

## 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 Delivery of Vehicle Registration and Licensing Services in Northern Ireland (NI)
<b>Business Area:</b>	DVA Northern Ireland
<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.

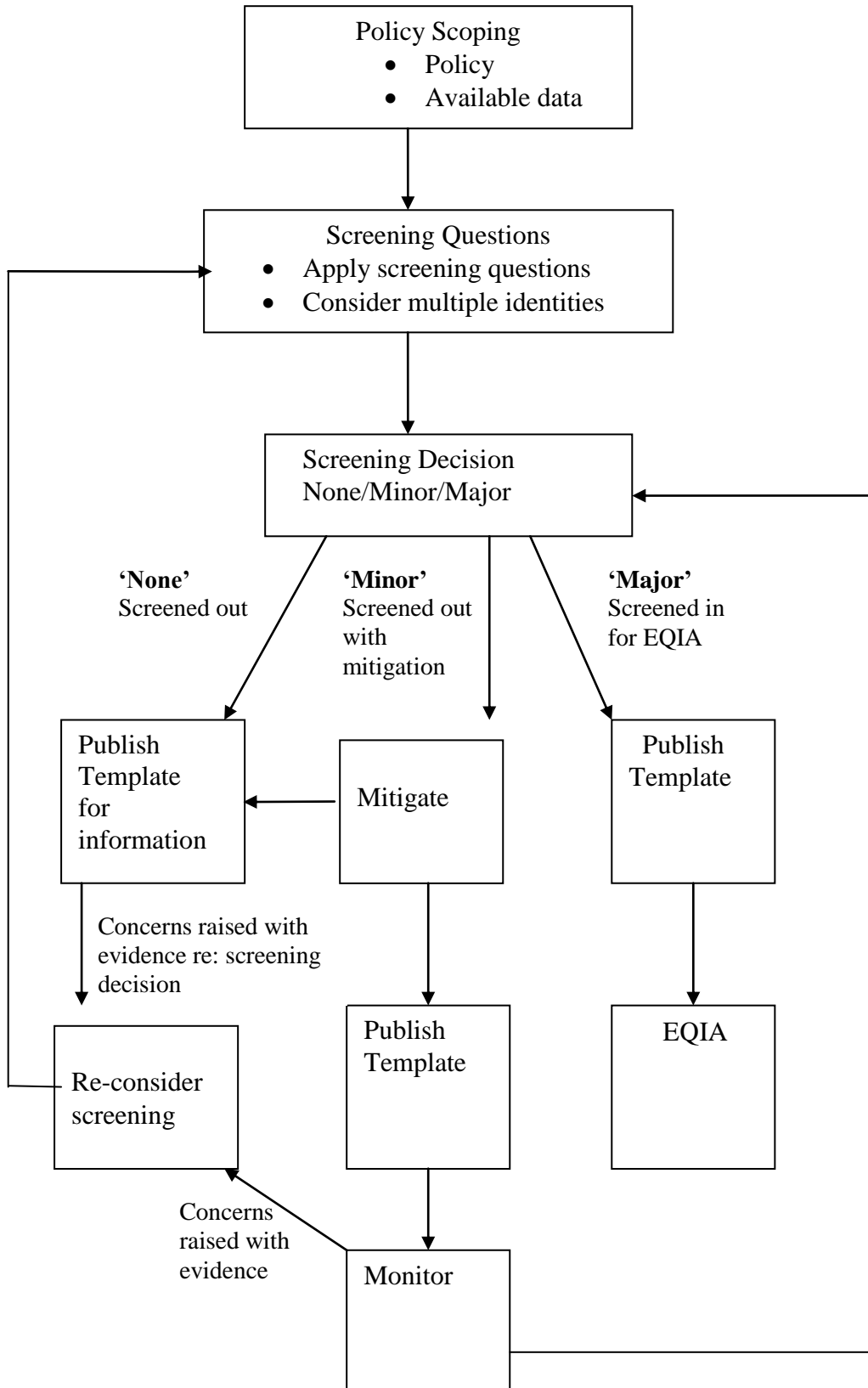
**Part 3. Screening decision** – guides the Department to reach a screening decision as to whether or not there is a need to carry out an equality impact assessment (EQIA), or to introduce measures to mitigate the likely impact, or the introduction of an alternative policy to better promote equality 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 includes a full Equality Analysis, which is embedded below and can be read in conjunction with this screening.



DVLA Future of NI  
Vehicle Services - Equ

This screening document focuses purely on the impacts that *existing DVA customers* within the relevant Section 75 groups will experience. An analysis of the impact on *DVA staff* within the relevant Section 75 groups has been compiled separately.

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

All Section 75 categories will benefit from the improved availability of enhanced vehicle registration and licensing services.

Disabled and elderly people in particular may benefit the most from more accessible services, both online and face to face at Post Office branches, thus reducing the need to travel (in some circumstances), reducing travel time/distance and improving choice. Some customers that do not wish, or are unable, to transact in English will benefit from a range of translation services available both from DVLA and some Post Office branches.

**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, with assistance on the staffing elements from the Department of the Environment Northern Ireland (DoE NI).

## 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: Equal opportunities through providing parity of service to NI motorists to bring the services available there in line with those already available in the rest of the UK. Additionally, 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: The motor trade will be particularly impacted by the improved services available.

## 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).

Section 75 category	Details of evidence/information																		
<p>Religious belief</p>	<p><b>Breakdown of DVA customers and NI households by community background</b></p> <table border="1" data-bbox="440 958 1182 1395"> <thead> <tr> <th></th> <th>DVA customers</th> <th>Census 2011</th> </tr> </thead> <tbody> <tr> <td><b>Catholic</b></td> <td>37.60%</td> <td>45.14%</td> </tr> <tr> <td><b>Protestant</b></td> <td>52.60%</td> <td>48.36%</td> </tr> <tr> <td><b>Other religion</b></td> <td>2.40%</td> <td>0.91%</td> </tr> <tr> <td><b>No religion</b></td> <td>7.40%</td> <td>5.59%</td> </tr> <tr> <td></td> <td><b>100%</b></td> <td><b>100%</b></td> </tr> </tbody> </table> <p>Source: DVA Customer satisfaction survey 2011      Source: NI Census 2011</p> <p>The provision of improved services will be universal and available to all sections of the NI community. Therefore, whilst this evidence suggests there may be a minor variation in the relative impact on some religious beliefs when compared to the national average, this is not as a result of the Policy itself.</p>		DVA customers	Census 2011	<b>Catholic</b>	37.60%	45.14%	<b>Protestant</b>	52.60%	48.36%	<b>Other religion</b>	2.40%	0.91%	<b>No religion</b>	7.40%	5.59%		<b>100%</b>	<b>100%</b>
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	<b>100%</b>	<b>100%</b>																	
<p>Political opinion</p>	<p>There is no evidence available for this category as DVA does not capture the political opinion of customers. It is therefore assumed that the customer profile would be in line with national averages. However, the provision of improved services will be universal and available to all motorists regardless of their political beliefs.</p>																		



Racial group	<p>There is no evidence available for this category as DVA does not capture the racial group of customers. It is therefore assumed that the customer profile would be in line with national averages. However, the provision of improved services will be universal and available to all motorists regardless of their racial group.</p>																								
Age	<p><b>Breakdown of DVA customers and NI population by age group</b></p> <table border="1" data-bbox="451 600 1323 945"> <thead> <tr> <th>Age group</th> <th>DVA customers</th> <th>NI population</th> </tr> </thead> <tbody> <tr> <td>16 - 21</td> <td>3.20%</td> <td>10.6%</td> </tr> <tr> <td>22 - 30</td> <td>10.40%</td> <td>15.8%</td> </tr> <tr> <td>31 - 44</td> <td>25.50%</td> <td>24.3%</td> </tr> <tr> <td>45 - 60</td> <td>33.20%</td> <td>25.6%</td> </tr> <tr> <td>61 - 69</td> <td>15.70%</td> <td>11.0%</td> </tr> <tr> <td>70+</td> <td>12.00%</td> <td>12.7%</td> </tr> <tr> <td><b>All persons aged 16 and over</b></td> <td><b>100%</b></td> <td><b>100.0%</b></td> </tr> </tbody> </table> <p>Source: DVA Customer satisfaction survey 2011 <span style="float: right;">Source: NI Census 2011</span></p> <p>As more services will be available at Post Office branches, this should help elderly customers who may not have to travel as far as they currently do in order to access vehicle registration and licensing services, or who may not be able to take advantage of online services.</p> <p>The proportion of DVA customers aged 45-60 is above the national average so there may be a higher impact on this group, however, the provision of improved services will be universal and available to all motorists regardless of age and any impact on this group will not be as a result of the Policy itself.</p>	Age group	DVA customers	NI population	16 - 21	3.20%	10.6%	22 - 30	10.40%	15.8%	31 - 44	25.50%	24.3%	45 - 60	33.20%	25.6%	61 - 69	15.70%	11.0%	70+	12.00%	12.7%	<b>All persons aged 16 and over</b>	<b>100%</b>	<b>100.0%</b>
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Marital status	<p><b>Breakdown of DVA customers and NI households by marital status</b></p> <table border="1" data-bbox="438 1693 1423 2069"> <thead> <tr> <th></th> <th>DVA customers</th> <th>Census 2011</th> </tr> </thead> <tbody> <tr> <td><b>Married/Civil partnership</b></td> <td>65.50%</td> <td>48%</td> </tr> <tr> <td><b>Single</b></td> <td>22.10%</td> <td>36%</td> </tr> <tr> <td><b>Divorced/Separated/Dissolved</b></td> <td>7.80%</td> <td>9.20%</td> </tr> <tr> <td><b>Widowed</b></td> <td>4.60%</td> <td>6.80%</td> </tr> <tr> <td></td> <td><b>100%</b></td> <td><b>100%</b></td> </tr> </tbody> </table>		DVA customers	Census 2011	<b>Married/Civil partnership</b>	65.50%	48%	<b>Single</b>	22.10%	36%	<b>Divorced/Separated/Dissolved</b>	7.80%	9.20%	<b>Widowed</b>	4.60%	6.80%		<b>100%</b>	<b>100%</b>						
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	<p>Source: DVA Customer satisfaction survey 2011 <span style="float: right;">Source: NI Census 2011</span></p> <p>The provision of improved services will be universal and available to all motorists regardless of their marital status. With the largest proportion of DVA customers noted as in a Married/Civil Partnership, there may be a higher impact on this group, but this is not as a result of the Policy itself.</p>												
<p>Sexual orientation</p>	<p>There is no evidence available for this category as DVA does not capture the sexual orientation of customers. It is therefore assumed that the customer profile would be in line with national averages. However, the provision of improved services will be universal and available to all motorists regardless of sexual orientation.</p>												
<p>Men and women generally</p>	<p><b>Breakdown of DVA customers and NI households by gender</b></p> <table border="1" data-bbox="440 891 1422 1144"> <thead> <tr> <th></th> <th>DVA customers</th> <th>NI Households</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>54.50%</td> <td>49%</td> </tr> <tr> <td>Female</td> <td>45.50%</td> <td>51%</td> </tr> <tr> <td></td> <td>100%</td> <td>100%</td> </tr> </tbody> </table> <p>Source: DVA Customer satisfaction survey 2011 <span style="float: right;">Source: NI Census 2011</span></p> <p>The provision of improved services will be universal and available to all motorists regardless of gender. Whilst there may be a higher impact on males than females, this is not as a result of the Policy itself.</p>		DVA customers	NI Households	Male	54.50%	49%	Female	45.50%	51%		100%	100%
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	<p>2011/12 consultation on transforming DVLA services, highlights specific benefits for this group. These arise from the availability of online services and better access to face to face services through around 150 NI Post Office branches.</p>												
<p>Dependants</p>	<p><b>Breakdown of DVA customers and NI households by care responsibilities</b></p> <table border="1" data-bbox="440 562 1366 808"> <thead> <tr> <th data-bbox="440 562 762 622">Dependants</th> <th data-bbox="762 562 1082 622">DVA customers</th> <th data-bbox="1082 562 1366 622">NI households</th> </tr> </thead> <tbody> <tr> <td data-bbox="440 622 762 683">Care of a child / children</td> <td data-bbox="762 622 1082 683">70.10%</td> <td data-bbox="1082 622 1366 683">33.9%</td> </tr> <tr> <td data-bbox="440 683 762 743">Care of a person with a disability</td> <td data-bbox="762 683 1082 743">16.10%</td> <td data-bbox="1082 683 1366 743">N/A</td> </tr> <tr> <td data-bbox="440 743 762 808">Care of an elderly person</td> <td data-bbox="762 743 1082 808">13.80%</td> <td data-bbox="1082 743 1366 808">N/A</td> </tr> </tbody> </table> <p data-bbox="440 853 858 875">Source: DVA Customer satisfaction survey 2011</p> <p data-bbox="1002 853 1214 875">Source: NI Census 2011</p> <p data-bbox="440 909 1398 1032">Whilst evidence shows a large number of DVA customers care for a child/children, there may be a higher impact on this group, but this is not as a result of the Policy itself.</p>	Dependants	DVA customers	NI households	Care of a child / children	70.10%	33.9%	Care of a person with a disability	16.10%	N/A	Care of an elderly person	13.80%	N/A
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Care of a person with a disability	16.10%	N/A											
Care of an elderly person	13.80%	N/A											

## 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	In relation to vehicle registration and licensing services, no specific needs or priorities have been identified for customers based on religious beliefs.
Political opinion	In relation to vehicle registration and licensing services, no specific needs or priorities have been identified for customers based on political opinion.
Racial group	Customers in this group that do not wish, or are unable, to transact in English may require support and/or alternative language services.
Age	Some elderly customers may require services that have a higher level of accessibility due to reduced mobility, hearing loss, sight loss or other age-related issues.
Marital status	In relation to vehicle registration and licensing services, no specific needs or priorities have been identified for customers based on marital status.
Sexual orientation	In relation to vehicle registration and licensing services, no specific needs or priorities have been identified for customers based on sexual orientation.
Men and women generally	In relation to vehicle registration and licensing services, no specific needs or priorities have been identified for customers based on gender.
Disability	Some disabled customers may require services that have a higher level of accessibility due to reduced

	mobility, greater access requirements (e.g. wheelchair users), hearing loss, sight loss or other disabilities
Dependants	These services have not identified any specific needs, experience or priorities for customers with 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	The improved services will be universal and available to all NI motorists, regardless of religious belief.	None
Political opinion	The improved services will be universal and available to all NI motorists, regardless of political opinion.	None
Racial group	<p>Some racial groups that do not wish, or are unable to transact in English, <i>may</i> be impacted <i>if</i> there are no alternative language services to those that may currently be available through their DVA local office.</p> <p>These individuals will benefit from this proposal, as they will be able to use the DVLA 'Big Word' translation service, which will be available through the DVLA's Contact Centre. A selection of key DVLA application forms and leaflets are also available in a wide range of European and international languages.</p> <p>In addition, some individual Post Office branches offer alternative language services to support those requiring specific assistance.</p> <p>Although there may be a minor impact to some customers in this group, DVLA feels that the overall impact is positive due to the range of service</p>	Minor



	improvements being introduced	
Age	<p>Some elderly customers may be impacted if they currently rely upon services delivered through a DVA local Office for convenience.</p> <p>As more services will be available at Post Offices, this may help older people who may not have to travel as far as they currently do in order to access vehicle registration and licensing services.</p> <p>Around 150 NI Post Offices will replace the 8 DVA Local Offices to provide additional face to face relicensing services, resulting in a more convenient and local service to NI motorists of all ages. This will also eliminate the disadvantage to DVA customers who do not have a local office in their area.</p> <p>Customers may also use the DVLA's contact centre for advice and guidance, including the Text Phone facility for those with hearing difficulties and DVLA online services, which are AA rated for accessibility. The postal channel will also remain for a number of transactions.</p> <p>Although there may be a minor impact to some customers in this group, DVLA feels that the overall impact is positive due to the range of service improvements being introduced</p>	Minor
Marital status	The improved services will be universal and available to all NI motorists, regardless of marital status.	None
Sexual	The improved services will be universal	None

orientation	and available to all NI motorists, regardless of sexual orientation.	
Men and women generally	The improved services will be universal and available to all NI motorists, regardless of gender.	None
Disability	<p>Some disabled customers may be impacted if they currently rely upon services delivered through a DVA local Office for convenience.</p> <p>The availability of enhanced online services will reduce the need to travel or interact directly (either face-to-face or over the telephone), with DVLA online services being AA rated for accessibility.</p> <p>For disabled customers who are unable to use online services, Post Offices will provide a face to face service for many relicensing transactions. The provision of a more localised service may make it more convenient for disabled motorists removing the need to travel long distances. The postal channel also remains for a number of transactions.</p> <p>Customers may also use the DVLA's contact centre for advice and guidance, including the Text Phone facility for those with hearing difficulties and DVLA online services, which are AA rated for accessibility. The postal channel will also remain for a number of transactions.</p> <p>Post Office branch accessibility (getting into and within the branch) is regularly monitored by the Post Office, with grants available for sub-postmasters to improve accessibility in their branches.</p>	Minor

	Although there may be a minor impact to some customers in this group, DVLA feels that the overall impact is positive due to the range of service improvements being introduced	
Dependants	The improved services will be universal and available to all NI motorists, regardless of whether they have dependants or not.	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		The improved services will be available universally; therefore, there will be no real opportunities to promote greater equality within this group.
Political opinion		The improved services will be available universally; therefore, there will be no real opportunities to promote greater equality within this group.
Racial group	Some racial groups that do not wish, or are unable to transact in English will have wider access to translation services than they have today, promoting greater equality.	
Age	Around 150 local NI Post Offices will provide a face to face service to all age groups. Their convenient locations will particularly benefit older people who in future may not have to travel as far as they currently do. This, plus the introduction of online services, will mean that there will be a wider range of services available to the elderly/less-mobile, equal to	

	<p>other groups.</p> <p>For those who are not computer literate, a number of postal services will remain, ensuring the elderly are not disadvantaged.</p>	
Marital status		The improved services will be available universally; therefore, there will be no real opportunities to promote greater equality within this group.
Sexual orientation		The improved services will be available universally; therefore, there will be no real opportunities to promote greater equality within this group.
Men and women generally		The improved services will be available universally; therefore, there will be no real opportunities to promote greater equality within this group.
Disability	<p>The convenience of improved services available to disabled people will afford equality with non-disabled people.</p> <p>The Post Office regularly monitor branch accessibility (getting into, and within, the branch), with grants available for sub-postmasters to improve accessibility in their branches.</p>	

Dependants		The improved services will be available universally; therefore, there will be no real opportunities to promote greater equality within this group.
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**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	This policy does not impact or improve relations between these groups.	None
Political opinion	This policy does not impact or improve relations between these groups.	None
Racial group	This policy does not impact or improve relations between these groups.	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 improved services will be available universally; therefore, there will be no real opportunities to promote good relations within this

		group.
Political opinion		The improved services will be available universally; therefore, there will be no real opportunities to promote good relations within this group.
Racial group		The improved services will be available universally; therefore, there will be no real opportunities to promote good relations within this group.

**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.

As the improved services will be available to all motorists, we do not believe that there is any greater impact on those who fall in more than one of the Section 75 categories.

For those where there is a multiple impact, there will be a number of improvements on current services which may result in multiple benefits to some customers.

### Part 3. Screening decision

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

We believe that the proposal does not warrant an equality impact assessment under Section 75, based on:

- the proposed changes will be universally applied to all customers in all Section 75 groups,
- the proposed service improvements will offer real benefits for all motorists in NI, with specific benefits to some Section 75 groups in comparison to the services they currently receive
- any impacts identified on specific Section 75 groups are minor, and are offset by the improvements in service introduced as a result of this policy

In line with the process carried out during a similar change in GB, an equality analysis has been undertaken which details the effects of the changes on customers.

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.

DVLA's assessment (as outlined in the consultation document) is that implementing an alternative policy would not deliver the same level of benefits to NI and GB customers. Some impacts identified as applicable to some Section 75 groups will be mitigated through the availability of improved services.

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 proposals offer real benefits for all customers in NI with improved and harmonised vehicle registration and licensing services resulting in a modern electronic service across the whole of the UK.

Whilst there are minor impacts identified on some Section 75 categories, mitigating action will be in place to lessen the severity such as:

- Post Office branches offering localised, face to face services with facilities in place to support disabled/elderly users,
- improved online services offering increased availability and accessibility,
- facilities such as Text Phone for those with hearing difficulties,
- the choice of transacting in a number of languages, either through alternative application forms or through the availability of translation services.

## 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