

## DOE SECTION 75 EQUALITY OF OPPORTUNITY SCREENING ANALYSIS FORM

Under Section 75 of the Northern Ireland Act 1998, the Department is required to have due regard to the need to promote equality of opportunity between the groups listed at **Appendix 1**. In addition, without prejudice to its obligations above, the Department is also required, in carrying out its functions relating to Northern Ireland, to have regard to the desirability of promoting good relations between persons of different religious beliefs, political opinion or racial group.

This form is intended to help you to consider whether a new or revised policy (either internal or external) or legislation will require a full equality impact assessment (EQIA). Those policies identified as having significant implications for equality of opportunity must be subject to full EQIA.

The form will provide a record of the factors taken into account if a policy is screened out, or excluded for EQIA. It will provide a basis for consultation on the outcome of the screening exercise and will be referenced in the Annual Report to the Equality Commission. Reference should be made to the outcome of the screening exercise and subsequent consultation in any submission made to the Minister.

It is important that this screening form is completed carefully and thoughtfully. Your business area's Equality Representative and the Department's Equality Team (ext 37060/37061) will be happy to assist with all aspects of the screening process and will help with the completion of the form, if required.

**All screening forms should be signed off by the policy maker, approved by a senior manager responsible for the policy and sent to the Equality Team who will arrange to have them posted on the Department's website.**

<b>Policy Title:</b>	The Future of Vehicle Registration and Licensing Services in Northern Ireland (NI)
<b>Business Area:</b>	DVA Northern Ireland Licensing
<b>Contact:</b>	Lynette Rose – Deputy corporate Affairs Director, DVLA, Swansea

# Screening flowchart and template

## Introduction

**Part 1. Policy scoping** – asks the Department to provide details about the policy, procedure, practice and/or decision being screened and what available evidence has been 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.

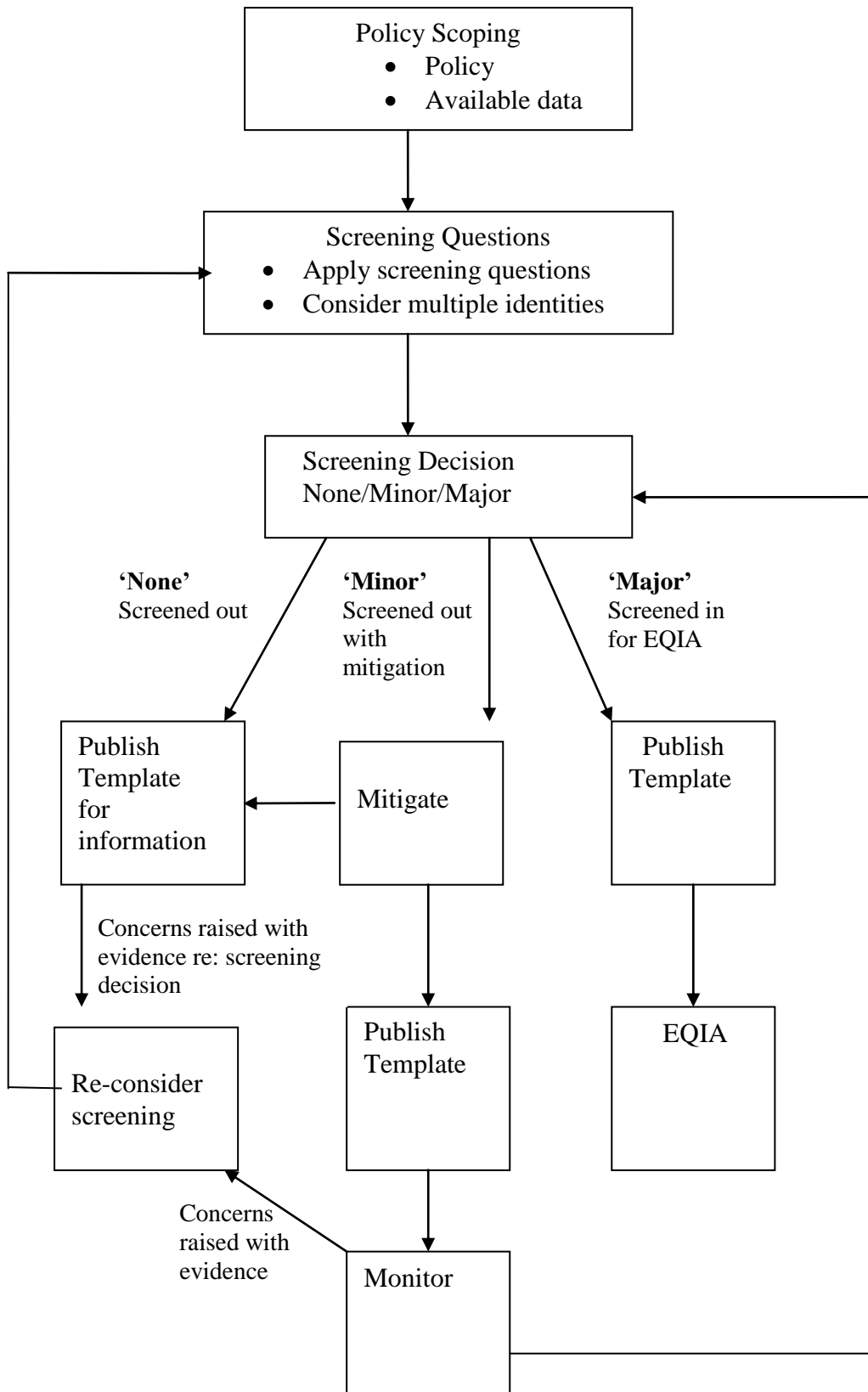
**Part 3. Screening decision** – guides the Department to reach a screening decision as to whether or not there is a need to carry out an equality impact assessment (EQIA), or to introduce measures to mitigate the likely impact, or the introduction of an alternative policy to better promote equality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

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

**Part 5. Approval and authorisation** – verifies the Department's approval of a screening decision by a senior manager responsible for the policy. All screening templates must be signed off by the relevant policy maker, approved by a senior manager responsible for the policy and forwarded to the Department's Equality Team for quality assurance, approval and publication on the Department's website.

**Part 6. Submission to the Departmental Equality Team** – Contact details for the Equality Team can be found in this section.

## SCREENING FLOWCHART



## 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.

Policy makers should remember that the Section 75 statutory duties apply to internal policies (relating to the Department's staff), as well as external policies (relating to those who are, or could be, served by the Department).

### Information about the policy

<b>Name of the policy</b>
The Future of Vehicle Registration and Licensing Services in Northern Ireland (NI).
<b>Is this an existing, revised or a new policy?</b>
Revised
<b>What is it trying to achieve? (intended aims/outcomes) (Please give clear explanation of policy aims/outcomes)</b>
<p>The Department for Transport (DfT) is responsible for vehicle registration and licensing throughout the UK. In Great Britain, these services are delivered by the Driver and Vehicle Licensing Agency (DVLA). In Northern Ireland (NI), these services are delivered on behalf of DVLA by the Driver and Vehicle Agency (DVA), part of the Department of Environment Northern Ireland. The DVA provides a range of vehicle services to NI customers. However, some services that are currently available in GB, for example the facility to license a vehicle online, are not currently available in NI.</p> <p>In July 2011, the then Parliamentary Under Secretary of State for Transport, Mike Penning, announced the closure of the DVLA's network of local offices in GB as part of a package of service improvements aimed at modernising vehicle registration and licensing services. He also stated that services available to NI customers would be enhanced to ensure parity with those currently available to GB customers.</p> <p>The aim of this revised policy is therefore to introduce enhanced and harmonised vehicle registration and licensing services to NI motorists, ensuring that NI customers are provided with the same level of service already available in the rest of the UK.</p>

The DVLA has examined various options to deliver enhanced vehicle services to NI motorists, which have been revised to a single proposal. Based on this analysis, we propose that integrating the GB & NI vehicle systems and centralising the delivery of services at the DVLA's headquarters in Swansea is the only option that delivers enhanced services to NI customers, while ensuring parity of service across the UK and remaining economically viable.

Full details of the proposal can be found in the consultation document "Future of Vehicle Registration and Licensing Services in Northern Ireland" and supporting impact assessments.

This Section 75 screening has been produced to assess the impact of the policy aims on the future delivery of vehicle registration and licensing services in Northern Ireland, and details the outcomes and impacts against the *DVA NI licensing staff* that may be affected within the relevant Section 75 groups if the proposal to centralise the work at DVLA Headquarters in Swansea is implemented. A separate screening has been produced to screen the potential impact on *NI customers* within the relevant Section 75 groups.

Centralisation of NI vehicle services to DVLA, as described in the consultation proposal, would likely result in the displacement of 324 posts currently employed by DVA NI to undertake the vehicle services work on behalf of DVLA.

The DoE position on the potential impact on DVA staff is as follows:

"DOE NI, in conjunction with the wider NICS Departments, will seek to absorb surplus staff by means of redeployment either to other suitable posts within DOE, insofar as this is possible, or in another Department. However, it is recognised that due to the preponderance of potentially surplus staff in the Coleraine area, the vast majority of whom are in non-mobile grades or have restricted mobility due to working pattern, disability or welfare reasons, that identifying suitable redeployment opportunities may present a significant challenge particularly if the timeframe for completing such moves is short.

In recognition of the importance to staff of job security, DOE (with the full support of DVLA) will use their best endeavours to avoid the need for redundancy and where redundancies are unavoidable, the aim will be to minimise the number of compulsory redundancies".

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

There are no Section 75 categories which would benefit from a staffing perspective in

relation to the implementation of this policy.

### Who initiated or wrote the policy?

The Driver and Vehicle Licensing Agency (DVLA)

### Who owns and who implements the policy?

The Department for Transport and the DVLA own and implements the elements of the policy relating to the provision of vehicle registration and licensing services to NI customers, even though these services are currently delivered by DVA staff. Any decisions relating to the provision of vehicle registration and licensing services in NI are the responsibility of DfT Ministers.

DVA staff are employed within the NI Civil Service as employees of the Department of Environment NI (DoE NI). DoE NI will therefore own and implement any impacts on DVA staff that are created as a result of this policy revision, including management of redeployment in line with the statement above.

This Section 75 screening therefore does not include the mitigation of impacts where these impacts are related to the redeployment process. It is assumed that DoE NI will ensure that any impact on Section 75 groups is identified, assessed and mitigated (where appropriate) within their re-deployment strategy and plans.

### Implementation factors

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

Yes  No

If yes, are they

financial

legislative

other, please specify: The views gathered during the “Future of Vehicle Registration and Licensing Services in Northern Ireland” may influence or affect the implementation of the policy.

## Main stakeholders affected

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

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

## Other policies with a bearing on this policy

- what are they?
  - UK Government “Digital by Default” policy
  - Civil Service Reform
  - UK Government Deficit Reduction Policy
- who owns them?
  - The UK Government

## Available evidence

Evidence to help inform the screening process may take many forms. Policy makers 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? Please specify details for each of the Section 75 categories. For further advice please contact Analytical Services Branch (ASB), (Gary Ewing, ext 40245) or the Equality Team (Laura McAleese, ext 37060, or Jeff Johnston, ext 37061).

## Details of Evidence/Information

### Religious belief

This table gives a breakdown of DVA NI Licensing Division, (based on those affected in the location specified), and NICS non-industrial staff by community background (1<sup>st</sup> January 2013)

Location	Protestant	Catholic	Not Determined
Coleraine	59.8%	38.5%	1.7%
Other	50.8%	49.2%	0.0%
All DVA Licensing	58.2%	40.4%	1.4%
NICS Total	50.7%	46.6%	2.6%

Source: NISRA, Human Resource Consultancy Services

There would be a slightly higher impact on Protestants, and proportionately lower impact on Catholics, when compared to the NICS averages. However, this is attributed to the DVA staffing structure and geographical distribution of DVA offices. It is not as a result of the policy itself.

There is no indication or evidence that the revised policy itself causes any differential impact in relation to religious belief. The possible displacement of DVA NI staff would impact all staff working in vehicle licensing regardless of religious belief.

### Political Opinion

There is no statistical data, information or evidence available for political opinion for the affected DVA staff.



There is no indication or evidence that the revised policy itself causes any differential impact in relation to political opinion. The possible displacement of DVA NI staff would impact all staff working in vehicle licensing regardless of political opinion.

## Racial Group

This table gives a breakdown of the DVA NI Licensing Division (based on those affected in the location specified), and NICS non-industrial staff by ethnicity (1<sup>st</sup> January 2013).

Location	White	Non-White
Coleraine	>99.0%	<1.0%
Other	100.0%	0.0%
All DVA Licensing	>99.0%	<1.0%
NICS	>99.0%	<1.0%

Source: NISRA, Human Resource Consultancy Services

The impact on DVA staff is largely in proportion with NICS averages, therefore the policy would have no specific impact on racial groups.

## Age

This table gives a breakdown of the DVA NI Licensing Division, (based on those affected in the location specified), and NICS non-industrial staff by age group (1<sup>st</sup> January 2013).

Location	16-24	25-34	35-49	50-59	60+
Coleraine	1.7%	29.1%	41.9%	23.0%	4.4%
Other	4.8%	47.6%	20.6%	22.2%	4.8%
All DVA Licensing	2.2%	32.3%	38.2%	22.8%	4.5%
NICS	2.1%	23.8%	42.3%	27.2%	4.6%

Source: NISRA, Human Resource Consultancy Services

The data indicates that this policy would affect a slightly larger proportion of 25-34 year olds, and a relatively lower proportion of 35-49 and 50-59 year olds within the affected group when compared to NICS averages. This is mainly attributed to the nature of the DVA local office staff being predominantly administrative grades, which traditionally have a relatively lower average age.

There is no indication or evidence that the revised policy itself causes any differential impact in relation to age. The possible displacement of DVA NI staff would impact all staff working in vehicle licensing regardless of age.

## Marital Status

This table gives a breakdown of the DVA Licensing Division, (based on those affected in the location specified), and NICS non-industrial staff by marital status (1<sup>st</sup> January 2013).

Location	Married/Separated	Single	Widowed/Divorce	Unknown/Missing
Coleraine	62.5%	31.4%	2.4%	3.7%
Other	46.0%	41.3%	1.6%	11.1%
All DVA Licensing	59.6%	33.1%	2.2%	5.0%
NICS	<b>52.8%</b>	<b>25.1%</b>	<b>3.5%</b>	<b>18.6%</b>

Source: NISRA, Human Resource Consultancy Services

Although the data seems to indicate that the policy may have a relatively higher impact on married/separated and single staff within DVA licensing when compared to the NICS average, this is attributed to a significant proportion of NICS staff (18.6%) falling into the unknown/missing category, compared to only 5% of DVA licensing staff falling into the same category. It is therefore assumed that, if NICS data were of the same level of completeness as that for DVA Licensing, these differences would be reduced/negated. As such, it is reasonable to assume that this policy would have no increased impact on any particular marital status group when compared with the NICS average.

There is no indication or evidence that the revised policy itself causes any differential impact in relation to marital status. The possible displacement of DVA NI staff would impact all staff working in vehicle licensing regardless of marital status.

## Sexual Orientation

There is no statistical data, information or evidence available for sexual orientation.

There is no indication or evidence that the revised policy itself causes any differential impact in relation to Sexual Orientation. The possible displacement of DVA NI staff would impact all staff working in vehicle licensing regardless of Sexual Orientation.

## Men and Women Generally

This table gives a breakdown of the DVA Licensing Division, (based on those affected in the location specified), and NICS non-industrial staff by gender (1<sup>st</sup> January 2013).

Location	Male	Female
Coleraine	26.7%	73.3%
Other	38.1%	61.9%
All DVA Licensing	28.7%	71.3%
NICS	<b>48.1%</b>	<b>51.9%</b>

Source: NISRA, Human Resource Consultancy Services

Based on the data, this policy would have a higher impact on females than males, as DVA Licensing employs a significantly higher proportion of females (71.3%) than the NICS average (51.9%). There is no information available to suggest why the employee profile of DVA licensing varies so significantly from the NICS average with regard to gender

There is no indication or evidence that the revised policy itself causes any differential impact in relation to gender. The possible displacement of DVA NI staff would impact all staff working in vehicle licensing regardless of gender.

## Disability – available evidence

This table gives a breakdown of the DVA Licensing Division, (based on those affected in the location specified), and NICS non-industrial staff by declare disability (1<sup>st</sup> January 2013).

Location	Declared Disability	No Declared Disability	Missing
Coleraine	7.4%	10.8%	81.8%
Other	0.0%	27.0%	73.0%
All DVA Licensing	6.1%	13.6%	80.2%
NICS	<b>5.4%</b>	<b>29.8%</b>	<b>64.7%</b>

Source: NISRA, Human Resource Consultancy Services

Information on disability is collected voluntarily via HR Connect, requiring staff to self-declare their disability status. As a result, there are significant issues with completeness, particularly within DVA Licensing, (80.2%) when compared to the NICS average (64.7%). Of those staff

self-declaring, DVA licensing appears to have a slightly higher proportion of disabled staff than the NICS average, but due to the lack of completeness of the data (both in DVA Licensing and NICS in general), no substantive conclusions could be drawn from this.

There is no indication or evidence that the revised policy itself causes any differential impact in relation to disability. The possible displacement of DVA NI staff would impact all staff working in vehicle licensing regardless of Disability or Non-disability.

## **Dependants**

There is no statistical data, information or evidence available for Dependants.

This policy may have a greater impact on staff with dependants or caring responsibilities due to the higher proportion of female staff within DVA Licensing, since females are traditionally more likely to have dependants or caring responsibilities.

There is no indication or evidence that the revised policy itself causes any differential impact in relation to dependants. The possible displacement of DVA NI staff would impact all staff working in vehicle licensing regardless of dependant/caring responsibilities.

## 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.

<b>Section 75 category</b>	<b>Details of needs/experiences/priorities</b>
Religious belief	The proposal and provision of centralised services for NI customers could affect DVA NI staff. It is assumed that people within this Section 75 category will require and will receive consideration for different religions, beliefs or no beliefs. It is assumed that the priority will be to provide a working environment that does not discriminate, eliminate or provide unfairness against a person based on their religious beliefs.
Political opinion	The proposal and provision of centralised services for NI customers could affect DVA NI staff. It is assumed that people within this Section 75 category will require and will receive consideration for different political opinions. It is assumed that the priority will be to provide a working environment that does not discriminate, eliminate or provide unfairness against a person based on their political opinions.
Racial group	The proposal and provision of centralised services for NI customers could affect DVA NI staff. It is assumed that people within this Section 75 category will require and will receive consideration for different ethnic groups, nationalities and language barriers. It is assumed that the priority will be to provide a working environment that does not discriminate, eliminate or provide unfairness against a person based on their Racial group.
Age	The proposal and provision of centralised services for NI customers could affect DVA NI staff. It is assumed that people within this Section 75 category will require and will receive consideration across age ranges for both older and younger people. It is assumed that the priority will be to provide a working environment that does not discriminate, eliminate or provide unfairness against a person based on their age.
Marital status	The proposal and provision of centralised services for NI customers could affect DVA NI staff. It is assumed that

	people within this Section 75 category will require and will receive consideration regardless of their marital or relationship status. It is assumed that the priority will be to provide a working environment that does not discriminate, eliminate or provide unfairness against a person based on their marital or relationship status.
Sexual orientation	The proposal and provision of centralised services for NI customers could affect DVA NI staff. It is assumed that people within this Section 75 category will require and will receive consideration regardless of sexual orientation. It is assumed that the priority will be to provide a working environment that does not discriminate, eliminate or provide unfairness against a person based on sexual orientation.
Men and women generally	The proposal and provision of centralised services for NI customers could affect DVA NI staff. It is assumed that people within this Section 75 category will require and will receive consideration regardless of gender and different effects on men and women. It is assumed that the priority will be to provide a working environment that does not discriminate, eliminate or provide unfairness against a person based on gender.
Disability	The proposal and provision of centralised services for NI customers could affect DVA NI staff. It is assumed that people within this Section 75 category will require and will receive consideration regardless of disability, physical and social barriers. It is assumed that the priority will be to provide a working environment that does not discriminate, eliminate or provide unfairness against a person based on disability.
Dependants	The proposal and provision of centralised services for NI customers could affect DVA NI staff. It is assumed that people within this Section 75 category will require and will receive consideration regardless of their caring responsibilities and consideration will be given to part-time working, shift patterns and general caring responsibilities that may be requested or required. It is assumed that the priority will be to provide a working environment that does not discriminate, eliminate or provide unfairness based on their personal circumstances and caring responsibilities for dependants.

## 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, policy makers should consider the answers to the four screening questions.

If your conclusion is **none** in respect of all of the Section 75 equality of opportunity and/or good relations categories, then you may decide to screen the policy out. If a policy is 'screened out' as having no relevance to equality of opportunity or good relations, you should give details of the reasons for the decision taken.

If your 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 your 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	This policy will impact on staff regardless of religious belief. It is assumed that any future re-deployment plans that would need to be produced by DoE NI will provide equality of opportunity for those affected by the policy.	None
Political opinion	This policy will impact on staff regardless of political opinion. It is assumed that any future re-deployment plans that would need to be produced by DoE NI will provide equality of opportunity for those affected by the policy.	None
Racial group	This policy will impact on staff regardless of Racial groups. It is assumed that any future re-deployment plans that would need to be produced by DoE NI will provide equality of opportunity for those affected by the policy.	None
Age	This policy will impact on staff regardless of Age. It is assumed that any future re-deployment plans that would need to be produced by DoE NI will provide equality of opportunity for those affected by the policy.	None
Marital status	This policy will impact on staff regardless of Marital Status. It is assumed that any future re-deployment plans that would need to be produced by DoE NI will provide equality of opportunity for those affected by the policy.	None

Sexual orientation	This policy will impact on staff regardless of Sexual Orientation. It is assumed that any future re-deployment plans that would need to be produced by DoE NI will provide equality of opportunity for those affected by the policy.	None
Men and women generally	<p>This policy will have a relatively higher impact on females, compared with males. This is due to the organisational structure within DVA NI and not due to the policy itself.</p> <p>DoE NI have issued a statement on redeployment which is included within Part 1: Policy Scoping. It is assumed that the impact on this Section 75 group would be taken into consideration in any future plans for redeployment of staff within the NI Civil Service.</p>	None
Disability	This policy will impact on staff regardless of disability. It is assumed that any future re-deployment plans that would need to be produced by DoE NI will provide equality of opportunity for those affected by the policy.	None
Dependants	<p>This policy may have a relatively higher impact on staff with dependants due to the higher levels of female staff who work within the DVA NI organisation who may have dependants.</p> <p>This is due to the organisational structure within DVA NI and not due to the policy itself. DoE NI have issued a statement on redeployment which is included within Part 1: Policy Scoping. It is assumed that the impact on this Section 75 group would be taken into consideration in any future plans for redeployment of staff within the NI Civil Service.</p>	None

<b>2</b> 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		If the proposal was implemented, the impact would not discriminate or differ on the grounds of religious belief. Therefore, there are no opportunities to better promote equality for this section 75 equality category.
Political opinion		If the proposal was implemented, the impact would not discriminate or differ on the grounds of political opinion. Therefore, there are no opportunities to better promote equality for this section 75 equality category.
Racial group		If the proposal was implemented, the impact would not discriminate or differ on the grounds of racial group. Therefore, there are no opportunities to better promote equality for this section 75 equality category.
Age		If the proposal was implemented, the impact would not discriminate or differ on the grounds of age. Therefore, there are no opportunities to better promote equality for this section 75 equality

		category.
Marital status		If the proposal was implemented, the impact would not discriminate or differ on the grounds of marital status. Therefore, there are no opportunities to better promote equality for this section 75 equality category.
Sexual orientation		If the proposal was implemented, the impact would not discriminate or differ on the grounds of sexual orientation. Therefore, there are no opportunities to better promote equality for this section 75 equality category.
Men and women generally		If the proposal was implemented, the impact would not discriminate or differ on the grounds of gender. Therefore, there are no opportunities to better promote equality for this section 75 equality category.
Disability		If the proposal was implemented, the impact would not discriminate or differ on the grounds of disability. Therefore, there are no opportunities to better promote equality for this section 75 equality category.
Dependants		If the proposal was implemented, the impact would not discriminate or differ on the grounds of number of dependents. Therefore, there are no opportunities to better

		promote equality for this section 75 equality category.
--	--	---

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	It is assumed that the policy would not have any negative impact on good relations within this particular group.	None
Political opinion	It is assumed that the policy would not have any negative impact on good relations within this particular group.	None
Racial group	It is assumed that the policy would not have any negative impact on good relations within this particular group.	None

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		The proposed policy does not provide the opportunity to improve good relations on this particular group.

		<p>The policy could affect all staff within DVA Licensing, but the policy in itself does discriminate against any Section 75 group. It is therefore assumed that good relations would not be effected in any way.</p>
<p>Political opinion</p>		<p>The proposed policy does not provide the opportunity to improve good relations on this particular group.</p> <p>The policy could affect all staff within DVA Licensing, but the policy in itself does discriminate against any Section 75 group. It is therefore assumed that good relations would not be effected in any way.</p>
<p>Racial group</p>		<p>The proposed policy does not provide the opportunity to improve good relations on this particular group.</p> <p>The policy could affect all staff within DVA Licensing, but the policy in itself does discriminate against any Section 75 group. It is therefore assumed that good relations would not be effected in any way.</p>

## 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).*

Yes  No

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

Any impact on DVA staff will be universal on all Section 75 categories, equally affecting those in a multiple identity group (i.e. the impact on those with multiple identities will be no worse or better).

### Part 3. Screening decision

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

After conducting the Section 75 Impact Assessment we believe that the proposal and outcomes of the policy on DVA NI Licensing staff does not warrant an equality impact assessment under Section 75. The proposal itself (if implemented) would impact all affected DVA Licensing staff, regardless of their Section 75 group, in the same way.

Due to the staffing structure of DVA Licensing, the data indicates that this impact would be slightly higher on females within the 'men and women generally' group when compared with the NICS average. From this, it is assumed that there would be a proportionally higher impact upon the 'dependants' group (although there is no data to verify this).

Any impact on individuals created as part of the redeployment process, including those within recognised Section 75 groups, may be mitigated by the Department of Environment Northern Ireland in line with their position as stated in Part 1: Policy Scoping. However, this is out of scope for this screening, as this element of the change is not owned, nor would not be implemented, by DVLA/DfT.

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

The impacts outlined would be mitigated as outlined in the DoE statement included in Part 1: Policy Screening. Given the relatively low impact on equality created by this policy, it is not considered necessary to consider an alternative policy on the basis of equality.

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: *Practical Guidance on Equality Impact Assessment*.

## **Mitigation**

When you conclude that the likely impact is 'minor' and an equality impact assessment is not to be conducted, you 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.

The DVLA believes that the proposed policy offers real benefits for all customers within Northern Ireland, although it is recognised that there is a negative impact on DVA NI Licensing staff as a result of the proposed policy. The DVLA will work with the DVA and the Department of the Environment in Northern Ireland to support the mitigation of any potential negative impacts on DVA NI Staff; however, this will be for DoE to own and implement.

## Timetabling and prioritising

Factors to be considered in timetabling and prioritising policies for equality impact assessment.

If the policy has been '**screened in**' for equality impact assessment, then please answer the following questions to determine its priority for timetabling the equality impact assessment:-

On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.

Priority criterion	Rating (1-3)
Effect on equality of opportunity and good relations	
Social need	
Effect on people's daily lives	
Relevance to a public authority's functions	

Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for equality impact assessment.

Is the policy affected by timetables established by other relevant public authorities?

Yes       No

If yes, please provide details.

## Part 4 - Monitoring

You 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 Department should monitor more broadly than for adverse impact.

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

## Part 5 - Approval and authorisation (to be completed by Business Area)

<b>Screened by:</b>	<b>Position/Job Title</b>	<b>Date</b>
Lynette Rose	Deputy Corporate Affairs Director, DVLA, Swansea	July 2013
<b>Approved by:</b>		
Hugh Evans	Corporate Affairs Director, DVLA, Swansea	July 2013

Note: A copy of the Screening Template, for each policy screened should be 'signed off' by the policy maker, approved by a senior manager responsible for the policy and forwarded to the Department's Equality Team who will make the form available on the Department's website. Business areas should ensure that the form is made available on request.

## **Part 6 – Submission to Departmental Equality Team**

PLEASE FORWARD AN ELECTRONIC COPY OF THE COMPLETED FORM TO:

[equality@doeni.gov.uk](mailto:equality@doeni.gov.uk)

QUERIES TO: DOE EQUALITY TEAM  
8<sup>th</sup> FLOOR  
GOODWOOD HOUSE  
44-58 MAY STREET  
BELFAST  
BT1 4NN

Laura McAleese, Ext. 37060 [laura.mcaleese@doeni.gov.uk](mailto:laura.mcaleese@doeni.gov.uk)

Jeff Johnston, Ext. 37061 [jeff.johnston@doeni.gov.uk](mailto:jeff.johnston@doeni.gov.uk)

## Appendix 1

<b>Main Groups Relevant to the Section 75 Categories</b>	
<b>Category</b>	<b>Main Groups</b>
Religious belief	Protestants; Catholics; people of non-Christian faiths; people of no religious belief
Political opinion	Unionists generally; Nationalists generally; members/supporters of any political party
Racial Group	White people; Chinese; Irish Travellers; Indians; Pakistanis; Bangladeshis; Black Africans; Black Caribbean people; people with mixed ethnic group
“Men and women generally”	Men (including boys); women (including girls); trans-gendered people
Marital status	Married people; unmarried people; divorced or separated people; widowed people
Age	For most purposes, the main categories are: children under 18, people aged between 18-65, and people over 65. However, the definition of age groups will need to be sensitive to the policy under consideration
“Persons with a disability”	Disability is defined as: A physical or mental impairment, which has a substantial and long-term adverse effect on a person’s ability to carry out normal day-to-day activities as defined in Sections 1 and 2 and Schedules 1 and 2 of the Disability Discrimination Act 1995
“Persons with dependants”	Persons with personal responsibility for the care of a child; persons with personal responsibility for the care of a person with an incapacitating disability; persons with personal responsibility for the care of a dependant elderly person
Sexual orientation	Heterosexuals; bi-sexuals; gays; lesbians