

# 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.

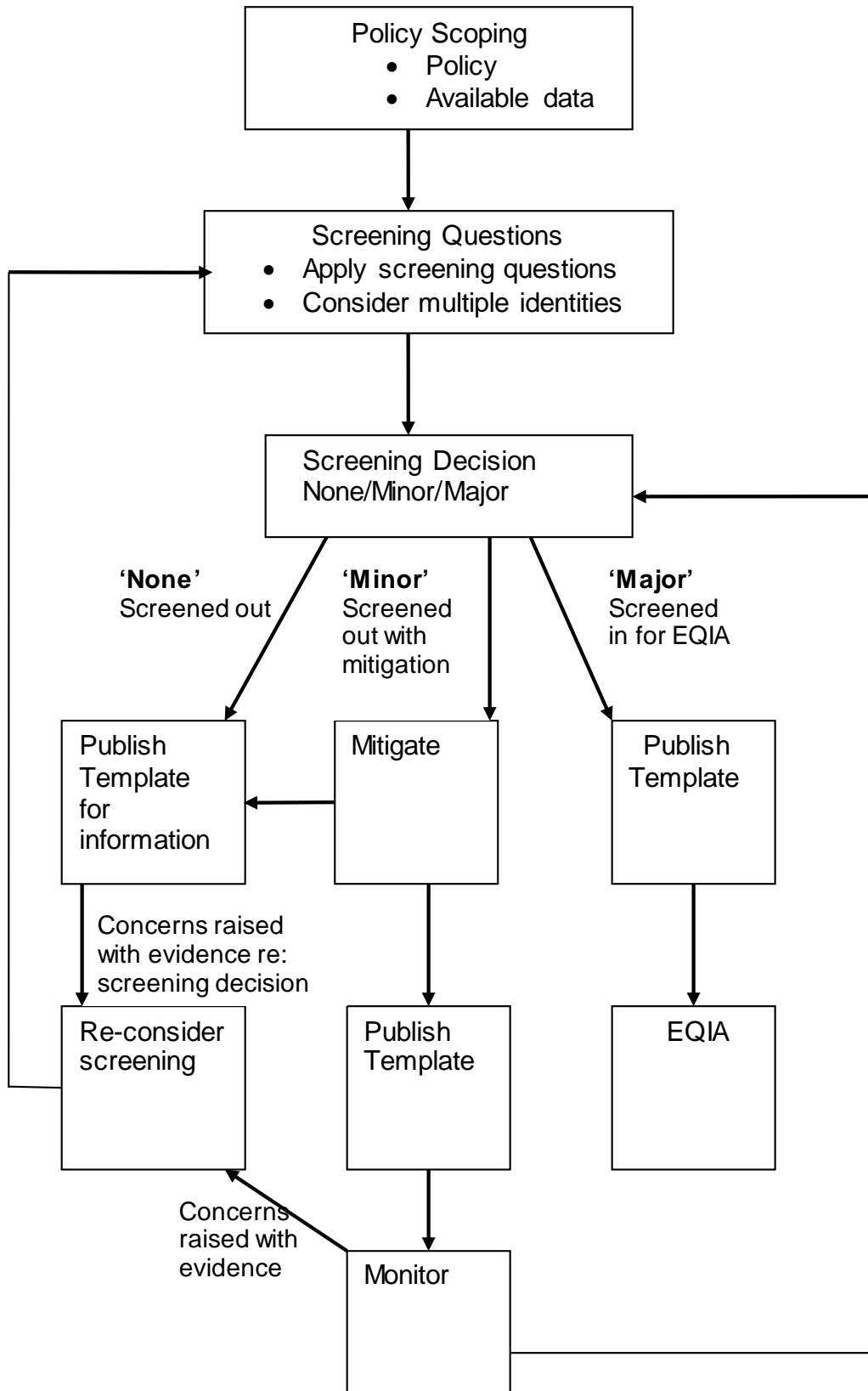
**Part 2. Screening questions** – asks about the extent of the likely impact of the policy on groups of people within each of the Section 75 categories. Details of the groups consulted and the level of assessment of the likely impact. This includes consideration of multiple identity and good relations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

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

A screening flowchart is provided overleaf.



## 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:

Strategic Programme for Government Outcomes Framework

Is this an existing, revised or a new policy?

New

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

The strategic Programme for Government Outcomes Framework will provide the architecture for the Programme for Government, the aim of which will be to improve wellbeing for all.

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

In line with the stated aim of the Programme for Government to improve wellbeing for all, it is intended that all Section 75 equality categories will be expected to benefit.

Who initiated or wrote the policy?

The Executive Office

Who owns and who implements the policy?

## The Northern Ireland Executive

### **Implementation factors**

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

Yes

If yes, are they (please delete as appropriate)

financial

legislative

other, please specify \_\_\_N/A\_\_\_\_\_

### **Main stakeholders affected**

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

Service users

Other public sector organisations

Business groups, the community and voluntary sector, rural and environment bodies, local government, churches, universities and colleges, trade unions and statutory bodies.

Members of the Public

### **Other policies with a bearing on this policy**

The Programme for Government Outcomes Framework will provide a strategic direction for the budget and future work programmes of the NICS and the public sector generally.

## 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.

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

Section 75 category	Details of evidence/information
Religious belief	<p>The overarching aim of the Programme for Government (PfG) will be to improve wellbeing for <b>all</b>. Taken together, each of the draft Outcomes within the PfG Outcomes Framework present a picture of the kind of society we want to see for everyone and as such, they apply equally to everyone.</p> <p>The Executive wants to have an inclusive society in which people of all ages and backgrounds are respected and cared for. A society which has no barriers to prevent people from living fulfilling lives.</p> <p>In order to achieve this, the PfG Outcomes Framework will be developed through citizen and stakeholder engagement and co-design to ensure we gather the relevant evidence/information to develop a programme that truly reflects the need of everyone.</p> <p>This is only the start of that process, having developed the draft PfG Outcomes Framework which was informed by the following evidence/information:</p> <ul style="list-style-type: none"> <li>• research conducted on ‘What Matters Most’ to the public, and the public perceptions of the previous draft PfG Framework developed in 2016: <a href="https://www.executiveoffice-ni.gov.uk/topics/statistics-and-research-making-government-work/improving-wellbeing-all">https://www.executiveoffice-ni.gov.uk/topics/statistics-and-research-making-government-work/improving-wellbeing-all</a></li> <li>• an analysis of feedback provided from former Outcome Owners and teams from across the NICS Departments</li> <li>• own internal learning and experience from the work conducted in the last 5 years</li> <li>• a series of initial external stakeholder events including with business groups, the community and voluntary sector, rural and</li> </ul>
Political opinion	
Racial group	
Age	
Marital status	
Sexual orientation	
Men and women generally	
Disability	
Dependants	

<b>Section 75 category</b>	<b>Details of evidence/information</b>
	<p>environment bodies, local government, churches, universities and colleges, trade unions and statutory bodies.</p> <p>To build on this, the draft Outcomes Framework will be subject to a formal public consultation period to capture the relevant qualitative/quantitative information/evidence to inform the development of the wider PfG.</p> <p>A range of focus groups have been taken forward to build on the 2015 'What Matters Most?' research to confirm the issues that resonate with the public in their day-to-day lives, the issues that cause the most worry and how the public would like to see government respond to these. Participants for the general groups have been recruited with a view to gathering a balance of religious background, locality and age. Specific groups have also been run with young people, those with disabilities, people from ethnic minorities and LGBT participants.</p> <p>The PfG Outcomes Framework will be monitored at the population level using a suite of Indicators. The development of these is currently underway, beginning with a technical review of the Indicators used for the 2016 draft PfG Outcomes Framework. The purpose of this review is to assess the technical quality of indicators, ensure the availability of sub-population data such as geographies (urban/rural, deprivation quintiles) and Section 75 categories, identify any potential gaps/themes and consider international comparisons. It is essential that there is robust data to ensure the PfG delivers and promotes equality of opportunity for everyone and to take the action needed to target those in greatest need.</p>

## 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 for each of the Section 75 categories

Section 75 category	Details of needs/experiences/priorities
Religious belief	As outlined above, the overarching aim of the Programme for Government (PfG) is to improve wellbeing for <u>all</u> .
Political opinion	In order to achieve that, it is vital to ensure this covers the different needs, experiences and priorities of everyone. That is why this will be a programme developed through citizen and stakeholder engagement and co-design to ensure we gather the relevant evidence/information to develop a programme that truly reflects the need of everyone.
Racial group	This is only the start of that process, having developed the draft PfG Outcomes Framework, taking account of a variety of evidence on how the PfG Outcomes should be designed to take account of the different needs, experiences and priorities of everyone, including those from Section 75 groups. This used the research on ‘What Matters Most’ and public perceptions as a starting point. The public perceptions research in particular highlights differences from the adult population in how the Outcomes are viewed by ethnic group, disability and health. In younger people, differences between age groups, disability and health emerged. A range of focus groups have also been carried out to give further in-depth information on the range of issues different people have, and how government can respond to these.
Age	
Marital status	
Sexual orientation	
Men and women generally	
Disability	To build on this, the framework will be subject to a formal public consultation period to capture the views of as many people as possible to capture the relevant qualitative/quantitative information/evidence to inform the development of the wider PfG.
Dependants	The PfG Outcomes Framework will be monitored at the population level using a suite of Indicators. The development of these is currently underway, beginning with a technical review of the Indicators used for the 2016 draft PfG framework. The purpose of this review is to assess the technical quality of indicators, ensure the availability of sub population data such as geographies (urban/rural, deprivation quintiles) and Section 75 categories, identify any potential gaps/themes and consider international comparisons. It is essential that there is robust data to

Section 75 category	Details of needs/experiences/priorities
	<p>ensure the PfG delivers and promotes equality of opportunity for everyone and to take the action needed to target those in greatest need.</p> <p>The draft Outcomes have been developed reflecting the Executive’s priorities. At this stage of the equality screening process, they remain in draft until confirmation from the Executive, and should <u>not</u> be circulated:</p> <ul style="list-style-type: none"> <li>• Our children and young people have the best start in life</li> <li>• We live and work sustainably – protecting the environment</li> <li>• We have an equal and inclusive society where everyone is valued and treated with respect</li> <li>• We all enjoy long, healthy, active, lives</li> <li>• Everyone can reach their potential</li> <li>• Our economy is globally competitive, regionally balanced and carbon-neutral</li> <li>• Everyone feels safe – we all respect the law and each other</li> <li>• We have a caring society that supports people throughout their lives</li> <li>• People want to live, work, and visit here</li> </ul>

## Part 2. Screening questions

### Introduction

In making a decision as to whether or not there is a need to carry out an equality impact assessment, the public authority should consider its answers to the questions 1-4 which are given on pages 66-68 of this Guide.

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**

- a) The policy is significant in terms of its strategic importance;
- b) Potential equality impacts are unknown, because, for example, there is insufficient data upon which to make an assessment or because they are complex, and it would be appropriate to conduct an equality impact assessment in order to better assess them;
- c) Potential equality and/or good relations impacts are likely to be adverse or are likely to be experienced disproportionately by groups of people including those who are marginalised or disadvantaged;
- d) Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are concerns amongst affected individuals and representative groups, for example in respect of multiple identities;
- e) The policy is likely to be challenged by way of judicial review;
- f) The policy is significant in terms of expenditure.

### **In favour of 'minor' impact**

- a) The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;

- b) The policy, or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated by making appropriate changes to the policy or by adopting appropriate mitigating measures;
- c) Any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for particular groups of disadvantaged people;
- d) By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

### **In favour of none**

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

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? minor/major/none

Section 75 category	Details of policy impact	Level of impact? minor/major/none
Religious belief	The overarching aim of the Programme for Government (PfG) is to improve wellbeing for <b><u>all</u></b> .	<u>Major</u>
Political opinion	Taken together, each of the Outcomes within the PfG Framework present a picture of the kind of society that the Executive wants to see for everyone and they apply equally to everyone, and exclude no one	
Racial group	The Executive want to have an inclusive society in which people of all ages and backgrounds are respected and cared for. A society which has no barriers to prevent people from living fulfilling lives.	
Age	As such, it is intended that all those within the S75 equality categories will be positively impacted by the PfG.	
Marital status	Based on this and an assessment of the characteristics in favour of major/minor impact or none outlined above leads us to conclude that the level of positive impact is major for each of the S75 equality categories. The PFG will be the highest level strategic document of the Executive and as such will set the direction of public policy for years to come.	
Sexual orientation		
Men and women generally		
Disability		
Dependants		

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

Section 75 category	If <b>Yes</b> , provide details	If <b>No</b> , provide reasons
Religious belief	<p>Yes - The overarching aim of the Programme for Government (PfG) is to improve wellbeing for <b>all</b>.</p> <p>Taken together, each of the Outcomes within the PfG present a picture of the kind of society that the Executive wants to see for everyone and they apply equally to everyone, and exclude no one</p> <p>The Executive want to have an inclusive society in which people of all ages and backgrounds are respected and cared for. A society which has no barriers to prevent people from living fulfilling lives.</p> <p>As such, it is intended that this will present an opportunity to better promote equality of opportunity for all of the S75 equality categories.</p> <p>Each Outcome will be monitored via a suite of population level Indicators which will provide for the impact on individual S.75 groups and geographic areas to be assessed.</p>	
Political opinion		
Racial group		
Age		
Marital status		
Sexual orientation		
Men and women generally		
Disability		
Dependants		

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

Good relations category	Details of policy impact	Level of impact minor/major/none
Religious belief	The overarching aim of the Programme for Government (PfG) is to improve wellbeing for <b><u>all</u></b> .	<u>Major</u>
Political opinion	Taken together, each of the Outcomes within the PfG present a picture of the kind of society the Executive want to see for everyone and they apply equally to everyone, and exclude no one	
Racial group	<p>The Executive wants to have an inclusive society in which people of all ages and backgrounds are respected and cared for. A society which has no barriers to prevent people from living fulfilling lives.</p> <p>As such, it is intended that the PfG is likely to have a positive impact on the good relations between people of different religious belief, political opinion or racial group.</p> <p>Based on this and an assessment of the characteristics in favour of major/minor impact or none outlined above leads us to conclude that the level of positive impact is major for each of the good relations categories.</p>	

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

Good relations category	If <b>Yes</b> , provide details	If <b>No</b> , provide reasons
Religious belief	<p>Yes - The overarching aim of the Programme for Government (PfG) is to improve wellbeing for <b>all</b>.</p> <p>Taken together, each of the Outcomes within the PfG present a picture of the kind of society the Executive want to see for everyone and they apply equally to everyone, and exclude no one</p> <p>The Executive wants to have an inclusive society in which people of all ages and backgrounds are respected and cared for. A society which has no barriers to prevent people from living fulfilling lives.</p> <p>As such, it is intended that this will present an opportunity to better promote good relations between people of different religious belief, political opinion or racial group.</p> <p>Each Outcome will be monitored via a suite of population level Indicators which will provide for the impact on individual S.75 groups and geographic areas to be assessed.</p>	
Political opinion		
Racial group		

## **Additional considerations**

### **Multiple identity**

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

*(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 overarching aim of the Programme for Government (PfG) Outcomes Framework is to improve wellbeing for **all**.

Taken together, each of the Outcomes within the PfG present a picture of the kind of society we want to see for everyone and they apply equally to everyone, and exclude no one.

We want to have an inclusive society in which people of all ages and backgrounds are respected and cared for. A society which has no barriers to prevent people from living fulfilling lives.

As such, it is intended that all those within the S75 equality categories, including those who fall into more than one S75 equality category, will be positively impacted by the PfG.

### Part 3. Screening decision

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

N/A

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.

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

The overarching aim of the Programme for Government (PfG) Outcomes Framework is to improve wellbeing for **all**.

Taken together, each of the Outcomes within the PfG present a picture of the kind of society we want to see for everyone and they apply equally to everyone.

The Executive wants to have an inclusive society in which people of all ages and backgrounds are respected and cared for. A society which has no barriers to prevent people from living fulfilling lives.

If this is to be achieved it is vital to fully assess the impact and identify the opportunities to promote equality of opportunity and good relations. As such, a full Equality Impact Assessment will be conducted and consulted on in line with the TEO Equality Scheme and overarching ECNI guidance.

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: Practical Guidance on Equality Impact Assessment.



## 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?

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

N/A

## 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	3
Social need	3
Effect on people’s daily lives	3
Relevance to a public authority’s functions	3

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?

No

If yes, please provide details.

## Part 4. Monitoring

Public authorities should consider the guidance contained in the Commission's Monitoring Guidance for Use by Public Authorities (July 2007).

The Commission recommends that where the policy has been amended or an alternative policy introduced, the public authority should monitor more broadly than for adverse impact (See Benefits, P.9-10, paras 2.13 – 2.20 of the Monitoring Guidance).

Effective monitoring will help the public authority identify any future adverse impact arising from the policy which may lead the public authority to conduct an equality impact assessment, as well as help with future planning and policy development.

## Part 5 - Approval and authorisation

<b>Screened by:</b>	<b>Position/Job Title</b>	<b>Date</b>
Joe Cassells	Head of PfG Delivery Branch, TEO	11/01/2021
<b>Approved by:</b>		
Geoffrey Simpson	Director, PfG Division, TEO	12/01/2021

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.