



Northern
Ireland
Office

SECTION 75 EQUALITY SCREENING FORM

JULY 2021

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 dependants 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

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| Name of the policy | Addressing the legacy of Northern Ireland's past |
| Is this an existing, revised or new policy? | This is a revised policy, building on the feedback obtained through the public consultation "Addressing the Legacy of Northern Ireland's Past" carried out between May 2018 - October 2018 (for which an Equality Impact screening was published) as well as subsequent stakeholder engagement and consultation since then. |
| What is it trying to achieve (intended aims/outcomes)? | <p>Context</p> <p>Northern Ireland's past is one of the major factors in shaping its present – the legacy of the Troubles continues to be felt deeply both by victims, veterans and retired police officers and wider society, with significant impacts on politics, public debate and the justice system.</p> <p>More than 3,500 people were killed as a result of the Troubles, including over 1000 members of the security forces. Of those killed, it is estimated that 58% of deaths were the result of actions by republican terrorists, 29% by loyalist terrorists, and 11% by the security forces.¹ Many of these cases remain unsolved and are subject to further investigation. The Police Service of Northern Ireland (PSNI) currently has a caseload of over 900 cases involving nearly 1,200 deaths.</p> |

¹ <1% of deaths were caused by the Irish Security forces, and 2% of deaths cannot be attributed to an organisation. See Malcolm Sutton 'An index of deaths from the Conflict in Ireland' http://cain.ulst.ac.uk/sutton/tables/Organisation_Summary.html

In 2010, the Commission for Victims and Survivors (CVS) commissioned the Northern Ireland Statistics and Research Agency (NISRA) to include a module in its Omnibus Survey relating to victims and survivors of the Troubles. The Omnibus Survey is carried out on a regular basis and is designed to provide a snapshot of the lifestyle and views of the people of Northern Ireland. The questions sought to obtain population-based estimates of the proportion of people in Northern Ireland who were affected in some direct way by the Northern Ireland Troubles.

[CVS Omnibus findings](#) 2010 found that 30 percent of the Northern Ireland population had been directly affected by the conflict, either through bereavement, physical injury or experience of trauma (directly or as a carer). The experience of trauma or caring for someone affected by a traumatic experience was reported the most, with 24 percent of respondents indicating that they had been affected by such experiences. 11 percent had been bereaved as a result of the Troubles and six percent had suffered physical injury themselves.

The current system for addressing legacy issues has developed incrementally over time. It is complex, undermines efforts to promote reconciliation, frustrates the victim journey, and costs a disproportionate amount. Without change, the current system will continue - and continue to fail to deliver. With the passage of time, the number of convictions flowing from any investigative process is likely to be extremely low. If our focus remains on criminal justice, we will fail

almost every family. For a number of years, there has been political consensus on all sides that the current legacy system serves neither victims nor veterans well and requires urgent reform.

In 2018, the Government carried out a public consultation on 'Addressing the Legacy of Northern Ireland's Past', inviting views on proposals based on the Stormont House Agreement. The consultation attracted over 17,000 responses - summarised in the Government's 'Analysis of the consultation responses', published in July 2019. We have carefully considered each of these, and sought to identify a way forward that will deliver for all those affected by the legacy of the Troubles and enable all sides of the community to reconcile and prosper.

The overarching message from the vast majority of those who responded to the consultation was clear: the current system needs to be reformed and we have an obligation to seek to address the legacy of the past in a way that builds for the future. This means ensuring the way forward will contribute to a better future and further reconciliation across society.

However, consultation respondents were also clear that the Stormont House Agreement proposals need to be developed further in order to realise the opportunity to better promote equality of opportunity or good relations.

The proposals the UK Government are considering are as follows:

- Establishment of a new independent body to enable individuals and family members to seek and receive information about Troubles-related deaths and serious injuries;
- Establishment of a major oral history initiative - to be delivered via new physical and online resources and through empowerment of the museums sector in NI - supported by rigorous academic research projects, to further mutual understanding and reconciliation in both the short and long term while realising ideas put forward at Stormont House;
- Introduction of a statute of limitations to apply equally to all Troubles-related incidents, bringing an end to the divisive cycle of criminal investigations and prosecutions, civil claims and inquests which is not working for anyone and has kept Northern Ireland hamstrung by its past.

The UK Government has proposed to legislate in the UK Parliament. The intention is for the legislation to build on the Stormont House Agreement principles and take account of views expressed in the previous consultation and discussion with the Irish Government, NI parties and others as part of the ongoing process of talks. The UK Government's intention is to implement legacy reform in a way which promotes reconciliation and information recovery; delivers for

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| | <p>victims; and provides certainty for all, including veterans.</p> |
| <p>Are there any s75 categories which might be expected to benefit from the intended policy? If so, explain how.</p> | <p>These reforms are for the benefit of all families wishing to seek information about Troubles related deaths or serious injuries, as well as wider society who will benefit from collective truth recovery and the promotion of reconciliation.</p> <p>The new legacy body would be obliged to comply with section 75 of the Northern Ireland Act 1998, which is intended to ensure that the needs of all section 75 groups are recognised and catered for.</p> <p>The NIO's 2018 consultation provided a key opportunity to engage a wide range of stakeholders on the proposed legislation.</p> <p>The vast majority of respondents who answered questions concerning the impact on Equality and Good Relations, agreed that there is an opportunity to better promote equality of opportunity or good relations. A majority also felt that the current system has a negative or strongly negative impact on equality of opportunity and the promotion of good relations between persons of different religious belief; persons with different political opinion; and persons with a disability and those without. A majority also felt that the Stormont House Agreement proposals had a negative or strongly negative impact on the religious belief and political opinion categories.</p> <p>A sustained and long term programme of stakeholder engagement over the last 18 months enabled us to refine the policy proposals in a way which will</p> |

deliver benefits for the range of stakeholders affected.

Based on this extensive engagement with stakeholder groups and the evidence we have found, several Section 75 groups would be expected to be impacted by the proposals, as follows:

- Political opinion

The establishment of the legacy institutions is intended to contribute to the transition towards social cohesion and reconciliation in NI and long term peace and stability of the region. By successfully addressing the legacy of the past and focusing on moving society forwards towards reconciliation, it is hoped that legacy issues will no longer overshadow politics, and we can enable politics to focus on NI's future.

- Age

Many victims and survivors of the Troubles fall within the older age bracket. We expect this group to benefit from the proposals as they aim to provide an opportunity to achieve closure sooner than would be possible under the current system. It is expected that those in this group are likely to engage with the information recovery and shared history functions, in order to achieve closure and to move towards reconciliation.

Koulla Yiasouma, the Northern Ireland Commissioner for Children and Young People (NICCY) delivered a paper entitled "[The Impact of Conflict Legacy Issues on Children and Young](#)

[People](#)², which examines the needs of victims' families, at a CVS conference in March 2016.

Among the findings are that “parents psychologically affected by the Troubles continue to affect the lives of children and young people today”

We would expect proposals to potentially benefit this group, as it is intended that the reforms would contribute to promoting wider societal reconciliation and anti-sectarianism across young people as well as older individuals.

Young people, in particular young men, paid an especially heavy price throughout the Troubles in terms of lost lives and high levels of exposure to traumatic events. In post Good Friday Agreement Northern Ireland young men living particularly in working class areas continue to remain a group exposed to conflict-legacy issues including interface violence and involvement in and threats from ongoing paramilitary activity. Further, children of victims and survivors, ex-combatants and serving and ex-security force personnel are especially vulnerable due to their exposure to the negative consequences of the Troubles.

- Men and women

Available evidence indicates that a majority of those killed during the Troubles were male. It is also recognised that the majority of those presenting to the Victims and Survivors Service are women and the

² <https://www.niccy.org/media/2430/cvs-conference-niccy.pdf>

majority of survivors, the bereaved and long-term carers may be women.

Among the reconciliation measures under consideration is an academic-led commission to produce reports into key thematic issues related to the Troubles. Whilst it is not for the UK Government to determine what themes will be covered it notes that many responses to the consultation suggested that an analysis of the impact of the Troubles on women/gendered impacts of the Troubles would be an appropriate topic for one of these reports.

- Dependants

The legacy of the past has also impacted dependents, as reflected in NICCY's research. The experience of victims' families is central to the proposals, which would focus on providing as much information as possible to families about what happened to their loved ones while this is still possible. We therefore anticipate a significant positive impact on this group.

The proposals could potentially benefit those with direct dependents and those without. For example, the information recovery body could accept requests from a relative of the deceased who is not a close family member so long as no close family members object.

The 2015 report commissioned by CVS ['Towards a Better Future'](#) examined the transgenerational impact of the Troubles through understanding the impact of conflict-legacy issues on children and young people. They found that the

transmission of narratives derived from memories of conflict and violence can also impact adversely on identity in the social sphere and convey or amplify perceptions of threat, fear and exclusion.

The children of those affected by the years of violence in Northern Ireland are at increased risk of experiencing early childhood adversities which may result in the accumulation of toxic stress. Children who experience toxic stress are, therefore, at increased risk of adverse general health outcomes in adulthood. These include cardiovascular disorders, cancers, asthma and autoimmune diseases as well as mental disorders. The report also finds that a significant number of individuals have gone on to develop serious mental health and substance disorders.

- Disability

Engagement with Victims' representatives groups has found that a number of victims, survivors and family members have experienced mental and physical health issues. [Troubled consequences: A report on the mental health impact of the civil conflict in Northern Ireland](#) published in October 2011 was prepared for the Commission for Victims and Survivors (CVS) by the Bamford Centre for Mental Health and Wellbeing at the University of Ulster in Partnership with the Northern Ireland Centre for Trauma & Transformation. Amongst its findings, the prevalence of PTSD in Northern Ireland was the highest of all countries that have produced comparable estimates including the USA, other Western European countries and countries that have

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| | <p>experienced civil conflict in their recent history. Results also showed that the prevalence of chronic physical health conditions was higher among those who had experienced a traumatic event (conflict or non conflict-related) compared to those who had not experienced trauma.</p> <p>Many people within this group could potentially benefit from the proposals, and the support for society to move forwards towards reconciliation, particularly as the proposed new body would have the ability to recover information about serious injuries as well as deaths. It is worth noting that as part of wider proposals set out in the Stormont House Agreement (not included as part of this package of measures and being taken forward separately) acknowledgement payments for those seriously injured during the Troubles is being provided through the establishment by the Northern Ireland Civil Service of a victims payments scheme.</p> <ul style="list-style-type: none"> ● Multiple identities <p>Those who stand to benefit from the reforms will often fall within multiple section 75 categories. They will benefit as described above for each category. Ultimately, the proposals have been developed to help victims and survivors as well as wider members of society, across all age groups, genders, ethnicities, sexual orientations, marital status, disability or not, with children or not and irrespective of political or religious belief.</p> |
| Who initiated or wrote the policy? | The proposals build on the Stormont House Agreement proposals as agreed in 2014 between the UK |

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| | <p>Government; Irish Government and Northern Ireland political parties.</p> <p>The revised measures have been developed by the Northern Ireland Office following intensive stakeholder engagement with the Irish Government, NI parties, victims and survivors and other key stakeholders, taking into account the extensive feedback from the 2018 public consultation on addressing the legacy of the past in Northern Ireland and further engagement.</p> |
| Who owns and who implements the policy? | The Northern Ireland Office owns the policy and has proposed legislating in the UK Parliament. The implementation of the policy will depend on the final policy design. |

IMPLEMENTATION FACTORS

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| Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision? | Yes |
| <p>If yes, are they:</p> <ul style="list-style-type: none"> - financial - legislative - other (please specify) | <p>The issue of legacy is highly complex and sensitive characterised by contested views and narratives on how to deliver on the needs of victims such as some wanting truth and information whilst others want criminal justice processes and outcomes. This may manifest in some opposition to implementation at a civic and political level.</p> <p>Primary legislation is required, which will be introduced in the UK Parliament.</p> <p>Some funding to deliver the proposed institutions has already</p> |

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| | <p>been ring fenced through the Stormont House Agreement and the New Decade, New Approach deal. Additional funding will be provided as appropriate.</p> |
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MAIN STAKEHOLDERS AFFECTED

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| <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) | <p>External:</p> <ul style="list-style-type: none"> ● The key stakeholders will be those directly affected by the Troubles, including victims, survivors, veterans and their families (and their representative organisations). ● Those involved in the criminal and civil justice system and the coronial system e.g. PSNI; the Office of the Police Ombudsman for Northern Ireland; Courts Service; Office of the Lord Chief Justice of Northern Ireland; the Director of Public Prosecutions; the Attorney General for Northern Ireland, Coroners Service for Northern Ireland. ● Wider NI & Great Britain society, some of whom may view the proposals as a positive step towards addressing the legacy of the NI Troubles by providing answers for families and wider societal reconciliation. <p>Internal</p> <ul style="list-style-type: none"> ● Government departments and agencies who would be required to disclose information in response to requests from the information recovery body. |
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| | <ul style="list-style-type: none"> ● UKG/NI Government and administrators responsible for operationalising the policy proposals once agreed and provided for in legislation. ● As above, the intention of this legislation is to support society throughout Northern Ireland by promoting reconciliation and healing. The policy will have a population-wide impact, as well as a particular impact on voluntary and community groups. Although the main beneficiaries will be in Northern Ireland, some of the provisions extend UK wide and will also benefit individuals in Great Britain. <p>A wider group of individuals will also have an interest, including those groups and individuals not already covered above but who responded to the 2018 public consultation. A full list of organisations and groups who responded can be found at Annex A of the Government's analysis of consultation responses³.</p> |
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OTHER POLICIES WITH A BEARING ON THIS POLICY

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| <p>What are they?</p> | <p>Implementation of the Lord Chief Justice NI's 5 year plan for managing legacy inquests in Northern Ireland</p> <p>Shared education, housing and good relations policies in Northern Ireland</p> |
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³[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/836991/Addressing the Legacy of the Past - Analysis of the consultation responses 2 .pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/836991/Addressing_the_Legacy_of_the_Past_-_Analysis_of_the_consultation_responses_2_.pdf)

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| | <p>Counter Terrorism (Sentencing and Release) Act 2021.</p> <p>Ongoing work led by the devolved administrations in respect of inquests and victims' policy and Good Relations policies and Strategies such as 'Together: Building a United Community' Strategy"</p> |
| Who owns them? | <p>Coroners Service for Northern Ireland</p> <p>Department of Justice NI</p> <p>Public Prosecution Service NI</p> <p>PSNI victims' related policy work</p> <p>The Executive Office victims' related policy work/Northern Ireland Departments including Peace IV,</p> <p>Ministry of Justice</p> <p>Northern Ireland local councils</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.

Key evidence sources include: 3 October 2019 Chief Constable report to the Northern Ireland Policing Board, Joint Committee on the Implementation of the Good Friday Agreement Debate 26 October 2017, and academic research by the Commissioner for Victims and Survivors and the Victims and Survivors Service such as Children and Young People Engagement Project 2016, PEACE IV - Victims Programme, Towards a Better Future: Trans-generational Impact of the Troubles on Mental Health.

| Section 75 category | Details of evidence/information |
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| Religious belief | <p>Northern Ireland has two traditional religious backgrounds - i.e. Protestant and Catholic. We have engaged with political and victims' groups who represent people from both communities, and those who identify with neither, and it is evident that many stakeholders are keen that mechanisms are introduced to deal with the legacy of the past.</p> <p>In the 2011 census⁴, 45% of the population defined themselves as being from a Catholic religious upbringing; 48% of the population defined themselves as being from a Protestant religious upbringing; 7% of the population are recorded as having no defined religious upbringing or were from other religious upbringings.</p> <p>A majority of respondents to the 2018 consultation found that there is an opportunity to better promote equality of opportunity or good relations. A majority also felt that the current system has a negative or strongly negative impact on equality of opportunity and the promotion of good relations between persons of different religious belief.</p> |
| Political opinion | <p>Legacy remains politically and socially controversial in Northern Ireland, and places a sustained strain on the policing and justice system. In October 2019, the Chief Constable presented a report⁵ to the Northern Ireland Policing Board which stated that ongoing legacy issues - including the judicial direction that PSNI investigate legacy cases - continue to place an unacceptable and unsustainable burden upon PSNI resources. Equally troubling, ongoing legacy issues continue to undermine public confidence in the PSNI's ability to effectively and impartially respond to the needs of local communities. While the PSNI work hard to protect people from all communities, its involvement in legacy issues can help foster a narrative of the police working for one</p> |

⁴ <http://www.ninis2.nisra.gov.uk/public/InteractiveMapTheme.aspx?themeNumber=136&themeName=Census+2011>

⁵ <https://www.psni.police.uk/news/Latest-News/031019-chief-constables-report-to-nipb/>

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| | <p>community against another, and is often used in this way.</p> <p>In terms of differing political opinions on dealing with the past, it is recognised that some groups would prefer to seek alternative ways to deal with the past. A majority of respondents to the 2018 consultation found that there is an opportunity to better promote equality of opportunity or good relations. A majority also felt that the current system has a negative or strongly negative impact on equality of opportunity and the promotion of good relations between persons of different political opinion.</p> <p>However, a majority of consultation respondents who answered questions on the impact on equality and good relations also felt that the Stormont House Agreement proposals had a negative or strongly negative impact on the political opinion category. Reasons cited included; the potential for people to use the Stormont House Agreement proposals to undermine reconciliation and create further division and the need for legacy mechanisms to tackle sectarianism, prejudice and hate, and the persistent and systemic separateness and lack of interconnection between the two main traditions in Northern Ireland.</p> |
| Racial group | <p>The NI Council for Racial Equality has noted the lack of acknowledgement for those who suffered during the Troubles from minority backgrounds. The measures proposed would benefit those affected from from minority backgrounds and so would help meet that need.</p> |
| Age | <p>While a vast majority of consultation respondents who answered questions on the impact on s75 groups agreed that there is an opportunity to better promote equality of opportunity or good relations, the majority felt the current system has 'no effect' on the equality impact for this group. The majority also felt that the Stormont House Agreement proposals had 'no effect' on the equality impact for this group.</p> <p>The proposals are aimed at supporting NI society in addressing its past - this is likely to have positive benefits for all age groups. For example although many</p> |

survivors and participants are likely to be in an older age bracket WAVE Trauma Centre reported anecdotally at the Joint Committee on the Implementation of the Good Friday Agreement Debate on Thursday, 26 October 2017, that “ *in the last year [WAVE] have had 650 new referrals from people between the ages of six and 90 years*”

Some have concerns around the potential prosecution of Armed Forces veterans, most of whom are within the older age bracket. With the assistance of representative stakeholder organisations, it is planned to engage with those who fall within this group.

The proposals would also potentially impact young people’s lives positively, by offering an opportunity to promote reconciliation and anti-sectarianism.

CVS’s research project entitled [Children and Young People Engagement Project 2016](#)⁶ highlights the impact of the legacy of the past on young people. It is expected that the reconciliation elements of the proposals including measures around oral history and memorialisation in particular would benefit this group, in promoting reconciliation and anti-sectarianism and inviting young people to record how the “Troubles” have impacted on their lives.

The CVS/VSS-led [PEACE IV - Victims Programme](#)⁷ reports that the wellbeing of a section of our young people continues to be negatively affected by the trans-generational legacy of the Troubles and will focus on a “Review of Trauma Services Project; a Trans-generational Legacy and Young People” and an “Advocacy Services Project” to be taken forward by the Northern Ireland Executive.

The report [Towards a Better Future: Trans-generational Impact of the Troubles on Mental Health](#)⁸, prepared for CVS by Ulster University (March 2015), recommended the adoption of a two-generation approach as its core principle, where the focus is not only on the needs of

⁶ <https://www.cvsni.org/media/1617/cvs-cyp-final-report-26-april-2016.pdf>

⁷ <https://www.cvsni.org/media/1668/200617-piv-rs-pres.pdf>

⁸ <https://www.cvsni.org/media/1171/towards-a-better-future-march-2015.pdf>

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| | <p>specific generations but also the relationships between them.</p> <p>The research explores the trans-generational impact across four key areas: parental mental health, the relationship between the Troubles' Legacy and suicide, the development of children in their early years and a review of existing service provision addressing the trans-generational impact on mental health and wellbeing.</p> |
| Marital status | <p>While a vast majority of consultation respondents who answered questions on the impact on s75 groups agreed that there is an opportunity to better promote equality of opportunity or good relations, the majority of consultation respondents who answered questions on the impact of s75 groups felt the current system has 'no effect' on the equality impact for this group. The majority also felt that the Stormont House Agreement proposals had 'no effect' on the equality impact for this group.</p> <p>However, we know that many people lost partners and spouses during the Troubles and we expect that this policy will have a significant impact on those who lost loved ones.</p> |
| Sexual orientation | <p>It is not expected that this s75 group will be affected significantly.</p> <p>While a vast majority of consultation respondents who answered questions on the impact on s75 groups agreed that there is an opportunity to better promote equality of opportunity or good relations, the majority felt the current system has 'no effect' on the equality impact for this group. The majority also felt that the Stormont House Agreement proposals had 'no effect' on the equality impact for this group.</p> |
| Men and women generally | <p>Although the majority of those who died during the Troubles were men, it is recognised that the majority of survivors, the bereaved and long-term carers are women with the impact of the prolonged violent conflict in Northern Ireland manifesting in many ways.</p> <p>CVS monitors, on a quarterly basis, the profile of victims and survivors who present to the Victims and Survivors Service (VSS). Latest demographics indicate that 41%</p> |

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| | <p>male and 59% female present to the VSS for services. It is not possible to estimate at this stage whether there would be a similar profile for next of kin engaging with new legacy bodies, but all those who engage will be offered targeted support and information.</p> <p>Specific academic and community based research has been carried out in relation to Gender Principles For Dealing with the Past, such as by the Legacy Gender Integration Group at Ulster University.</p> <p>While a vast majority of consultation respondents who answered questions on the impact on s75 groups agreed that there is an opportunity to better promote equality of opportunity or good relations, the majority felt the current system has ‘no effect’ on the equality impact for this group. The majority also felt that the Stormont House Agreement proposals had ‘no effect’ on the equality impact for this group.</p> |
| Disability | <p>Many individuals were injured, disabled, or their mental health was affected as a result of the Troubles.</p> <p>A majority of respondents to the consultations questions relating to section 75 felt that the current system has a negative or strongly negative impact on equality of opportunity and the promotion of good relations between persons with a disability and persons without. However, a majority felt that the Stormont House Agreement proposals would have ‘no effect’ on the equality impact for this group, as opposed to a negative or strongly negative impact.</p> <p>CVS’s research indicates that “up to 40,000 people have been injured as a consequence and up to 1,000 people severely injured. The VSS provides services to 500 physically injured people and also develops bespoke services and assistance”.</p> <p>CVS-led research is currently ongoing, through the PEACE IV Victims and Survivors Research Programme, exploring various mental health issues and physical problems experienced by victims.</p> |
| Dependants | <p>We are aware that victims’ dependents (of those killed or injured) come from a range of backgrounds. We</p> |

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| | <p>anticipate that, as is the case for society as a whole, there will be benefits to dependents, in establishing the institutions and the focus on reconciliation but there will be no differential impacts based on being a dependent.</p> <p>While a vast majority of consultation respondents who answered questions on the impact on s75 groups agreed that there is an opportunity to better promote equality of opportunity or good relations, the majority felt the current system has 'no effect' on the equality impact for this group. The majority also felt that the Stormont House Agreement proposals had 'no effect' on the equality impact for this group.</p> |
| Multiple identities | <p>We should highlight that many stakeholders fall within 'multiple identities', who have been affected by the legacy of the Troubles; there are links to prescription and illegal drug misuse. This would affect a number of s75 categories: 'Disability'; 'Gender'; 'Age'; men and women generally.</p> <p>The proposals would provide a mechanism to promote reconciliation and anti-sectarianism and to provide family support for victims and their families, including those who fall within multiple identities.</p> |

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 | Individuals identifying as members of different religions may have different needs in terms of dealing with the past and legacy issues and the proposals have been designed to encourage involvement from people of all backgrounds. Some groups may have concerns about whether the new institutions will be effective and it may be necessary to encourage some victims and families to engage. |

| | |
|-------------------|---|
| | <p>The legacy institutions would be obliged, by legislation, to operate in ways that are balanced, proportionate, transparent, fair and equitable.</p> |
| Political opinion | <p>The NIO has sought opinions from a wide range of stakeholders with various political views, in relation to the proposals on dealing with the past and on the establishment of the institutions. The consultation and ongoing engagement has identified that political representatives, victims' representatives groups and armed forces veterans hold various - often opposing - views on dealing with the past. It is acknowledged that some may not support the establishment of the institutions and would offer alternative suggestions to dealing with the past.</p> <p>It is possible that some victims, their families or representative groups may be politically opposed to the institutions and will not wish to engage with them. The information recovery process would be driven primarily by families who want the organisation to look into their case.</p> |
| Racial group | <p>The NI Council for Racial Equality has noted the lack of acknowledgement for those who suffered during the Troubles from minority backgrounds. The measures proposed would benefit those affected from minority backgrounds and so would help meet that need.</p> <p>During evaluation of the policy's implementation, if any additional needs or priorities were identified, consideration would be given to how these could best be met.</p> |
| Age | <p>The information recovery body would aim to provide answers to families in as expedient a manner as possible, noting that many families have waited decades for answers and some of those most directly affected are elderly and vulnerable. The provision of information and closure would also have an impact on younger generations who have felt the trans-generational impact of what has happened to their families.</p> <p>The shared history function would also invite children and young people to record how the Troubles have impacted on their lives as well as engaging with the</p> |

| | |
|-------------------------|---|
| | <p>older generation that lived through this period. It is expected that establishment of the legacy institutions and the shared history function in particular would benefit this group, in promoting reconciliation and anti-sectarianism and inviting young people to record how the “Troubles” have impacted on their lives.</p> <p>Responses to the consultation highlighted the multiple and varied transgenerational impacts of the Troubles and the consequent need for legacy policy to take account of the role, experiences and views of children, young people and descendants of victims and survivors. Certain responses noted the potential for the Oral History Archive to have a positive transgenerational impact. Respondents also recognised the need to address the legacy of the past and historic cases before those affected run out of time, while also recognising the need for a process that is regarded as thorough and has the confidence of those involved.</p> |
| Marital status | No specific needs, experiences or priorities have been identified for this group in relation to this policy. |
| Sexual orientation | No specific needs, experiences or priorities have been identified for this group in relation to this policy. During the consultation the oral history project was highlighted as presenting an opportunity to improve equality of opportunity for the group, provided it is mindful of expressions of homophobia. |
| Men and women generally | <p>The majority of those who died during the Troubles were men. However, it is also recognised that the majority of those presenting to the VSS for services are women and the majority of survivors, the bereaved and long-term carers may be women.</p> <p>It is not possible to estimate at this stage whether there would be a similar profile for next of kin engaging with the legacy commission. It is intended that a family liaison officer would be provided to every case to provide targeted support and information to families who want to engage with the information recovery and investigation process.</p> |

| | |
|------------|---|
| | <p>Consultation responses suggested a disproportionate impact of the Troubles on women. Responses highlighted the need to acknowledge the roles and experiences of women, to integrate gender into processes for dealing with the past, and to remove obstacles to inclusion. Responses suggested that post-conflict reconciliation must take into account the needs of women and their contribution to the peace process. Responses also suggested the disproportionate impact of gender-based violence on women. Responses recommended the recruitment of women and victims to the proposed institutions' oversight bodies, and the establishment of a group with specific responsibility for overseeing the integration of gender into ways of dealing with the past. It was also suggested that gender considerations need to be applied to boys, men and transgender people, as well as women and girls; and responses highlighted the Oral History Archive as an opportunity to improve equality of opportunity within this category.</p> |
| Disability | <p>Many people were injured or disabled as a direct result of the Troubles. Separate legislation to create a victims payments scheme has been brought forward to acknowledge the specific issues faced by this group, and under current proposals, those with the most serious injuries may be eligible to request that any new information recovery body looks into their case.</p> |
| Dependants | <p>Victims' dependants (families of those killed or injured) come from a range of backgrounds, and their experience of interacting with the legacy institutions is central to the proposals for legacy reform.</p> <p>Responses to the consultation made clear that a family-centred approach is essential in order to find a way forward that will deliver for all those affected by the legacy of the Troubles and enable all sides of the community to reconcile and prosper.</p> |

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 “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)

For the reasons set out, we consider that these proposals will generally have a positive impact on the different s75 groups. Given the proposals are important because of their strategic importance, and because the potential equality impacts are complex, it would be prudent to conduct a full equality impact assessment and so for many of the categories, we have concluded the likely impact is major.

| Section 75 category | Details of policy impact | Level of impact? minor/major /none |
|---------------------|---|------------------------------------|
| Religious belief | We anticipate the proposals to establish the institutions and measures would have a significant positive impact as they would be obliged, statutorily, to operate in ways that are balanced, proportionate, transparent, fair and equitable. | Major |
| Political opinion | <p>We would anticipate a positive impact on equality of opportunity due to the statutory obligations mentioned above, however, we acknowledge that stakeholders hold different political opinions.</p> <p>There are some who may not support the establishment of the institutions or the measures contained in the proposals and would offer alternative suggestions to dealing with the past.</p> <p>We have therefore assessed a potential major impact to account for different opinions on the proposals</p> | Major |
| Racial group | We do not anticipate a differential impact on equality of opportunity based on racial group. | None |
| Age | <p>The proposals may be more beneficial to the older generation as the period referred to as the “Troubles” covers 1968-1998.</p> <p>However, we also intend that the proposals will help dependents and young people achieve closure and reconciliation and the proposals</p> | Major |

| | | |
|-------------------------|--|-------|
| | will therefore have a positive impact on all age groups. | |
| Marital status | We do not expect these proposals to have a differential impact on individuals as a result of their marital status - proposals would affect both married and unmarried partners of victims. | None |
| Sexual orientation | We do not anticipate a differential impact on equality of opportunity based on sexual orientation. | None |
| Men and women generally | The majority of those who died during the Troubles were men. It would be important to take account of any generational or gender effects in the design of, access to or engagement with the legacy institutions. | Minor |
| Disability | Many people were injured or experienced health problems as a result of the Troubles. The impact of equality of opportunity has been mitigated by meaningful engagement with disability representative groups during the consultation process. | Major |
| Dependants | It will be important to ensure equality of opportunity for dependents (children / grandchildren) of victims, as well as dependents of others affected throughout the Troubles. | Major |

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 | <p>Yes.</p> <p>We anticipate that the proposals would have a significant positive impact insofar as the new legacy institutions would be obliged, statutorily, to operate in ways that are balanced, proportionate, transparent, fair and equitable.</p> <p>We anticipate this impact to apply to those affected by this policy, for each of the Section 75 equalities categories below.</p> | |
| Political opinion | <p>Yes</p> <p>The proposals seek to meet the needs of victims and survivors from all political opinions, also to promote reconciliation so that, in coming to terms with the past, the people of Northern Ireland can build a better, shared future for all.</p> | |
| Racial group | | None identified. We will keep this under review. |
| Age | <p>Yes.</p> <p>It is expected that the legacy institutions will more likely be accessed by a high percentage of people within an older age bracket, due to the timeframe of the 'Troubles'.</p> <p>As well as offering older people the opportunity to engage on proposals, we welcome the opportunity to promote equality of opportunity for the children and young people who were affected by the Troubles.</p> | |

| | | |
|-------------------------|--|--|
| Marital status | | None identified. We will keep this under review. |
| Sexual orientation | | None identified. We will keep this under review. |
| Men and women generally | <p>Yes</p> <p>The majority of those who died during the Troubles were men, and it is recognised that the majority of those presenting to the VSS for services are women and the majority of survivors, the bereaved and long-term carers may be women.</p> <p>Therefore, it is important that through meaningful engagement we take account of any generational or gender effects in the design of, access to or engagement with the legacy institution.</p> | |
| Disability | <p>Yes</p> <p>The policy intention is to ensure that those injured or whose mental or physical health was affected as a result of the Troubles are afforded the opportunity to access these institutions. It is likely that victims and survivors will have a role in advising the information recovery body on best practice for family engagement and liaison.</p> | |
| Dependants | <p>Yes</p> <p>We aim to offer equality of opportunity to dependents / children / grandchildren of victims of the Troubles, by holding stakeholder workshops in partnership with stakeholder representative groups to provide information on engagement with the institutions.</p> | |

| | | |
|---------------------|---|--|
| Multiple identities | Yes. It is the policy intention that people within all the section 75 categories will have fair and equitable access to the institutions, and this includes those stakeholders who fall within a number of these categories. | |
|---------------------|---|--|

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>It is expected that, by establishing the institutions, there would be a beneficial impact on relations in Northern Ireland.</p> <p>In responding to the consultation, representatives of Northern Ireland’s main religious communities broadly agreed that the current method of dealing with the past is not working - and that a better way of doing so should be found as quickly as possible. The groups highlighted the need for reconciliation and suggested that church groups and leaders could play a role in this process. The groups also highlighted the importance of truth and justice in underpinning the legacy process.</p> <p>Addressing the legacy of the past can potentially help promote good relations between different communities - and the focus on moving society forwards towards reconciliation with a victims, survivors and family-centred approach can potentially have a major positive impact.</p> | Major |
| Political opinion | <p>The measures to deal with the legacy of Northern Ireland’s past are intended to contribute to the transition towards social cohesion and reconciliation in NI and long term peace and stability of the region.</p> <p>Whilst we do not anticipate an adverse impact by establishing these institutions, it is acknowledged that stakeholders hold different opinions on dealing with legacy issues. It would therefore be important to provide the necessary information around the institutions’ statutory obligations to operate in ways that are balanced, proportionate, transparent, fair and equitable.</p> | Major |

| | | |
|--------------|--|------|
| Racial 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 Yes, provide details | If No, provide reasons |
|--------------------------------|---|-------------------------------|
| Religious belief | <p>Yes</p> <p>The legacy institutions would be obliged by legislation to operate in ways that are balanced, proportionate, transparent, fair and equitable. The establishment of the institutions is intended to contribute to the transition towards social cohesion and reconciliation in NI and long term peace and stability.</p> | |
| Political opinion | <p>Yes</p> <p>The legacy institutions would be obliged by legislation to operate in ways that are balanced, proportionate, transparent, fair and equitable. The establishment of the institutions is intended to contribute to the transition towards social cohesion and reconciliation in NI and long term peace and stability.</p> | |
| Racial group | | None |

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 proposals will have a direct impact on people's lives. We acknowledge that a number of stakeholders are likely to fall within a combination of s75 categories, termed as 'multiple identities' categories.

For example, there are many women (victims or partners of victims) in the older category, who also have dependents - some of whom may experience health issues: 'gender', 'age', 'dependents' and 'disability'. It is also acknowledged that while many 'political opinions' vary on how best to deal with the past, the proposals are intended to benefit society as a whole.

PART 3 – SCREENING DECISION

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

N/A

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

N/A

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

The Government is aware of stakeholders' differing opinions on dealing with the past. This evidence has emerged through the 2018 consultation and intensive engagement with stakeholders since March 2020, which includes the victims sector and Northern Ireland's political parties.

The proposals are intended to contribute to the transformative transition towards social cohesion and reconciliation in NI and long term peace and stability of the region. It has been assessed that the impact of the proposals would be major - both in terms of making a positive difference to people's lives; and in terms of the potential impact on good relations between people of different political opinions.

The 2018 consultation entitled 'Addressing the legacy of the past – moving Northern Ireland forward' invited extensive stakeholder feedback on addressing legacy issues, in order to assess the views of those affected by the Troubles. The Government especially sought the views of those who have suffered as a result of the Troubles.

In July 2019, the Government published an analysis of the consultation responses, including an analysis of the impact on equality and good relations according to the consultation questionnaire. As part of this analysis, the Government committed to publishing a full Equality Impact Assessment to accompany the legislation, informed by the equality information collected from the consultation.

This commitment is supported by the findings of this equality screening exercise, which has indicated a potential major impact on good relations and a potential major impact, insofar as: the policy is significant in terms of its strategic importance; further assessment offers a valuable way to examine the evidence and develop recommendations where there are concerns amongst affected individuals and representative groups; the policy is likely to be challenged by way of judicial review; and the policy is significant in terms of expenditure.

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.

N/A

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 | 3 |
| Social need | 3 |
| Effect on people's daily lives | 2 |

| | |
|---|----|
| Relevance to the NIO's functions | 3 |
| Total rating score (total of 12) | 11 |

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?

Yes.

If yes, please provide details.

NIO is the key policy holder, but there are a range of operational partners and other Government departments who will have an interest in the timing of the legislative proposals coming into force.

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: | ██████████ |
| Grade/Branch/Group: | ██████████ Legacy Group |
| Date: | July 2021 |
| Approved by Deputy Director: | Ruth Sloan |
| Date: | 12/07/2021 |

Note: A copy of the Screening Template for each policy screened should be 'signed off' and approved by a senior manager responsible for the policy 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 | <p>Buddhist; Catholic; Hindu; Jewish; Muslims; people of no religious belief; Protestants; Sikh; other faiths.</p> <p>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>”.</p> |
| 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

