



Northern
Ireland
Office

SECTION 75

EQUALITY SCREENING FORM

Establishment of a new legal framework for abortion services in Northern Ireland [implementation of section 9 of the Northern Ireland (Executive Formation etc) Act 2019]

To be read in association with the Northern Ireland Office's consultation document 'A new legal framework for abortion services in Northern Ireland'

November 2019

SECTION 75 – THE LEGAL BACKGROUND

Under Section 75 of the Northern Ireland Act 1998, the NIO is required to have due regard to the need to promote equality of opportunity between:

- persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation
- men and women generally
- persons with a disability and persons without
- persons with dependents and persons without.

2. In addition, and without prejudice to the obligations above, in carrying out our functions in relation to Northern Ireland we are required to have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group. The NIO is also required to meet our legislative obligations under the Disability Discrimination Order.

3. A list of the main groups identified as being relevant to each of the Section 75 categories is at **Annex A** of this document.

INTRODUCTION

4. This form should be read in conjunction with the Equality Commission's Section 75 guidance "A Guide for Public Authorities" April 2010, available on the Equality Commission's website (www.equalityni.org). **Staff should complete a form for each new or revised policy for which they are responsible (see page 4 for a definition of a policy in respect of Section 75).**

5. The purpose of screening is to identify those policies that are likely to have an impact on equality of opportunity and/or good relations and so determine whether an Equality Impact Assessment (EQIA) is necessary. Screening should be introduced at an early stage when developing or reviewing a policy.

6. The lead role in the screening of a policy should be taken by the policy decision-maker who has the authority to make changes to that policy and should involve in the screening process:

- other relevant team members;
- those who implement the policy;
- staff members from other relevant areas of work; and
- key stakeholders.

7. A flowchart which outlines the screening process is attached at **Annex B**.

8. The first step in the screening exercise is to gather evidence to inform the screening decisions. Relevant data may be either quantitative or qualitative or both (this helps to indicate whether or not there are likely equality of opportunity and/or good relations impacts associated with a policy). Relevant information will help to clearly demonstrate the reasons for a policy being either 'screened in' for an EQIA or 'screened out'.

9. The absence of evidence does not indicate that there is no likely impact but if none is available, it may be appropriate to consider subjecting the policy to an EQIA.

10. Screening provides an assessment of the likely impact, whether 'minor' or 'major', of its policy on equality of opportunity and/or good relations for the relevant categories. In some instances, screening may identify the likely impact is none.

11. The Equality Commission has developed a series of four questions, included in Part 2 of this screening form with supporting sub-questions, which should be applied to all policies as part of the screening process. They identify those policies that are likely to have an impact on equality of opportunity and/or good relations.

SCREENING DECISIONS

12. Completion of screening should lead to one of the following three outcomes. The policy has been:

- i. 'screened in' for equality impact assessment;
- ii. 'screened out' with mitigation or an alternative policy proposed to be adopted;
or
- iii. 'screened out' without mitigation or an alternative policy proposed to be adopted.

SCREENING AND GOOD RELATIONS DUTY

13. The Equality Commission recommends that a policy is 'screened in' for EQIA if the likely impact on good relations is 'major'. While there is no legislative requirement to engage in an equality impact assessment in respect of good relations, this does not necessarily mean that EQIAs are inappropriate in this context.

FURTHER INFORMATION

14. Further information on equality, including a copy of the NIO Equality Scheme, yearly progress reports on equality to the Equality Commission for Northern Ireland, information on data sources and the Cabinet Office code of practice on consultation may be found on the NIO Intranet under About the NIO > Equality.

15. If you have any questions regarding the screening exercise or Section 75 in general please contact the Corporate Governance Team on 028 9076 5497; or nio.equalityscheme@nio.gov.uk.

16. When you have completed the form please retain on file in the branch for record purposes, and send a copy to the s75 equality advisor.

PART 1 – POLICY SCOPING

DEFINITION OF POLICY

1.1. There have been some difficulties in defining what constitutes a policy in the context of Section 75. To be on the safe side, it is recommended that you consider any new initiatives, proposals, schemes or programmes as policies or changes to those already in existence. It is important to remember that even if a full EQIA has been carried out in an “overarching” policy or strategy, it will still be necessary for the policy maker to consider if a further EQIA needs to be carried out in respect of those policies cascading from the overarching strategy.

OVERVIEW OF POLICY PROPOSALS

1.2. The aims and objectives of the policy must be clear and terms of reference well defined. You must take into account any available data that will enable you to come to a decision on whether or not a policy may or may not have a differential impact on any of the s75 categories.

SCOPING THE POLICY

1.3. 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.

1.4. Remember that the Section 75 statutory duties apply to internal policies (relating to people who work for the NIO), as well as external policies (relating to those who are, or could be, served by the NIO).

INFORMATION ABOUT THE POLICY

Name of the policy	Provision of a new legal framework for accessing abortion services in Northern Ireland.
Is this an existing, revised or new policy?	<p>New policy.</p> <p>Section 9 of the Northern Ireland (Executive Formation etc) Act 2019 (NIEF Act) came into force on 22 October 2019 as an Executive was not formed in Northern Ireland before that date.</p> <p>Section 9 of the NIEF Act requires the Secretary of State to implement the recommendations in paragraphs 85 and 86 of the 2018 CEDAW Report, the <i>Inquiry concerning the United Kingdom of Great Britain and Northern Ireland under article 8 of the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women</i>.</p>
What is it trying to achieve (intended aims/outcomes)?	<p>In order to implement the recommendations in the 2018 CEDAW report in accordance with section 9 of the NIEF, the Secretary of State is required to make regulations providing for a new legal framework for abortion in Northern Ireland, with such regulations to come into force by 31 March 2020.</p> <p>This includes providing lawful access to abortion services, at least in the cases of:</p> <ul style="list-style-type: none"> • threat to the pregnant woman’s physical or mental health, without conditionality of “long-term or permanent” effects; • Rape and incest, and

	<ul style="list-style-type: none"> • Severe fetal impairment, including fatal fetal abnormality, without perpetuating stereotypes towards persons with disabilities and ensuring appropriate and ongoing support, social and financial, for women who decide to carry such pregnancies to term. <p>The 2018 CEDAW report contains other recommendations that are also to be delivered and which are covered by the accompanying consultation '<i>A new legal framework for abortion services in Northern Ireland: Implementation of the legal duty under section 9 of the Northern Ireland (Executive Formation etc) Act 2019</i>'.</p> <p>The 2018 CEDAW report also makes recommendations that will be taken forward on a non-statutory basis. We will keep under consideration whether any further screenings are required ahead of implementing these non-statutory recommendations.</p>
<p>Are there any s75 categories which might be expected to benefit from the intended policy? If so, explain how.</p>	<p>Women</p> <p>This policy will result in all women in Northern Ireland to have access to lawful abortion services. The Department of Health and Social Care report that in 2018, 1053 women travelled to England from Northern Ireland to avail of the prescribed scheme for an abortion procedure.</p>
<p>Who initiated or wrote the policy?</p>	<p>Under section 9 of the NIEF Act, the Secretary of State is under a duty to introduce a new legal framework for access to abortion services in Northern Ireland by 31 March 2020.</p>

	<p>The Northern Ireland Office (NIO) is preparing a draft regulatory framework with input from the Department for Health and Social Care and the Government Equalities Office (GEO). The NIO is also engaging with the Northern Ireland Department of Health and Department of Justice on a technical basis in relation to operational and delivery considerations related to the policy development.</p>
<p>Who owns and who implements the policy?</p>	<p>Under the NIEF Act, the Secretary of State is responsible for establishing the new legal framework for access to abortion services, and will do so via regulations made by the Secretary of State.</p> <p>The Northern Ireland civil service, via the Northern Ireland Department of Health, will have implementation responsibilities alongside Health and Social Care (HSC) Trusts in Northern Ireland and commissioners, given the provision of healthcare is devolved.</p>

IMPLEMENTATION FACTORS

<p>Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?</p>	
<p>If yes, are they:</p> <ul style="list-style-type: none"> - financial - legislative - other (please specify) 	<p>The NIEF Act sets out the timescales under which this scheme must be delivered. The regulations made for the purpose of complying with the duty to implement the CEDAW recommendations must be in force by 31 March 2020.</p> <p>Abortion services provided under the new legal framework will be funded through the Northern Ireland Consolidated Fund from 31 March 2020.</p>

MAIN STAKEHOLDERS AFFECTED

<p>Who are the internal and external stakeholders (actual or potential) that the policy will impact upon?</p> <ul style="list-style-type: none"> - staff - service users - other public sector organisations - voluntary/community/trade unions - other (please specify) 	<ul style="list-style-type: none"> • Individuals who wish to avail themselves of abortion services in Northern Ireland; • Health professionals who will administer the new legal framework for access to abortion; • NGOs who support women and girls in making decisions • Northern Ireland Government Departments.
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OTHER POLICIES WITH A BEARING ON THIS POLICY

<p>What are they?</p>	<p>n/a</p>
<p>Who owns them?</p>	<p>n/a</p>

AVAILABLE EVIDENCE

1.5. Evidence to help inform the screening process may take many forms. Please ensure that your 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 s75 categories.

Section 75 category	Details of evidence/information
Religious belief	<p>Data is not available on the religious breakdown of women who have availed themselves of abortion services, either in Northern Ireland, or those who have travelled outside Northern Ireland.</p> <p>We are aware that some religious organisations have already raised specific concerns around the policy and development of the new legal framework including the need to allow conscientious objection for healthcare professionals who may not wish to facilitate or carry out an abortion service in certain circumstances. The consultation will examine ways in which we can address this issue in developing the new legal framework for after 31 March 2020.</p> <p>The results of the consultation will inform the final policy development.</p>
Political opinion	<p>It is not expected that this section 75 group will be affected in a major way, although evidence is invited from stakeholder groups including the NI political parties.</p>
Racial group	<p>Data is not available on the racial breakdown of women who have availed themselves of abortion services, either in Northern Ireland, or those who have travelled outside Northern Ireland.</p> <p>Evidence is invited from stakeholder groups.</p>
Age	<p>Evidence is invited from stakeholder groups. It is expected that those of an age-group of individuals who are capable of becoming pregnant will be affected in the most direct way.</p>

Marital status	It is not expected that this section 75 category will be affected in a major way, although evidence is invited from stakeholder groups.
Sexual orientation	It is not expected that this section 75 category will be affected in a major way, although evidence is invited from stakeholder groups.
Men and women generally	<p>The UK Department of Health and Social Care report that 1,053 women resident in Northern Ireland travelled to England to avail of abortion services in 2018.</p> <p>There will be a beneficial impact for women who wish to have an abortion for any of the reasons covered by the new legal framework, as this removes the need to travel outside Northern Ireland to access abortion services.</p>
Disability	It is not expected that this section 75 category will be affected in a major way, although evidence is invited from stakeholder groups.
Dependants	It is not expected that this section 75 group will be affected in a major way, although evidence is invited from stakeholder groups.

NEEDS, EXPERIENCES AND PRIORITIES

1.6. 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 s75 categories.

Section 75 category	Details of needs/experiences/priorities
Religious belief	<p>Religious / faith organisations have specific concerns around the policy and development of the new legal framework including the need to allow conscientious objection for healthcare professionals who may not wish to facilitate or carry out an abortion service in certain circumstances.</p> <p>Where possible, mitigations will be put in place to take account of these concerns, including conscientious objection.</p>

	<p>The results of the consultation will inform the final policy development.</p>
Political opinion	<p>Political opinion across Northern Ireland is varied around this policy.</p> <p>There is no specific evidence to categorise the different needs, experiences and priorities of this group.</p> <p>The results of the consultation will inform the final policy development.</p>
Racial group	<p>There is no evidence available to suggest that there are different needs, experiences or priorities between individual racial groups in relation to this policy.</p> <p>The results of the consultation will inform the final policy development.</p>
Age	<p>We will be considering the different needs, experiences or priorities between females of different ages in the development of the new legal framework for after 31 March 2020.</p> <p>The results of the consultation will inform the final policy development.</p>
Marital status	<p>There are no specific needs, experiences or priorities for this group.</p>
Sexual orientation	<p>There are no specific needs, experiences or priorities for this group.</p>
Men and women generally	<p>This policy will more directly impact on women, so will therefore reflect women's specific needs, experiences and priorities.</p>
Disability	<p>Women with a disability will have equal access to the policy with health bodies ensuring necessary arrangements to enable access to services.</p>

Dependants	No specific needs have been identified.
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PART 2 – SCREENING QUESTIONS

INTRODUCTION

2.1. In making a decision as to whether or not there is a need to carry out an EQIA, please give consideration to your answers to the questions 1-4 which are given on pages 66-68 of the Equality Commission’s “A Guide for Public Authorities”.

2.2. If your conclusion is **none** in respect of all of the Section 75 equality of opportunity and/or good relations categories, 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.

2.3. 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.

2.4. 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:

- take measures to mitigate the adverse impact; or
- introduce 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.

2.5. 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	<p>We do not anticipate a differential impact on equality of opportunity based on religious belief.</p> <p>The new abortion framework will be designed to meet the specific needs of women wishing to access abortion services</p> <p>During the development of, and consultation on, the abortion framework, consideration will be given to how best to facilitate healthcare professionals who may wish to exercise conscientious objection owing to their religious belief.</p>	Minor
Political opinion	<p>We do not anticipate a differential impact on equality of opportunity based on political opinion.</p> <p>The new abortion framework will be designed to meet the specific needs of women wishing to access abortion services.</p>	None
Racial group	<p>We do not anticipate a differential impact on equality of opportunity based on racial group.</p> <p>The new abortion framework will be designed to meet the specific needs of women wishing to access abortion services.</p>	None
Age	<p>We do not anticipate a differential impact on equality of opportunity based on age.</p> <p>The new abortion framework will be designed to meet the specific needs of women wishing to access abortion</p>	None

	services.	
Marital status	<p>We do not anticipate a differential impact on equality of opportunity based on marital status.</p> <p>The new abortion framework will be designed to meet the specific needs of women wishing to access abortion services.</p>	None
Sexual orientation	<p>We do not anticipate a differential impact on equality of opportunity based on sexual orientation.</p> <p>The new abortion framework will be designed to meet the specific needs of women wishing to access abortion services.</p>	None
Men and women generally	The framework will benefit women who wish to access legal and safe abortion services in Northern Ireland.	None
Disability	<p>We do not anticipate a differential impact on equality of opportunity based on disability.</p> <p>The new abortion framework will be designed to meet the specific needs of women wishing to access abortion services.</p>	None
Dependants	<p>We do not anticipate a differential impact on equality of opportunity based on dependants.</p> <p>The new abortion framework will be designed to meet the specific needs of women wishing to access abortion services.</p>	None

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

Section 75 category	If Yes, provide details	If No, provide reasons
Religious belief	Yes, it is the policy intention that all groups, including those with different religious beliefs, will have equitable access to the new abortion framework.	
Political opinion	Yes, it is the policy intention that all groups, including those holding different political opinions, will have equitable access to the new abortion framework.	
Racial group	Yes, it is the policy intention that all groups, including those from different racial groups, will have equitable access to the new abortion framework.	
Age	Yes, it is the policy intention that all groups, including where relevant those from different age groups, will have equitable access to the new abortion framework.	
Marital status	Yes, it is the policy intention that all groups will have equitable access to the new abortion framework.	
Sexual orientation	Yes, it is the policy intention that all groups will have equitable access to the new abortion framework.	
Men and women generally	Yes, it is the policy intention that all women will have equitable access to the new abortion framework.	
Disability	Yes, it is the policy intention that all groups will have equitable access to the new abortion framework.	
Dependants	Yes, it is the policy intention that all groups will have equitable access to the new abortion framework.	

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	<p>Opposition to abortion - and by extension, the new legal framework for providing abortion services in Northern Ireland - is often based on religious belief, and a broad range of religious organisations are critical of abortion.</p> <p>Religious organisations and adherents of different religious beliefs are likely to be strongly opposed to the new legal framework by virtue of their religious beliefs - and will be critical of, and face criticism from, people who support the framework but do not share their religious beliefs.</p> <p>For those healthcare professionals whose religious beliefs mean they would not wish to participate in the provision of abortion services, mitigation will be provided via the facilitation of conscientious objection. The consultation will invite views on how this conscientious objection protection will work in practice.</p>	Minor
Political opinion	<p>There will be a range of views on abortion - and by extension, on the new legal framework for providing access to abortion services - across the political spectrum in Northern Ireland: it is an issue that tends to transcend, or not be subject to, whether a person is a 'nationalist' or a 'unionist', or a supporter of another political party.</p>	Minor
Racial group	None identified	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 Yes, provide details	If No, provide reasons
Religious belief	<p>People with strongly held, religiously motivated opposition to abortion, and people with strongly held, non-religiously motivated support for abortion, are unlikely to agree on much in relation to the new legal framework for providing abortion services in Northern Ireland.</p> <p>However, it may be possible to mitigate at least some of the concerns of those opposed to the new framework for religious reasons by facilitating conscientious objection for healthcare professionals - and by having this provision accepted by those who support the framework and do not share their religious beliefs.</p>	
Political opinion	None identified	NA
Racial group	None identified	NA

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 new legal framework for access to abortion services in Northern Ireland will have a direct impact on females who wish to access abortion services in Northern Ireland.

We acknowledge that females are likely to fall within a combination of s75 categories. For example, females with dependants, or females with a disability.

Part 3 – Screening decision

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

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

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

This document constitutes the Department's initial equality impact assessment of establishing a legal framework to provide access to abortion services in Northern Ireland. We welcome comments from all those with expertise and interest in this policy to inform our final thinking.

The Government is aware that abortion is a sensitive issue in Northern Ireland, and that providing access to abortion services in Northern Ireland in accordance with the NIEF Act provisions represents a major change in policy, of a high level of public interest, which may have impacts across a range of section 75 categories.

This document, published alongside our policy consultation paper, is a time-limited consultation and a final version will be developed reflecting comments received as a result of the consultation.

The final development of this policy will be better informed by the findings of an equality impact assessment, which will in turn be informed by the outcome of the public consultation.

3.1. All public authorities' equality schemes must state the 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 Equality 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 the Equality Commission publication: "Practical Guidance on Equality Impact Assessment".

MITIGATION

3.2. If you have concluded 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.

TIMETABLING AND PRIORITISING

3.3. 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	2
Social need	3
Effect on people’s daily lives	2
Relevance to the NIO’s functions	3
Total rating score (total of 12)	10

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 you in timetabling. Details of the NIO’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?

If yes, please provide details.

Under the provisions of the NIEF Act, the UK Government is required to bring forward legislation for the new legal framework for accessing abortion services in Northern Ireland by 31 March 2020 as the Northern Ireland Executive was not restored by 21 October 2019.

Part 4 – Monitoring

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

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

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

Part 5 - Approval and authorisation

Screened by:	Raphaela Thynne
Grade/Branch/Group:	Grade 7 / Rights and Equality Team / Constitutional Policy and Rights Group
Date:	4 November 2019
Approved by Deputy Director:	Bilal Zahid
Date:	4 November 2019

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 and made available on request.

Any screening forms completed within the Department will be published on a six monthly basis in line with our Departmental Equality Policy monitoring arrangements. Such information will be collated and published by the Corporate Governance Team.

ANNEX A – MAIN GROUPS IDENTIFIED AS RELEVANT TO THE SECTION 75 CATEGORIES

Category	Example Groups
Religious Belief	Buddhist; Catholic; Hindu; Jewish; Muslims; people of no religious belief; Protestants; Sikh; other faiths. For the purposes of Section 75, the term “religious belief” is the same definition as that used in the <i>Fair Employment & Treatment (NI) Order</i> . Therefore, “religious belief” also includes any <i>perceived</i> religious belief (or perceived lack of belief) and, in employment situations only, it also covers any “ <i>similar philosophical belief</i> ”.
Political Opinion	Nationalists generally; Unionists generally; members/supporters of other political parties.
Racial Group	Black people; Chinese; Indians; Pakistanis; people of mixed ethnic background; Polish; Roma; Travellers; White people.
Men and women generally	Men (including boys); Trans-gendered people; Transsexual people; Women (including girls).
Marital Status	Civil partners or people in civil partnerships; divorced people; married people; separated people; single people; widowed people.
Age	Children and young people; older people.
Persons with a disability	Persons with disabilities as defined by the Disability Discrimination Act 1995.
Persons with dependants	Persons with personal responsibility for the care of a child; care of a person with disability; or the care of a dependant older person.
Sexual orientation	Bisexual people; heterosexual people; gay or lesbian people.

ANNEX B – SCREENING FLOWCHART

