (2022) reports that 5.6% of staff declared a disability.  The NI census 2021 found that 24.3% of residents had day to day activities impacted either a lot or a little by a disability or heath issue. |

**Dependants evidence/information:**

|  |
| --- |
| Appendix 5 of the Equality Statistics for the NI Civil Service highlights that data on dependants are missing for 75.3% of NICS staff. For those staff with data on dependants, 64.1% identify as having no dependants, with 35.9% stating they have dependants. However since coverage is limited to a relatively small proportion of staff, staff with recorded information on dependants may not be representative of the whole NICS and so it would not be appropriate to use these figures as an estimate of the NICS profile  The 2021 NI Census reported that 69.32% of households either had no children or no dependent children while 30.69% had dependent children. |

Needs, experiences and priorities

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

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

**Religious belief**

|  |
| --- |
| None – This project will replace the existing disparate Laboratory Information Management Systems with a single Laboratory Information Management System and Science Data Warehouse which will enhance how the Department collects, manages, records, shares, uses and commissions science data. There are no specific needs, experiences or priorities for any particular groups of a religious belief. |

**Political Opinion**

|  |
| --- |
| None – This project will replace the existing disparate Laboratory Information Management Systems with a single Laboratory Information Management System and Science Data Warehouse which will enhance how the Department collects, manages, records, shares, uses and commissions science data. There are no specific needs, experiences or priorities for any particular groups of people with dependents. |

**Racial Group**

|  |
| --- |
| None – This project will replace the existing disparate Laboratory Information Management Systems with a single Laboratory Information Management System and Science Data Warehouse which will enhance how the Department collects, manages, records, shares, uses and commissions science data. There are no specific needs, experiences or priorities for any particular racial groups. |

**Age**

|  |
| --- |
| None – This project will replace the existing disparate Laboratory Information Management Systems with a single Laboratory Information Management System and Science Data Warehouse which will enhance how the Department collects, manages, records, shares, uses and commissions science data. There are no specific needs, experiences or priorities for any particular age groups. |

**Marital status**

|  |
| --- |
| None – This project will replace the existing disparate Laboratory Information Management Systems with a single Laboratory Information Management System and Science Data Warehouse which will enhance how the Department collects, manages, records, shares, uses and commissions science data. There are no specific needs, experiences or priorities for any particular groups regarding marital status. |

**Sexual orientation**

|  |
| --- |
| None – This project will replace the existing disparate Laboratory Information Management Systems with a single Laboratory Information Management System and Science Data Warehouse which will enhance how the Department collects, manages, records, shares, uses and commissions science data. There are no specific needs, experiences or priorities for any particular groups regarding sexual orientation. |

**Men and Women Generally**

|  |
| --- |
| None – This project will replace the existing disparate Laboratory Information Management Systems with a single Laboratory Information Management System and Science Data Warehouse which will enhance how the Department collects, manages, records, shares, uses and commissions science data. There are no specific needs, experiences or priorities for any particular groups of man and women generally. |

**Disability**

|  |
| --- |
| None – This project will replace the existing disparate Laboratory Information Management Systems with a single Laboratory Information Management System and Science Data Warehouse which will enhance how the Department collects, manages, records, shares, uses and commissions science data. There are no specific needs, experiences or priorities for any particular groups of people with disabilities. |

**Dependants**

|  |
| --- |
| None – This project will replace the existing disparate Laboratory Information Management Systems with a single Laboratory Information Management System and Science Data Warehouse which will enhance how the Department collects, manages, records, shares, uses and commissions science data. There are no specific needs, experiences or priorities for any particular grops of a religious belief. |

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***:

|  |
| --- |
| This project will replace the existing disparate Laboratory Information Management Systems with a single Laboratory Information Management System and Science Data Warehouse which will enhance how the Department collects, manages, records, shares, uses and commissions science data.. It will have no impact on equality of opportunity for those affected and no differential impacts on this Sec 75 category are anticipated. |

**What is the level of impact?** Minor Major None X  
(select as appropriate)

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

|  |
| --- |
| This project will replace the existing disparate Laboratory Information Management Systems with a single Laboratory Information Management System and Science Data Warehouse which will enhance how the Department collects, manages, records, shares, uses and commissions science data.. It will have no impact on equality of opportunity for those affected and no differential impacts on this Sec 75 category are anticipated. |

**What is the level of impact?** Minor Major None X  
(select as appropriate)

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

|  |
| --- |
| This project will replace the existing disparate Laboratory Information Management Systems with a single Laboratory Information Management System and Science Data Warehouse which will enhance how the Department collects, manages, records, shares, uses and commissions science data.. It will have no impact on equality of opportunity for those affected and no differential impacts on this Sec 75 category are anticipated. |

What is the level of impact? Minor Major None X   
(select as appropriate)

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

|  |
| --- |
| This project will replace the existing disparate Laboratory Information Management Systems with a single Laboratory Information Management System and Science Data Warehouse which will enhance how the Department collects, manages, records, shares, uses and commissions science data.. It will have no impact on equality of opportunity for those affected and no differential impacts on this Sec 75 category are anticipated. |

**What is the level of impact?** Minor Major None x  
(select as appropriate)

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

|  |
| --- |
| This project will replace the existing disparate Laboratory Information Management Systems with a single Laboratory Information Management System and Science Data Warehouse which will enhance how the Department collects, manages, records, shares, uses and commissions science data.. It will have no impact on equality of opportunity for those affected and no differential impacts on this Sec 75 category are anticipated. |

**What is the level of impact?** Minor Major None x  
(select as appropriate)

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

|  |
| --- |
| This project will replace the existing disparate Laboratory Information Management Systems with a single Laboratory Information Management System and Science Data Warehouse which will enhance how the Department collects, manages, records, shares, uses and commissions science data.. It will have no impact on equality of opportunity for those affected and no differential impacts on this Sec 75 category are anticipated. |

**What is the level of impact** Minor Major None x  
(select as appropriate)

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

|  |
| --- |
| This project will replace the existing disparate Laboratory Information Management Systems with a single Laboratory Information Management System and Science Data Warehouse which will enhance how the Department collects, manages, records, shares, uses and commissions science data.. It will have no impact on equality of opportunity for those affected and no differential impacts on this Sec 75 category are anticipated. |

**What is the level of impact?** Minor Major None x   
(select as appropriate)

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

|  |
| --- |
| This project will replace the existing disparate Laboratory Information Management Systems with a single Laboratory Information Management System and Science Data Warehouse which will enhance how the Department collects, manages, records, shares, uses and commissions science data.. It will have no impact on equality of opportunity for those affected and no differential impacts on this Sec 75 category are anticipated. |

**What is the level of impact?** Minor Major None x  
(select as appropriate)

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

|  |
| --- |
| This project will replace the existing disparate Laboratory Information Management Systems with a single Laboratory Information Management System and Science Data Warehouse which will enhance how the Department collects, manages, records, shares, uses and commissions science data. It will have no impact on equality of opportunity for those affected and no differential impacts on this Sec 75 category are anticipated. |

**What is the level of impact?** Major None x   
(select as appropriate)

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

Yes xNo (select as appropriate)

Detail opportunities of how this policy could promote equality of opportunity for people within each of the Section 75 Categories below: ***Religious Belief* - If Yes, provide details:**

|  |
| --- |
|  |

**If No, provide reasons:**

|  |
| --- |
| These proposals are neutral as regards people of different religious belief, and it is not envisaged that equality of opportunity will be affected for this equality category. The ISLAND Project will put requirements on users of the DAERA Laboratory Management System with regards to how they record, share, manage, use and commission science data. |

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

|  |
| --- |
| (insert text here) |

**If No, provide reasons:**

|  |
| --- |
| These proposals are neutral as regards people of different political opinions and it is not envisaged that equality of opportunity will be affected for this equality category. The ISLAND Project will put requirements on users of the DAERA Laboratory Management System with regards to how they record, share, manage, use and commission science data. |

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

|  |
| --- |
| (insert text here) |

**If No, provide reasons:**

|  |
| --- |
| These proposals are neutral as regards people of different racial groups, and it is not envisaged that equality of opportunity will be affected for this equality category. The ISLAND Project will put requirements on users of the DAERA Laboratory Management System with regards to how they record, share, manage, use and commission science data. |

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

|  |
| --- |
| (insert text here) |

**If No, provide reasons:**

|  |
| --- |
| These proposals are neutral as regards people of different age groups, and it is not envisaged that equality of opportunity will be affected for this equality category. The ISLAND Project will put requirements on users of the DAERA Laboratory Management System with regards to how they record, share, manage, use and commission science data. |

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

|  |
| --- |
| (insert text here) |

**If No, provide reasons**

|  |
| --- |
| These proposals are neutral as regards marital stats, and it is not envisaged that equality of opportunity will be affected for this equality category. The ISLAND Project will put requirements on users of the DAERA Laboratory Management System with regards to how they record, share, manage, use and commission science data. |

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

|  |
| --- |
| (insert text here) |

**If No, provide reasons:**

|  |
| --- |
| These proposals are neutral as regards people of different sexual orientation, and it is not envisaged that equality of opportunity will be affected for this equality category. The ISLAND Project will put requirements on users of the DAERA Laboratory Management System with regards to how they record, share, manage, use and commission science data. |

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

|  |
| --- |
| (insert text here) |

**If No, provide reasons:**

|  |
| --- |
| These proposals are neutral as regards to men and won=men generally, and it is not envisaged that equality of opportunity will be affected for this equality category. The ISLAND Project will put requirements on users of the DAERA Laboratory Management System with regards to how they record, share, manage, use and commission science data. |

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

|  |
| --- |
| (insert text here) |

**If No, provide reasons:**

|  |
| --- |
| These proposals are neutral as regards people with disabilities, and it is not envisaged that equality of opportunity will be affected for this equality category. The ISLAND Project will put requirements on users of the DAERA Laboratory Management System with regards to how they record, share, manage, use and commission science data. |

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

|  |
| --- |
| (insert text here) |

**If No, provide reasons:**

|  |
| --- |
| These proposals are neutral as regards people with dependents, and it is not envisaged that equality of opportunity will be affected for this equality category. The ISLAND Project will put requirements on users of the DAERA Laboratory Management System with regards to how they record, share, manage use and commission science data. |

1. **To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?**   
     
   Please provide details of the likely policy impact and determine the level of impact for each of the categories below i.e. either minor, major or none.

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

|  |
| --- |
| N/A |

**What is the level of impact?** Minor Major None x

(select as appropriate)

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

|  |
| --- |
| N/A |

**What is the level of impact?** Minor Major None x

(select as appropriate)

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

|  |
| --- |
| N/A |

**What is the level of impact?** Minor Major None X   
(select as appropriate)

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:**

|  |
| --- |
| (insert text here) |

**If No, provide reasons:**

|  |
| --- |
| The proposed changes are neutral and will provide no opportunities to promote good relations between people of different religious beliefs. |

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

|  |
| --- |
| (insert text here) |

**If No, provide reasons:**

|  |
| --- |
| The proposed changes are neutral and will provide no opportunities to promote good relations between people of different political opinion. |

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

|  |
| --- |
| (insert text here) |

**If No, provide reasons:**

|  |
| --- |
| The proposed changes are neutral and will provide no opportunities to promote good relations between people of different racial groups. |

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.**

|  |
| --- |
| These proposals will not have any impact on people with multiple identities. They will impose requirements on users of the DAERA Laboratory Information Management System and Science Data Warehouse on how to record, manage, share and use science data. |

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?**

|  |
| --- |
| No |

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

|  |
| --- |
| No |

Part 3. Screening decision (Please delete as appropriate)

1. ~~“Screened in” for equality impact assessment.~~
2. ~~“Screened out” with mitigation or an alternative policy proposed to be adopted.~~
3. “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 proposed changes will see the introduction of a new Laboratory Information Management System and Science Data Warehouse along with changes to procedures for recording, management and sharing science data. The changes will apply to all who will use the new LIMS and associated data analytics platform to record, manage, share, commission and use science data. No impacts or opportunities were identified for any category during the screening exercise. |

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

|  |
| --- |
| N/A |

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

|  |
| --- |
| N/A |

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

Mitigation

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

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

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

|  |
| --- |
| (insert text here) |

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?** Yes XNo (select as appropriate)  
**If yes, please provide details.**

|  |
| --- |
| (insert text here) |

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:**

|  |
| --- |
| The implementation of the new DAERA laboratory Information Management System and associated Science Data Warehouse will place requirements on all users of the new systems regarding how science data is recorded, managed, shared, used and commissioned. It is not expected to impact adversely on equality of opportunity for any of the categories.  As the project progresses DAERA will continuously monitor the impact of the new LIMs through regular feedback from users and stakeholders.  A post project evaluation report will be undertaken. This will incorporate feedback from users in the form of questionnaires/feedback forms looking at effectiveness of the system and will provide an opportunity for any issues regarding equality to be identified. |

**Good Relations:**

|  |
| --- |
| The implementation of the new DAERA laboratory Information Management System and associated Science Data Warehouse will place requirements on all users of the new systems regarding how science data is recorded, managed, shared, used and commissioned. It is not expected to impact adversely on equality of opportunity for any of the categories.  As the project progresses DAERA will continuously monitor the impact of the new LIMs through regular feedback from users and stakeholders.  A post project evaluation report will be undertaken. This will incorporate feedback from users in the form of questionnaires/feedback forms looking at effectiveness of the system and will provide an opportunity for any issues regarding good relations to be identified. |

**Disability Duties:**

|  |
| --- |
| The implementation of the new DAERA laboratory Information Management System and associated Science Data Warehouse will place requirements on all users of the new systems regarding how science data is recorded, managed, shared, used and commissioned. It is not expected to impact adversely on equality of opportunity for any of the categories.  As the project progresses DAERA will continuously monitor the impact of the new LIMs through regular feedback from users and stakeholders.  A post project evaluation report will be undertaken. This will incorporate feedback from users in the form of questionnaires/feedback forms looking at effectiveness of the system and will provide an opportunity for any issues regarding disability to be identified. |

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

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

|  |
| --- |
| None identified |

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

|  |
| --- |
| None identified |

Part 6 - Approval and authorisation

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: Nuala Harbey Grade: DP**

**Branch: F&CM DSD Date: 18.08.24**

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

|  |
| --- |
| **Nuala Harbey** |

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

**Name: Fiona McCandless Grade: Deputy Secretary**

**Branch: SP & CS Group Date: 19.09.24**

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

|  |
| --- |
|  |

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

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



For more information about equality screening, contact:

DAERA Equality Unit

Capacity, Capability, Equality & Diversity Branch

Jubilee 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.
   1. In defense of any person from unlawful violence;
   2. In order to effect a lawful arrest or to prevent the escape of a person lawfully detained;
   3. 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.
4. 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;
5. 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;
6. Any service exacted in case of an emergency or calamity threatening the life or well-being of the community;
7. 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.
   1. The lawful detention of a person after conviction by a competent court;
   2. 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;
   3. 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;
   4. 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;
   5. 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;
   6. The lawful arrest or detention of a person to prevent his effecting an unauthorised entry into the country or of a person against whom action is being taken with a view to deportation or extradition.
2. Everyone who is arrested shall be informed promptly, in a language which he understands, of the reasons for his arrest and of any charge against him.E+W+S+N.I.
3. Everyone arrested or detained in accordance with the provisions of paragraph 1(c) of this Article shall be brought promptly before a judge or other officer authorised by law to exercise judicial power and shall be entitled to trial within a reasonable time or to release pending trial. Release may be conditioned by guarantees to appear for trial.E+W+S+N.I.
4. Everyone who is deprived of his liberty by arrest or detention shall be entitled to take proceedings by which the lawfulness of his detention shall be decided speedily by a court and his release ordered if the detention is not lawful.E+W+S+N.I.
5. Everyone who has been the victim of arrest or detention in contravention of the provisions of this Article shall have an enforceable right to compensation.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.
   1. To be informed promptly, in a language which he understands and in detail, of the nature and cause of the accusation against him;
   2. To have adequate time and facilities for the preparation of his defense;
   3. 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;
   4. 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;
   5. 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.

For further information:

Equality Unit,   
Equality & Diversity Branch

Department of Agriculture, Environment and Rural Affairs (DAERA)  
Jubilee House  
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1. Draft PfG 2024-2027 Our Plan: Doing what matters most published for consultation on 09 September 2024 [↑](#footnote-ref-1)