



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).

EQUALITY SCREENING FORM

INFORMATION ABOUT THE POLICY

Name of the policy	Northern Ireland (Ministers, Elections and Petitions of Concern) Bill 2021
Is this an existing, revised or new policy?	Revised
What is it trying to achieve (intended aims/outcomes)?	<p>The Bill will implement aspects of the New Decade, New Approach (NDNA) deal.</p> <p>The new provisions aim to support the sustainability of the Institutions and continuity of decision making for the Northern Ireland Executive.</p> <p>The provisions will do so by:</p> <ul style="list-style-type: none"> ● amending the Northern Ireland Act 1998 to extend the period for the appointment of a First Minister or a deputy First Minister after the resignation of a First Minister or deputy First Minister or after the first meeting of the Assembly following an Assembly election; ● amending the Northern Ireland Act 1998 to provide a longer period before an extraordinary assembly election must be called; ● amending the Northern Ireland Act 1998 to update the Ministerial Code of Conduct; ● amending the Northern Ireland Act 1998 to reform the Petition of Concern and returning this mechanism to its intended purpose of ensuring that all sections of the community are protected. <p>These new provisions aim to increase the transparency, accountability and functioning of the Executive.</p>
Are there any s75 categories which might be expected to benefit from the intended policy? If so, explain how.	These measures are expected to promote equality of opportunity and good relations between persons of different political opinion.

Who initiated or wrote the policy?	The Bill will deliver aspects of the New Decade, New Approach deal under which the five main Northern Ireland political parties entered into a power-sharing Executive and the Assembly returned in January 2020.
Who owns and who implements the policy?	The Northern Ireland Office The Northern Ireland Assembly

IMPLEMENTATION FACTORS

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?	No - the policy is the implementation of an existing political commitment.
If yes, are they: <ul style="list-style-type: none"> - financial - legislative - other (please specify) 	

MAIN STAKEHOLDERS AFFECTED

Who are the internal and external stakeholders (actual or potential) that the policy will impact upon? <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"> ● Northern Ireland First Minister and deputy First Minister ● Secretary of State for Northern Ireland ● Northern Ireland Executive Ministers ● Members of the Legislative Assembly ● Northern Ireland Civil Service / Northern Ireland Assembly employees
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OTHER POLICIES WITH A BEARING ON THIS POLICY

What are they?	The Northern Ireland Act 1998
Who owns them?	The UK Government

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	No impacts on this group were identified during policy development.
Political opinion	<p><u>Northern Ireland electoral makeup</u> In the most recent General Election, Northern Ireland elected 18 members of Parliament, from the DUP (8), Sinn Fein (7), SDLP (2) and Alliance (1) respectively.</p> <p>In terms of vote share, 30.6% voted for the DUP, 22.8% for Sinn Fein, 14.9% for SDLP, 16.8% for Alliance and 11.7% for UUP. Of the five main parties, this amounted to a combined vote for parties designated as Unionist of 42.3%, a combined vote for parties designated as Nationalist of 37.7% and a vote for those with neither a unionist nor nationalist designation of 16.8%. The most recent Life and Times Survey of Northern Ireland (2019) noted that 33% of respondents viewed themselves as unionists, 23% as nationalists and 39% as neither unionist or nationalist.</p> <p><u>New Decade, New Approach deal</u> Political talks between the five main political parties concluded in January 2020 with the publication of the New Decade, New Approach ('NDNA') deal on 9 January 2020. The five parties entered into a power sharing Executive on the basis of the NDNA deal. The talks involved the UK Government and the Irish Government in accordance with the three stranded approach set out in the Belfast (Good Friday) Agreement.</p> <p>These talks were convened to restore the institutions created by the Belfast (Good Friday) Agreement and, particularly, to restore a functioning Northern Ireland Executive delivering for the people of Northern Ireland on a stable and sustainable basis.</p> <p>All the issues were extensively explored over several months of discussions, with the opportunity for each participant to put forward proposals. The talks process allowed for the fullest consideration of evidence from those of different political opinions to inform the policies implemented by this Bill.</p>

Racial group	No impacts on this group were identified during policy development.
Age	No impacts on this group were identified during policy development.
Marital status	No impacts on this group were identified during policy development.
Sexual orientation	No impacts on this group were identified during policy development.
Men and women generally	No impacts on this group were identified during policy development.
Disability	No impacts on this group were identified during policy development.
Dependants	No impacts on this group were identified during policy development.

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	None identified.
Political opinion	<p>As part of the New Decade, New Approach deal, the parties agreed that a three-year absence of devolved government cannot happen again. The policies in this Bill are part of a package of measures agreed by the parties to deliver more sustainable institutions that are more resilient and able to continue throughout periods of political difficulty.</p> <p>The policies are intended to meet a need for increased transparency and improved governance of Northern Ireland's Executive institutions in a fair and balanced way.</p> <p>The parties agreed that the institutions should be reformed on the basis of good faith, trust, and mutual respect, and reaffirmed their commitment to the principles of power-sharing and cross-community protection contained in the Belfast (Good Friday) Agreement.</p>
Racial group	None identified.
Age	None identified.

Marital status	None identified.
Sexual orientation	None identified.
Men and women generally	None identified.
Disability	None identified.
Dependants	None identified.

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)

Section 75 category	Details of policy impact	Level of impact? minor/major/none
Religious belief	We do not consider there to be a likely impact on equality of opportunity for those of this Section 75 group.	None
Political opinion	<p>We expect that these policies will have a major positive impact on equality of opportunity for people of different political opinion.</p> <p>It is our intention that these policies support greater transparency and accountability, which is aimed at maintaining public confidence in the Executive. Enhancing the trust of citizens is expected to have a major positive impact on and better promote equality of opportunity for people in this category.</p> <p>The new provisions to extend the time for the appointment of Ministers are intended to allow for greater continuity of decision making and may reduce the incentive for a party to leave the Executive. These provisions also ensure that there are certain safeguards in place should the Assembly resolve on a cross-community basis not to extend the period for appointing Ministers and if the Secretary of State believes that there is not sufficient representation within the Executive to command cross-community confidence in the Assembly.</p> <p>The provisions to reform the Petition of Concern mechanism are intended to reduce its use and return it to its purpose intended by the Good Friday Agreement, which was to ensure that all sections of the community are protected and to prevent one party being able to block measures or business which otherwise would have cross-community consensus. These specific changes and commitments from the Northern Ireland parties aim to reduce the use of the mechanism to only the most exceptional circumstances and as a last resort, having exhausted every other available mechanism.</p> <p>The updates to the Ministerial Code are intended to increase the transparency, accountability and functioning of the Executive.</p>	Major positive impact

	<p>These updates will make explicit that Ministers must at all times: ensure that no conflicts arise between their public and private interest; ensure that official resources are not used for party political purposes; uphold the political impartiality of the civil service; and make civil service appointments in accordance with the relevant rules and ensure the rules on the management and conduct of special advisers is complied with.</p> <p>These policies are intended to ensure equality of opportunity for Members of the Legislative Assembly, regardless of political opinion or affiliation. The measures are consistent with and support the shared commitment to the principles of power-sharing and cross-community protection contained in the Belfast (Good Friday) Agreement, and are expected to command cross-community confidence in the Assembly.</p>	
Racial group	We do not consider there to be a likely impact on equality of opportunity for those of this Section 75 group.	None
Age	We do not consider there to be a likely impact on equality of opportunity for those of this Section 75 group.	None
Marital status	We do not consider there to be a likely impact on equality of opportunity for those of this Section 75 group.	None
Sexual orientation	We do not consider there to be a likely impact on equality of opportunity for those of this Section 75 group.	None
Men and women generally	We do not consider there to be a likely impact on equality of opportunity for those of this Section 75 group.	None
Disability	We do not consider there to be a likely impact on equality of opportunity for those of this Section 75 group.	None
Dependants	We do not consider there to be a likely impact on equality of opportunity for those of this Section 75 group.	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		No - these policy changes have a narrow focus to support the political institutions and good governance
Political opinion	Yes - The approach detailed above outlines the opportunity to better promote equality of opportunity for people within this category	
Racial group		No - these policy changes have a narrow focus to support the political institutions and good governance
Age		No - these policy changes have a narrow focus to support the political institutions and good governance
Marital status		No - these policy changes have a narrow focus to support the political institutions and good governance
Sexual orientation		No - these policy changes have a narrow focus to support the political institutions and good governance
Men and women generally		No - these policy changes have a narrow focus to support the political institutions and good governance
Disability		No - these policy changes have a narrow focus to support the political institutions and good governance
Dependants		No - these policy changes have a narrow focus to support the political institutions and good governance

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	We do not consider there to be a likely impact on good relations between people of different religious belief	None
Political opinion	<p>We expect that the increased transparency and accountability intended by these policies will have a major positive impact on good relations between people of different political opinion.</p> <p>As outlined above, it is our intention that these policies support greater transparency and accountability, which is aimed at maintaining public confidence in the Executive.</p> <p>These policies are intended to support the principles of power-sharing and cross-community protection contained in the Belfast (Good Friday) Agreement, and are expected to command cross-community confidence in the Assembly.</p> <p>Improved relationships between Northern Ireland's political parties and between Members of the Legislative Assembly is intended to provide a basis for stronger relationships among people of different political belief within the general public.</p> <p>Enhancing the trust of citizens and strengthening cross-community confidence in the institutions of government in Northern Ireland is expected to have a major positive impact on and better promote good relations for people of different political opinion.</p>	Major positive impact
Racial group	We do not consider there to be a likely impact on good relations between people of different 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		No - these policy changes have a narrow focus to support the political institutions and good governance

Political opinion	The approach detailed above outlines the opportunity to promote good relations	Major positive impact
Racial group		No - these policy changes have a narrow focus to support the political institutions and good governance

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.

None identified.

PART 3 – SCREENING DECISION

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

This policy - which is the implementation of an existing political commitment - applies equally without any adverse impact to all people in Northern Ireland, regardless of the section 75 category or categories in which they may fall.

The policy is expected to have a significant positive impact on equality of opportunity for and good relations between people of different political opinion.

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.

The New Decade New Approach deal states in relation to the agreed changes to Ministerial appointments and continuity of decision making that:

*These changes will be given legislative effect consistent with the shared commitment to the principles of power-sharing and cross-community protection contained in the Belfast (Good Friday) Agreement and ensuring there is sufficient representation to command cross-community confidence in the Assembly.
(Clause 3.15, Annex C, p.25 New Decade, New Approach)*

In the event that Northern Ireland Ministers remain in office after the First Minister and deputy First Minister cease to hold office, or in the period of Executive Formation following an Assembly election before the appointment of new Ministers, there may be concerns about sufficient representation across the Ministerial offices. There are two main ways that sufficient representation can be considered; if all parties entitled to positions in the Executive are represented, or if Unionists and Nationalists are each sufficiently represented.

We consider that a scenario in which there would not be sufficient representation to command cross-community confidence in the Assembly would signify a differential impact on equality of opportunity for those of different political opinion, and would have an adverse impact on good relations between people in this category.

In order to mitigate against such a scenario - and in so doing to mitigate against these potential section 75 impacts - provisions have been included in the Bill to protect against the possibility of insufficient representation.

These provisions enable the Secretary of State to call an Assembly election at any point after the first six-weeks in the period for filling Ministerial offices (but before the period for filling offices expires) if they consider it is necessary to do so to give effect to the sufficient representation commitment in the New Decade, New Approach deal. Ministers will then be removed from office on the day of the poll.

Because there may be concerns about sufficient representation once a duty to propose a date for an election has already arisen, the Secretary of State may, in such a case, issue a certificate under new section 18(A2) on the same basis. Ministers will then be removed from

office on the day of the poll.

Further mitigations or alternative policies are not applicable, as this is not a new policy but the implementation of an existing political commitment.

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

Not applicable.

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.

Not applicable.

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	N/A
Social need	N/A
Effect on people's daily lives	N/A
Relevance to the NIO's functions	N/A
Total rating score (total of 12)	N/A

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?

No.

If yes, please provide details.

Not applicable.

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:	SEO / Political Affairs Group
Date:	28/04/2021
Approved by Deputy Director:	Paul Flynn
Date:	29/04/2021

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

