# 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**

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| --- |
| Young Farmers’ Clubs of Ulster (YFCU) Grant Funding 2024-2027 |

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

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| --- |
| This is a continuation of an existing programme of support, but with important revised key objectives updated to reflect DAERA priority areas of work, DAERA’s Business Plan and Sustainability for the Future - DAERA’s plan to 2050. The Department has supported YFCU programmes of work with annual funding since 1934. The YFCU is unique in that it is the *only* youth focused organisation that has an existing structure, management and capability to deliver programmes of work that will assist DAERA in meeting some of its responsibilities within its strategic priorities and Business Plan. Funding for a continuous three-year timeframe will allow for continuity in planning and delivery.There is no other equivalent organisation in Northern Ireland that has the capacity to assist DAERA with the delivery of its core departmental priorities including its statutory obligations to the required target audience (the next generation of farmers and rural dwellers) and is a trusted partner and long-term strategic stakeholder.YFCU is a key delivery partner for the Department to assist with effective communication, education and to drive behavioural and attitudinal change of future farmers, their families and communities. It is a powerful conduit to fill the gaps in rural NI youth where Central and Local Government cannot reach and play an important role as a ‘glue’ in many rural communities.The YFCU is best placed to assist DAERA with the delivery of the following:Agricultural focus - the YFCU has a strong emphasis on agriculture and rural activities, distinguishing it from more general youth organisations that may cover a broader range of interests.Skills development - the YFCU offers specific programmes and activities aimed at developing skills related to farming, rural entrepreneurship, education and leadership.Community engagement - Given its focus on rural life, YFCU clubs actively engage with and contribute to local communities in terms of agricultural development and community initiatives, making them ideal to disseminate key messaging and opportunities through family, friends, peers and colleagues.Networking opportunities - the YFCU provide networking opportunities for young farmers, allowing them to connect with peers, industry professionals, local government, and potential mentors.Educational programmes - YFCU offer educational programmes related to agriculture, providing members with knowledge and expertise in areas such as crop management, animal husbandry, and sustainable farming practices.Leadership development - YFCU focuses on leadership development within the context of agriculture, helping young people become leaders in their communities and the agricultural sector. This training is also critically important to develop the next generation of rural and farm leaders which will continue their ‘career’ within key stakeholder groups of the Department.This proposed programme of work for 2024-27, where possible, has been cross referenced against other government policies and strategies.DAERA Future Agricultural Policy Framework - The Future Farm Support and Development Programme provides a fresh vision for a future agricultural regime.YFCU have a role to play in the successful delivery of two key priority areas, which have been identified as: • Providing the tools under a future agricultural policy to increase productivity, enhance environmental sustainability, improve resilience and supply chain integration of the agri-food industry; and • Protecting and enhancing biodiversity and the natural environment, supporting sustainable practices and resource use in the energy, agri-food, fishing and forestry sectors and ensuring human, animal and plant health.DAERA Strategic Plan - Through the proposed programme of work, YFCU can have a significant role in working with DAERA, key industry stakeholders, and members to deliver DAERA’s strategic priorities, and futureproofing the future of agriculture and rural life in Northern Ireland. The working relationship is very effective as the YFCU can react quickly to support Government in relation to short term needs and the achievement targets while also supporting longer term Government strategy.Green Growth Strategy - Green Growth is about working together to value our environmental assets, growing those assets and in so doing, growing our economy. By committing to this proposed programme of work 2024-2027, YFCU would be supporting the co-designed ‘route map’ to achieve climate action, environmental improvement and sustainable economic and social growth. Through educational delivery, collaboration with industry partners, government and young people, YFCU will play a key role in ensuring the education and information is shared amongst the younger and future generations of farmers in Northern Ireland.Programme for Government 2021-26 - The work identified in this proposal clearly fits within expected PfG actions and two DAERA priority areas (Skills and Attainment and Capability and Resilience).Children and Young People’s action plan 2020-30 - The Children and Young Peoples’ Strategy is structured around eight Action Areas, all of which impact on the lives of young people. The YFCU’s activities include agricultural education/training and promotion of initiatives to support continuing personal and leadership development of children and young people living in rural areas. The DAERA funding has supported personal development, agricultural education and training, the promotion of rural life and supports the NI Executive Children and Young Peoples Strategy 2020-2030. The legal basis lies in Section 12(b) of the Agriculture Act (NI) 1949.The business case for the funding has identified the total cost of the project is £393,527 for the three-year period (1 April 2024 - 31 March 2027) - £125,597 Year 1, £131,312 Year 2 and £136,618 in Year 3. |

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

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| --- |
| This funding is for the YFCU which is a unique, local organisation, open to all young people who have a keen interest in the countryside. It is the leading representative group for young people in agriculture and rural communities in NI. It offers a varied programme of activities for young people including training, personal development travel and exchange opportunities. It welcomes members from all communities in both urban and rural areas and is committed to attracting new members from a diverse range of backgrounds. The YFCU funds itself from a number of sources including membership contributions, grants (DAERA, Education Authority), sponsorship and donations and income from activities, events, competitions and visits.The YFCU was established by the Ulster Farmers’ Union and the Ministry of Agriculture in 1934. Since it is open and inclusive to everyone aged 12 - 30, it is unlikely that there will be any adverse impacts on human rights. It currently has 3,500 members across 51 clubs in all six counties of NI.  |

**Are there any Section 75 categories which might be expected to benefit from the intended policy? [x]** Yes **[ ]** No (select as appropriate)

**If so, explain how.**

|  |
| --- |
| Age – This is a youth organisation open to members from age 12 to 30. The age range allows young people to learn to mix with a wider age group than they would normally do in school or in other youth organisations. It is the leading youth group in agricultural and rural communities. Support to the YFCU is helping to alleviate rural isolation for young people and build community capacity. |

**Who initiated or wrote the policy?**

|  |
| --- |
| Agri-Food & Corporate Support Branch |

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

|  |
| --- |
| Agri-Food & Corporate Support Branch |

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 availability of DAERA funding contributes to this policy as it provides an opportunity for YFCU to deliver an agreed programme of work aligned to DAERA’s strategic priorities. |

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 [x]**

**Other public sector organisations [ ]**

**Voluntary/community/trade unions [x]**

**Other, please specify**

|  |
| --- |
| **Staff** - Support provided within DAERA (Agri-Food & Corporate Support Branch, CAFRE, Veterinary Service and Animal Health Group (VSAHG), NI Environment Agency (NIEA) and Environment, Marine & Fisheries Group (EMFG).**Service Users** - YFCU and its 3500 plus members are the main beneficiaries of the scheme. Schools benefit from a well-established successful ‘Field to Fork’ programme. External delivery organisations, such as ‘Yellow Wellies’ will benefit from the funding being made available to develop and deliver new education and training programmes.**Rural community** - a major contribution to the personal development and employability of thousands of young people in YFCU living in isolated areas of NI. |

Other policies with a bearing on this policy

**What are they?**

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| --- |
| The Children & Young Peoples’ Strategy 2020-2030 which aims to improve the wellbeing of children and young people, and to achieve positive, long lasting outcomes. |

**Who owns them?**

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| --- |
| Northern Ireland Executive |

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:**

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| --- |
| 2021 Census of Northern Ireland2018 DAERA Equality Indicators Report2018 Census of YFCU membersYFCU Club Mapping vs NI Census ReportThe 2021 census shows 45.7% of the population in NI were Catholic, 43.48% were Protestant and Other Christian (including Christian related) and 1.5% were other religions. The 2018 DAERA report shows that just over two fifths (42%) of farmers in Northern Ireland were Catholic, with half (51%) stating their religion as Protestant or another Christian religion. The remainder (6%) were of 'other' or no religion. Catholics were much more likely than Protestants to farm on very small farms, with 85% of Catholics farming small farms compared to 68% of Protestants, and only 2% having large farms compared to 10% of Protestant farmers. Catholics predominate in the West, North-West and South of Northern Ireland. Whereas in contrast, Protestants are heavily represented in the East, North-East and Greater Belfast areas. The last available data on the religious make up of YFCU members is the 2018 census of YFCU members. This indicates the following breakdown on religious belief; Protestant 92.6%, Catholic 5.4% and none 2%. When the location of clubs is taken into account, 37% of clubs and 34% of the membership are located in electoral areas which have less than 25% representation from those citizens who identify as Catholic. If that factor is widened to areas with less than 40% of citizens identifying as Catholic, 54% of clubs and 50% of the membership fall into this category. This highlights the issue that the organisation, given the location of its clubs can’t achieve a membership which reflects the overall religious breakdown from the 2021 Northern Ireland Census as mentioned above or the composition of the farming population. Anecdotal evidence from YFCU Management suggests that the differential in religious breakdown of members has narrowed since the last membership census in 2018.  |

**Political Opinion evidence/information:**

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| --- |
| 2011 Census of Northern Ireland2021 Census of Northern Ireland2018 DAERA Equality Indicators ReportInformation on political opinion was not collected in the Population Census 2011 or 2021. However, a question on National Identity was included. The 2021 Census reported that 48.41% identified as British, 28.35% as Irish, 28.35% as Northern Irish, and 5.04% as other.The 2018 DAERA report analysed Census 2011 responses to this question against farm size, type and land characteristics as a proxy metric for political opinion. Overall, 44% of farmers reported their identity as British only, 26% as Irish only and 23% as Northern Irish only, with 8% stating another identity or a combination of more than one identity. National Identity data from the 2021 census has not yet been analysed against farm size, type and land characteristics. |

**Racial Group evidence/information:**

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| --- |
| The 2001/02 Social Survey of Farmers and Farm Families across Northern Ireland (most recent)2021 Census of Northern Ireland2018 DAERA Equality Indicators ReportThe 2001/02 Social Survey of Farmers and Farm Families across Northern Ireland (most recent) outlined that the farming population was overwhelmingly white and that there was no difference in racial group by type or size of farm. This survey was conducted 22 years ago and the racial group statistics in both the 2021 census and DAERA’s Equality Indicators Report (2018) reflect the original findings of the 2001-02 survey.The 2021 Census of Northern Ireland found that over 96.55% of the population, state their ethnic origin to be white. Non-white ethnic groups accounted for 3.45% of the total population. DAERA’s Equality Indicators Report (2018) stated the proportion of farmers stating an ethnicity other than white was too small to examine differences by farm characteristics. |

**Age evidence/information:**

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| --- |
| 2021 Census of Northern Ireland 2018 Census of YFCU members2016 [EU Farm Structure Survey Northern Ireland](https://www.daera-ni.gov.uk/sites/default/files/publications/daera/17.18.088%20EU%20Farm%20Structure%20Survey%202016%20V2.pdf)2022 YFCU Relevance & Impact StudyYFCU Club Mapping vs NI Census ReportYFCU members are between 12–30 years of age with clubs across Northern Ireland. This is a youth organisation and therefore focuses on a narrower age band than the general population. The 2021 census shows that almost 24% of the male population in NI are 12-30 and almost 22.5% of the female population. YFCU census of 2018 provides a breakdown on age categories with 18% of members in the 12-13 year old category, 26% of members in the 14-16 year old category, 14% in the 17-18 year old category, 19% in the 19-21 year old category followed by 14.6% in the 22-25 year old category. Pro rata, these positions reflect the overall membership as it currently stands.The EU farm structure survey show 6% of principal farmers in each business were aged under 35 in 2016 (compared with 4% in 2013). There was little variation in the age profile of farmers by farm size, although farmers of very small farms (which account for three-quarters of all farms in Northern Ireland) had a slightly older age profile than those of larger farms. There was also little variation in age across farming activity type. However, farmers engaged in cattle and sheep farming, general cropping and horticulture had the oldest age profiles, while pig and poultry farmers had the youngest age profiles. Poultry farmers were around twice as likely to be aged under 40 as other farmers. The 2018 YFCU census found 6.5% of their members were from small farms in comparison to 26% from large farms. This census also revealed that beef farming is the primary family farm business of their members followed by dairy farming and then mixed beef and sheep.The Relevance & Impact Study reported that 84% of respondants felt that the YFCU is very relevant to young people. 97% said YFCU keeps up well with issues affecting young people.  |

**Marital Status evidence/information:**

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| --- |
| 2021 Census of Northern Ireland2016 EU Farm Structure Survey Northern Ireland2018 DAERA Equality Indicators ReportThe 2021 Census of Northern Ireland reported that over 45.6% of people over 16 in Northern Ireland are currently married and 0.2% are in a civil partnership with a further 38.1% classed as single (never been married or civil partnered) and the remaining 16.2% separated, divorced or widowed. The 2016 survey indicated that around 30% of Northern Ireland farmers had no spouse, ranging from 32% for those with very small businesses to 17% of those with large businesses. Approximately half (48%) of farmers spouses contributed to the work of the farms. The 2018 report shows that almost three quarters (73%) of farmers were married, with the proportion of married farmers increasing with farm size; 84% of farmers of large farms were married, compared to 71% of farmers of very small farms. Conversely, twice as many farmers (18%) of very small farms were single as farmers of medium sized (9%) or large farms (9%). |

**Sexual Orientation evidence/information:**

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| --- |
| 2021 Census of Northern IrelandThe 2021 Census of Northern Ireland showed that 90% of the population in Northern Ireland identified as heterosexual, 2.1% identified as LGB+ and 7.9% either did not answer or answered 'prefer not to say'.There is no data on the sexual orientation of farmers.  |

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

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| --- |
| 2021 Census of Northern Ireland2016 EU Farm Structure Survey Northern Ireland2018 DAERA Equality Indicators Report2018 Census of YFCU membersOn Census Day 2021 21 March 2021, Northern Ireland’s population was reported as over 1.90 million people, 936132 males and 967,043 females. In 2016 female workers accounted for 24% of the workforce and 16% of the labour input on Northern Ireland farms. Also 5% of farms in Northern Ireland in 2016 were managed by females. Some of the gender differences in farm characteristics may be partly due to the differing age profiles of male and female farmers. Female farmers had an older age profile than their male counterparts, with 4% of female farmers aged under 40, compared to 8% of male farmers, and 45% of female farmers aged 65 or over, compared to 35% of male farmers. The YFCU 2018 census highlights membership consists of 55.5% males and 44% females. |

**Disability evidence/information:**

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| --- |
| 2021 Census of Northern Ireland2018 DAERA Equality Indicators ReportThe 2021 Census of Northern Ireland showed that 11.45% of the population found their day to day activities to be limited a lot due to a disability and 12.88% found their activities limited a little. In total, 24.3% of the population have a limiting long term health problem or disability.The DAERA Equality Indicators Report shows that this figure is slightly higher amongst farmers, with almost a third (30%) of farmers stated that they had a long-term illness or disability which limited their daily activities. |

**Dependants evidence/information:**

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| 2021 NISRA Registrar General Annual Report2024 PHA Childrens Health in Northern Ireland 2022/2023 report2018 DAERA Equality Indicators ReportThe average age of first-time mothers has increased from 24 in 1986 to 29 in 2021, according to a Northern Ireland Statistics and Research Agency (NISRA) Registrar General Annual report released in November 2022. About a fifth of new mothers were aged 35 and over.According to the 2024 PHA report, about a quarter of new mothers were aged 35 and over. Hence not many YFCU members will have dependent children.A total of 4,300 children aged less than 15 years (1.2% of the age group) were acting as unpaid care providers in Northern Ireland. More than three-fifths (61%) of care was provided by those in the 35-64 age groups in Northern Ireland (2011 Census).DAERA’s Equality Indicators Report states 40% of all farm households contained children under 18 years old, elderly disabled people, or both. |

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**

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| --- |
| Needs/experiences – This proposed policy supports personal development, agricultural education and training, the promotion of rural life and supports the NI Executive Children and Young People’s Strategy. A Youth Council Survey (2016) highlighted that 92% of YFCU members came from ‘rurally isolated’ areas. The organisation is actively involved in reaching out to young people who would not normally take part in Young Farmers’ Club activities. This is a significant issue in trying to alleviate rural isolation for young people.YFCU have representation on various forums and networks to work collaboratively with other youth work organisations such as BB, GB, Girl Guides, Catholic Guides, Boys and Girls Clubs, Fóram na nÓg and Youth Initiatives. They work collectively on cross community and cross border partnerships and funding applications, including Duke of Edinburgh, Gaisce, Eco UNESCO, Cooperation Ireland, Down GAAYFCU activities include topics in competitions such as Public Speaking, Group Debating and Home Management, which encourage thought and discussion around Community Relations, Equality and Diversity (CRED)Priorities – For grant funding to be provided to support an agreed 3 year programme of work to address the needs outlined above. The YFCU welcomes members from all communities in both urban and rural areas and is committed to attracting new members from the full range of religious beliefs. Failure to provide this grant funding could restrict the YFCU ability to attract new members, especially members from a Roman Catholic background who are currently under represented. |

 **Political Opinion**

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| --- |
| Needs/experiences – This proposed policy supports personal development, agricultural education and training, the promotion of rural life and supports the NI Executive Children and Young People’s Strategy. A Youth Council Survey (2016) highlighted that 92% of YFCU members came from ‘rurally isolated’ areas. The organisation is actively involved in reaching out to young people who would not normally take part in Young Farmers’ Club activities. This is a significant issue in trying to alleviate rural isolation for young people.YFCU activities include topics in competitions such as Public Speaking, Group Debating and Home Management, which encourage thought and discussion around Community Relations, Equality and Diversity (CRED)Priorities – For grant funding to be provided to support an agreed 3 year programme of work to address the needs outlined above. The YFCU welcomes members from all communities in both urban and rural areas and is committed to attracting new members from the full range of political opinions. |

**Racial Group**

|  |
| --- |
| Needs/experiences – This proposed policy supports personal development, agricultural education and training, the promotion of rural life and supports the NI Executive Children and Young People’s Strategy. A Youth Council Survey (2016) highlighted that 92% of YFCU members came from ‘rurally isolated’ areas. The organisation is actively involved in reaching out to young people who would not normally take part in Young Farmers’ Club activities. This is a significant issue in trying to alleviate rural isolation for young people.YFCU activities include topics in competitions such as Public Speaking, Group Debating and Home Management, which encourage thought and discussion around Community Relations, Equality and Diversity (CRED)Priorities – For grant funding to be provided to support an agreed 3 year programme of work to address the needs outlined above. The YFCU welcomes members from all communities in both urban and rural areas and is committed to attracting new members from a diverse range of backgrounds and racial groups. |

**Age**

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| --- |
| Needs/experiences – This proposed policy supports personal development, agricultural education and training, the promotion of rural life and supports the NI Executive Children and Young People’s Strategy. The YFCU is the leading representative group for young people in agriculture and rural communities in NI. The YFCU remains strong and focused, it is not a Youth Club, their pledge and their Mission are important to them and their members, aged 12-30, play a huge part in rural life. A Youth Council Survey (2016) highlighted that 92% of YFCU members came from ‘rurally isolated’ areas. The organisation is actively involved in reaching out to young people who would not normally take part in Young Farmers’ Club activities. This is a significant issue in trying to alleviate rural isolation for young people.The strength of the YFCU is that it not only develops young people but is run by young people. They are a powerful tool to fill the gaps in rural NI where Central and Local Government cannot reach and play an important role as a ‘glue’ in many rural communities.Working with DAERA and other partners the YFCU has worked and wishes to continue to work through a programme of development of the individual but also the creation of new relationships, a better understanding of the wider community and the role of young people within it. The likelihood of good projects proceeding in the absence of government support would be significantly reduced. By supporting this programme of work, rural youth will have the opportunity to engage socially and professionally which will maintain a vibrant rural population, address rural isolation and encourage younger farmers to stay connected with their rural roots in the longer term. |

**Marital status**

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| --- |
| Needs/experiences – This proposed policy supports personal development, agricultural education and training, the promotion of rural life and supports the NI Executive Children and Young People’s Strategy. The YFCU welcomes members from a diverse range of backgrounds. The organisation is actively involved in reaching out to young people who would not normally take part in Young Farmers’ Club activities. This is a significant issue in trying to alleviate rural isolation for young people. The majority of the beneficiaries of this funding are single this is due to the target age group (12-30) that the YFCU engage with. |

**Sexual orientation**

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| --- |
| Needs/experiences – This proposed policy supports personal development, agricultural education and training, the promotion of rural life and supports the NI Executive Children and Young People’s Strategy. The YFCU is a unique, local organisation which is open to all young people. It is the leading representative group for young people in agriculture and rural communities in NI irrespective of sexual orientation. YFCU activities include topics in competitions such as Public Speaking, Group Debating and Home Management, which encourage thought and discussion around Community Relations, Equality and Diversity (CRED). |

**Men and Women Generally**

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| --- |
| Needs/experiences – This proposed policy supports personal development, agricultural education and training, the promotion of rural life and supports the NI Executive Children and Young People’s Strategy. The census of 2018 conducted by YFCU found membership consists of 56% males and 44% females. YFCU Governance is by means of an Executive Committee and Council, elected by and from the membership, approximately 50% of whom are female. |

**Disability**

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| --- |
| Needs/experiences – This proposed policy supports personal development, agricultural education and training, the promotion of rural life and supports the NI Executive Children and Young People’s StrategyThe YFCU is a unique, local organisation which is open to all young people. It is the leading representative group for young people in agriculture and rural communities in NI. YFCU have been very active in its support for mental wellbeing.  |

**Dependants**

|  |
| --- |
| Needs/experiences – This proposed policy supports personal development, agricultural education and training, the promotion of rural life and supports the NI Executive Children and Young People’s Strategy. The YFCU welcomes members from all communities in both urban and rural areas and is committed to attracting new members from a diverse range of backgrounds. The majority of the beneficiaries of this funding would not have any dependants this is due to the target age group (12-30) that the YFCU engage with. |

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***:

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| --- |
| The YFCU welcomes members from all communities in both urban and rural areas and is committed to attracting new members from the full range of religious beliefs. YFCU have representation on various forums and networks to work collaboratively with other youth work organisations such as Boys Brigade, Girls Brigade, Girl Guides, Catholic Guides, Boys and Girls Clubs, Fóram na nÓg and Youth Initiatives. They work collectively on cross community and cross border partnerships and funding applications, including Duke of Edinburgh, Gaisce, Eco UNESCO, Cooperation Ireland, Down GAA. Failure to provide this grant funding could restrict the YFCU’s ability to attract new members, especially members from a Roman Catholic background who are currently under-represented. It could also negatively impact the development of new and novel education and training programmes which may help attract new members from a Roman Catholic background. |

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

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

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| --- |
| The YFCU are focused on issues which affect young people in rural areas. The organisation does not affiliate with groups which would have any political links and therefore impacts of the policy on political opinion are not anticipated. |

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

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

|  |
| --- |
| There is no evidence to suggest there would be a negative differential impact on the equality of opportunity of applicants in different racial groups. |

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

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

|  |
| --- |
| The COVID-19 pandemic and the associated economic downturn has had a lasting impact on all of Northern Ireland but its greatest impact has been on young people. This could lead to a further exodus from rural NI to urban areas and also out of the country. |

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

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

|  |
| --- |
| We consider that there is no evidence to suggest there would be a negative differential impact on the equality of opportunity of applicants in relation to their marital status. |

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

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

|  |
| --- |
| There is no evidence to suggest there would be a negative differential impact on the equality of opportunity of applicants in relation to their sexual orientation. |

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

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

|  |
| --- |
| The census of 2018 conducted by YFCU found membership consists of 56% males and 44% females. YFCU Governance is by means of an Executive Committee and Council, elected by and from the membership, approximately 50% of whom are female. |

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

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

|  |
| --- |
| There is no evidence to suggest that there would be a negative differential impact on the equality of opportunity of YFCU members in relation to their disability. Groups will be asked to take account of the disability issues of participants, especially in hosting a visit. The organisation also works very closely with Disability Sports NI and delivers a number of targeted information sessions for all members. |

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

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

|  |
| --- |
| Households within the NI rural areas are more likely to have one or more dependent children than in Northern Ireland but due to the age range of YFCU members (12-30) it is unlikely that lack of childcare provision / respite care would be a barrier to involvement with this scheme. |

**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?**

**[x]** Yes **[ ]** No (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:**

|  |
| --- |
| This is funding for all YFCU members which is open to all young people. The YFCU welcomes members from all communities in both urban and rural areas and are committed to attracting new members from a diverse range of backgrounds. The YFCU report that their members do not see religious belief as an important issue to them. They have a much greater focus on meeting and mixing with people from a similar rural/agricultural background to themselves. The YFCU continue to work to broaden the appeal of the organisation. As a result, the YFCU has made significant efforts to improving the visibility of the organisation at a local and national level. Examples of this includes collaboration with other youth organisations based in rural areas, for example, Boy’s Brigade/Girl’s Brigade, Catholic Guides and Scouts, GAA clubs and wider youth groups to maximise engagements and opportunities for their members. The YFCU encourages their clubs to maximise opportunities to increase visibility in local areas, such as local sporting clubs such as GAA, football teams, as well as other rural organisations. They arrange opportunities for members to participate in cross community travel partnerships with the neighbouring five national organisations (National Federation of Young Farmers’ Clubs (in England and Wales), the Scottish Association of Young Farmers Clubs and Macra na Feirme in RoI), Rural Youth Europe and international peer organisations to share knowledge, research, productivity, effective supply chain management and resilience. The funding offers the YFCU the opportunity for expansion of group members, hence they are working more closely with schools to start up agricultural groups affiliated with the YFCU. The YFCU will assist this process by providing speakers and arranging farm visits. Prioritisation is made in areas where existing YFCU clubs have low membership numbers, for example, Mournes YFC and Glens YFC. The YFCU also prioritise providing support to Post Primary Catholic Maintained Schools to further spread the YFCU message across that sector. It is hoped this will generate interest and create opportunities for young people from a Roman Catholic background.The organisation will be asked to provide a plan to set out how they intend to increase and broaden membership during this funding cycle.  |

 **If No, provide reasons:**

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

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

|  |
| --- |
| This is funding for all YFCU members which is open to all young people. The YFCU welcomes members from all communities in both urban and rural areas and are committed to attracting new members from a diverse range of backgrounds including political opinion. The YFCU continue to work to broaden the appeal of the organisation to include people of all political opinions. As a result, the YFCU has made significant efforts to improving the visibility of the organisation at a local, regional and national level. Examples of this includes collaboration with other youth organisations based in rural areas, for example, Boy’s Brigade/Girl’s Brigade, Catholic Guides and Scouts, GAA clubs and wider youth groups to maximise engagements and opportunities for their members. The YFCU encourages their clubs to maximise opportunities to increase visibility in local areas, such as local sporting clubs such as GAA, football teams, as well as other rural organisations. They arrange opportunities for members to participate in cross community travel partnerships with the neighbouring five national organisations (National Federation of Young Farmers’ Clubs (in England and Wales), the Scottish Association of Young Farmers Clubs and Macra na Feirme in RoI), Rural Youth Europe and international peer organisations to share knowledge, research, productivity, effective supply chain management and resilience. The funding offers the YFCU the opportunity for expansion of group members, hence they are working more closely with schools to start up agricultural groups affiliated with the YFCU. The YFCU will assist this process by providing speakers and arranging farm visits. Prioritisation is made in areas where existing YFCU clubs have low membership numbers, for example, Mournes YFC and Glens YFC. The YFCU also prioritise providing support to Post Primary Catholic Maintained Schools to further spread the YFCU message across that sector. It is hoped this will generate interest and create opportunities for young people with a wide range of political opinions.The organisation will be asked to provide a plan to set out how they intend to increase and broaden membership during this funding cycle. |

 **If No, provide reasons:**

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

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

|  |
| --- |
| National census data would suggest that the likelihood of opportunities to better promote equality of opportunity for people across racial groups is very low. However, with use of foreign workers in many food processing operations, it is not impossible that some YFCU clubs will have members with different racial backgrounds. With that in mind, there may be a limited opportunity for this funding to better promote equality of opportunity across racial groups. |

**If No, provide reasons:**

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

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

|  |
| --- |
| Yes. This is funding for all YFCU members which is open to all young people aged from 12 to 30. The YFCU welcomes members from all communities in both urban and rural areas and are committed to attracting new members from a diverse range of backgrounds. This funding supports personal development, agricultural education and training, the promotion of rural life and supports the NI Executive Children and Young People’s Strategy. |

**If No, provide reasons:**

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

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

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

 **If No, provide reasons**

|  |
| --- |
| No. This is funding for all YFCU members which is open to all young people. The YFCU welcomes members from all communities in both urban and rural areas and are committed to attracting new members from a diverse range of backgrounds. |

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

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

 **If No, provide reasons:**

|  |
| --- |
| No. This is funding for all YFCU members which is open to all young people. The YFCU welcomes members from all communities in both urban and rural areas and are committed to attracting new members from a diverse range of backgrounds. |

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

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

**If No, provide reasons:**

|  |
| --- |
| No. This is funding for all YFCU members which is open to all young people. The YFCU welcomes members from all communities in both urban and rural areas and are committed to attracting new members from a diverse range of backgrounds. |

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

|  |
| --- |
| Yes. YFCU members who confirm they have a disability will have the opportunity to discuss their issues and gain additional support. Selection of venues for group meetings will take account of the physical requirements of the member. |

 **If No, provide reasons:**

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

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

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

 **If No, provide reasons:**

|  |
| --- |
| No. Locally based meetings will mean that the time away from home will be minimised facilitating elder and childcare. |

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*:**

|  |
| --- |
| This funding provides opportunities for young people with different religious beliefs to come together socially. This is likely to improve trust and good relations between club members and others. |

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

(select as appropriate)

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

|  |
| --- |
| This funding provides opportunities for young people with different religious beliefs to come together socially. This is likely to improve trust and good relations between club members and others. |

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

(select as appropriate)

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

|  |
| --- |
| There is likely to be no impact as almost all members will be from the same racial group. |

 **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:**

|  |
| --- |
| Yes. With the funding being potentially a three-year programme, it is reasonable to assume good relations will be sustained with and beyond the funding both socially and from a business perspective. |

 **If No, provide reasons:**

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

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

|  |
| --- |
| Yes. With the funding being potentially a three-year programme, it is reasonable to assume good relations will be sustained with and beyond the funding both socially and from a business perspective. |

**If No, provide reasons:**

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

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

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

 **If No, provide reasons:**

|  |
| --- |
| No. The 2001/02 Social Survey of Farmers and Farm Families across Northern Ireland (most recent) outlined that the farming population was overwhelmingly white and that there was no difference in racial group by type or size of farm.DAERA’s Equality Indicators Report (2018) stated the proportion of farmers stating an ethnicity other than white was too small to examine differences by farm characteristics. |

Additional considerations

**Multiple identity**

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

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

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

|  |
| --- |
| The YFCU is open to all young people aged from 12 to 30 and welcomes members from all communities in both urban and rural areas. The YFCU are committed to attracting new members from a diverse range of backgrounds. |

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

Consideration of Disability Duties

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

|  |
| --- |
| The YFCU promote positive attitudes towards disabled people and they are constantly raising funds for various causes e.g. NHSCT Palliative Care, PHA UK, Southern Area Hospice, Hugh’s House, Dublin for parents with ill children, Diabetes UK and Air Ambulance NI. Funds are raised through tractor runs, marathons, performances, cycles etc. YFCU actively engage with Disability Sports NI to ensure opportunities are created for everyone regardless of their disability.In previous rounds of funding DAERA supported the YFCU to review the awareness of Section 75 within the organisation and supported clubs in the use of tools that assist members in understanding relevant issues. |

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

|  |
| --- |
| YFCU are open to everyone and all will be equally valued, irrespective of disability. The funding provided by DAERA provides the YFCU with capacity to further implement opportunities for everyone, including those with disabilities. |

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 YFCU report that young people, including those within their membership, do not see religious belief as something which is important to them. The ability to meet and mix with people from a rural/agricultural background is very much to the fore. They do recognise that the history of their organisation is weighted towards the Protestant community. This is in part due to the location of clubs and the religious makeup of the local community in the surrounding area. The YFCU continue to work to broaden the appeal of the organisation. As a result, the YFCU has made significant efforts to improving the visibility of the organisation to local communities, schools, sports and other youth organisations over previous funding rounds. These include work to collaborate with other youth organisations based in rural areas, such as uniformed groups like BB/GB, Catholic Guides and Scouts, GAA clubs and wider youth groups to maximise engagements and opportunities for rural young people. The YFCU encourages their clubs to maximise opportunities to increase visibility in local areas, such as local sporting clubs such as GAA, football teams, as well as other rural organisations like WI, Ulster Wildlife and Keep Northern Ireland Beautiful. They arrange opportunities for members to participate in cross community travel partnerships with the neighbouring five national organisations (National Federation of Young Farmers’ Clubs (in England and Wales), the Scottish Association of Young Farmers Clubs and Macra na Feirme in RoI), Rural Youth Europe and international peer organisations to share knowledge, research, productivity, effective supply chain management and resilience. The funding offers the YFCU the opportunity for expansion of group members, hence they are working more closely with schools to start up agricultural groups affiliated with the YFCU. The YFCU will assist this process by providing speakers and arranging farm visits. Prioritisation is made in areas where existing YFCU clubs have low membership numbers, for example, Mournes YFC and Glens YFC. The YFCU also prioritise providing support to Post Primary Catholic Maintained Schools to further spread the YFCU message across that sector. It is hoped this will generate interest and create opportunities for young people from a Roman Catholic background, females and isolated rural dwellers.Whilst the funding supports YFCU members within a target age range of 12-30 the skills and knowledge that the young people develop is often communicated wider to other family members and wider society.The YFCU is an organisation which was established to assist young people growing up in the countryside who have a common interest in rural life. The YFCU has worked to weave inclusivity and community balance throughout programmes, collaboration and partnership opportunities. The aim of the organisation is for this to be normal in everyday life, and it does not want its members or partners to feel that they are required to identify in any particular way.Examples of work undertaken by the YFCU recently to address the balance are as follows:* Including topics in competitions such as Public Speaking, Group Debating and Home Management, which encourage thought and discussion around Community Relations, Equality and Diversity (CRED).
* Clubs actively work in their local communities to encourage activity and involvement from all backgrounds, focusing on giving back to their community through fun and friendship, whilst educating and developing young people.
* Working with partner organisations such as Youth Action to deliver CRED talks and programmes to local clubs.
* Holding competitions and events in venues of all community backgrounds, including schools, sports clubs, theatres, etc.
* Working with our sister organisations in England, Scotland, Wales, Ireland to ensure we have a collective voice and strong relationships, regardless of background.
* Having representation on Rural Youth Europe, connecting our members with 23 organisations, and taking part in intercultural learning through participative youth work.
* Having representation on various forums and networks to work collaboratively with other youth work organisations such as BB, GB, Girl Guides, Catholic Guides, Boys and Girls Clubs, Fóram na nÓg and Youth Initiatives.
* Working collectively on cross community and cross border partnerships and funding applications, including Duke of Edinburgh, Gaisce, Eco UNESCO, Cooperation Ireland, Down GAA.
 |

**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.**

|  |
| --- |
| The Department has a long history of working with the Young Farmers’ Clubs of Ulster to help it with the delivery of key messages to young farmers and rural dwellers. It is also a key stakeholder of the Department and the only organisation who can deliver this work on behalf of the Department. The organisation has worked hard to broaden its appeal to the wider community and this effort will be maintained during this period of funding. The Department will commit the YFCU to carry out a comprehensive census at the start and the end of the funding period across club leadership and the wider membership to provide a level of granularity to equality information and attitudes towards issues of societal and agri-food interest.The Department will also commit the YFCU to provide a plan setting out how they intend to increase and broaden membership, which should include details of how clubs can move to hold meetings and activities in neutral venues, where that doesn’t routinely happen. The Department will also include, within the Leadership theme of the contract, a commitment from the YFCU to review Leadership roles and structures within the YFCU. This will help ensure all members are encouraged and enabled to progress their career through the organisation and build capability and capacity within and across its Leadership structures. |

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  | 1 |
| Social need | 1 |
| Effect on people’s daily lives | 1 |
| Relevance to a public authority’s functions | 1 |
| **Total score** | 4 |

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 **[x]** No (select as appropriate)
**If yes, please provide details.**

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

Part 4. Monitoring

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

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

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

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

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

**Equality:**

|  |
| --- |
| DAERA funding is specifically provided to deliver a suite of educational and training programmes to help DAERA deliver key priority areas of work. The funding will also be used to deliver positive attitudinal engagement on environmental issues affecting the NI agri-food industry, improve the leadership skills of members and deliver better outcomes for YFCU members and rural communities through effective civic engagement. The YFCU will issue a census to all their members, which will collect data to better inform the impact of the funding on equality metrics, including religious belief. The census will also seek information on areas around, for example, attitudes towards inclusion, at the beginning of the funding period and again at the end. |

**Good Relations:**

|  |
| --- |
| Evaluation of good relations will be undertaken as part of the interim and post project evaluation under non-monetary benefits. |

**Disability Duties:**

|  |
| --- |
| Data on YFCU members’ disabilities and the adjustments made to allow scheme participation will be recorded. |

Part 5. Consideration of Human Rights

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

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

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

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

|  |
| --- |
| No adverse impact on human rights have been identified. |

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

|  |
| --- |
| The policy does not create the opportunity to promote human rights. |

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: Robert Hull Grade: 7**

**Branch: Agri-Food & Corporate Support Branch**

**Date:**

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

|  |
| --- |
|  |

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

**Name: Norman Fulton Grade: 3**

**Branch: Food, Farming and Rural Affairs Group Date:01/08/24**

**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. 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

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:

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