



Northern
Ireland
Office

SECTION 75

EQUALITY SCREENING FORM

Version: July 2022

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

15. In addition to the Equality Commission's published guidance, further information on equality, including a copy of the NIO Equality Scheme, can be found on the NIO Intranet under the [Governance, Sponsorship and Public Appointments Hub](#). If you have any questions regarding the screening exercise or Section 75 in general please contact the Governance Team.

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

PART 1 – POLICY SCOPING

DEFINITION OF POLICY

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

OVERVIEW OF POLICY PROPOSALS

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

SCOPING THE POLICY

1.3. The first stage of the screening process involves scoping the policy under consideration. The purpose of policy scoping is to help prepare the background and context and set out the aims and objectives for the policy being screened. At this stage, scoping the policy will help identify potential constraints as well as opportunities and will help the policy maker work through the screening process on a step by step basis.

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

INFORMATION ABOUT THE POLICY

Name of the policy	Non-Jury Trial Provisions under the Justice and Security (Northern Ireland) Act 2007 (referred to as the 2007 Act hereon in)
Is this an existing, revised or new policy?	Existing Policy
What is it trying to achieve (intended aims/outcomes)?	<p>The system of non-jury trial (NJT) for exceptional cases was legislated for in the 2007 Act because it was considered necessary to address paramilitary-based and community pressures on jurors that create a risk to the administration of justice. These risks are considered more significant in Northern Ireland than elsewhere in the UK. The intended outcomes of the policy are to prevent juror intimidation and consequent perverse acquittals; to uphold the fair and effective administration of justice, including upholding the individual's right to a fair trial.</p> <p>The 2007 Act provides for trial without jury on indictment in specified circumstances, when the Director of Public Prosecutions (DPP) in Northern Ireland suspects that statutory conditions are met and is satisfied that there is a risk that the administration of justice might be impaired if the trial were to be conducted with a jury.</p> <p>The NJT provisions are temporary and were last extended by Order of UK Parliament for a two year period in July 2021. The provisions will expire on 31 July 2023 unless they are extended by Order for a further period of two years. The Northern Ireland Office has launched a full public consultation seeking views on whether a further extension of the provisions is seen as necessary. The Secretary of State is due to consider responses to this consultation following its conclusion in January 2023. The Secretary of State's decision will be either to extend the provisions or allow them to lapse.</p>

Are there any s75 categories which might be expected to benefit from the intended policy? If so, explain how.	No
Who initiated or wrote the policy?	In 2007, the Secretary of State for Northern Ireland initiated the legislation for NJT provisions in the 2007 Act. The provisions expire after 2 years but may be extended for a further 2 years by order and have been so extended since 2009; if extended again, this would be the eighth extension of the provisions in the 2007 Act.
Who owns and who implements the policy?	The Secretary of State for Northern Ireland and the Northern Ireland Office (NIO) are responsible for the policy. As referred to above, the DPP is responsible by virtue of the 2007 Act for deciding when to make use of NJT in any one case.

IMPLEMENTATION FACTORS

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?	Yes
If yes, are they: <ul style="list-style-type: none"> - financial - legislative - other (please specify) 	Prior to the extension of the provisions in 2017, the PSNI indicated that other measures necessary to protect a jury if the 2007 Act provisions were to lapse would require significant additional expenditure.

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"> ● Defendants standing trial for indictable offences in Northern Ireland ● Alleged victims of defendants ● Jurors ● Public Prosecution Service for Northern Ireland (PPS)
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	<ul style="list-style-type: none"> • The Police Service of Northern Ireland (PSNI) • NI Courts and Tribunals Service (NICTS) • Department of Justice (DoJ) • Crown Solicitor's Office (CSO)
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OTHER POLICIES WITH A BEARING ON THIS POLICY

What are they?	The Criminal Justice Act 2003 , which applies across England & Wales and Northern Ireland, provides (in very limited circumstances) for trials to be heard without a jury. However, the threshold for the use of these provisions is set much higher than the current system under the 2007 Act in Northern Ireland.
Who owns them?	Ministry of Justice

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.

Context

NIO has requested statistical information from the NI Courts and Tribunals Service (NICTS) and the Public Prosecution service (PPS) for defendants dealt with under the NJT provisions, in relation to the Section 75 categories. Both NICTS and PPS indicated that they only hold data on **age and gender**. Recent figures on both categories from 2021 have been considered below. NIO is continuing to work with these stakeholders to seek to obtain additional data in relation to the Section 75 categories.

The NIO has also collated aggregated statistics on the usage of NJT provisions in Northern Ireland in order to inform the consultees. This information includes numbers of NJT Certificates issued between 2007 and 2020 (as well as provisional figures for 2021) and data on the number of individuals tried under the NJT provisions in Crown Courts as a proportion of all trials. This data indicates that NJTs account for a very small proportion of the overall number of Crown Court trials in Northern Ireland.

Therefore, the sample size for reliable statistical analysis is limited. In 2021, NJTs accounted for 0.6% of all Crown Court cases dealt with in Northern Ireland.

Publishing (and potentially collecting) information on defendants' political opinion and religious belief, in the context of the small numbers of defendants per year, would

necessitate careful consideration of an individual's data protection and ECHR Article 8 rights (right to respect private and family life).

Section 75 category	Details of evidence/information
Religious belief	No data
Political opinion	NJT provisions continue to be sought (and are of significance) in dissident republican and loyalist paramilitary linked cases.
Racial group	No data
Age	<p>At the request of the NIO, NICTS provided age breakdown statistics for defendants received in the Crown Court under the NJT provisions in 2021. These statistics are based on the defendant's age at the point of Committal into the Crown Court.</p> <p>Under 18 years - 0 defendants</p> <p>18-29 years - 3 defendants</p> <p>30-44 years - 12 defendants</p> <p>45-60 years - 6 defendants</p> <p>60+ years - 2 defendants</p> <p>No single age category was disproportionately affected over this one-year period.</p>
Marital status	No data
Sexual orientation	No data
Men and women generally	<p>At the request of NIO, NICTS provided gender breakdown statistics for defendants received in the Crown Court under the NJT provisions from 2021:</p> <p>Male = 23 Defendants Female = 0 Defendants</p> <p>While it was exclusively males received in the Crown court under NJT provisions in 2021, this is in line with wider criminal justice trends wherein males are more likely to be involved in criminality. For example, for the same reporting period, the proportion of men and women received in the</p>

	Crown Court for non-scheduled offences was 88% men to 11% women.
Disability	No data
Dependants	No data

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.

Context

NJT is an exceptional system used in very limited circumstances; the decision for holding a NJT is made on a case by case basis taking into account the circumstances of both the offence and the defendant. Although NJTs can take place in respect of any indictable offence (as long as the conditions are met), there is a high prevalence of jury trials in the vast majority of criminal cases and for the vast majority of defendants in Northern Ireland.

From the evidence available, the policy does not disproportionately affect upon any one Section 75 category (nor is it designed to given the range of proscribed organisations that may be considered as part of the DPP's decision) and there are strict criteria in place to ensure that a certificate for NJT is only issued where there is a risk that the administration of justice might be impaired if the trial were to be conducted with a jury and one or more of four conditions apply. The four conditions relate to connections between the offence or the defendant with proscribed organisations; or connections between the offence and religious or political hostility. The policy therefore allows for the fair and effective administration of justice in those types of cases, safeguarding defendants, victims and jurors from intimidation that might otherwise take place if there was a trial by jury.

Section 75 category	Details of needs/experiences/priorities
Religious belief	None
Political opinion	None
Racial group	None

Age	None
Marital status	None
Sexual orientation	None
Men and women generally	None
Disability	None
Dependants	None

PART 2 – SCREENING QUESTIONS

INTRODUCTION

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

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

2.3. If your conclusion is **major** in respect of one or more of the Section 75 equality of opportunity and/or good relations categories, then consideration should be given to subjecting the policy to the equality impact assessment procedure.

2.4. If your conclusion is **minor** in respect of one or more of the Section 75 equality categories and/or good relations categories, then consideration should still be given to proceeding with an equality impact assessment, or to:

- take measures to mitigate the adverse impact; or
- introduce an alternative policy to better promote equality of opportunity and/or good relations.

IN FAVOUR OF A ‘MAJOR’ IMPACT

- a. The policy is significant in terms of its strategic importance;
- b. Potential equality impacts are unknown, because, for example, there is insufficient data upon which to make an assessment or because they are complex, and it would be appropriate to conduct an equality impact assessment in order to better assess them;
- c. Potential equality and/or good relations impacts are likely to be adverse or are likely to be experienced disproportionately by groups of people including those who are marginalised or disadvantaged;
- d. Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are concerns amongst affected individuals and representative groups, for example in respect of multiple identities;
- e. The policy is likely to be challenged by way of judicial review;
- f. The policy is significant in terms of expenditure.

IN FAVOUR OF 'MINOR' IMPACT

- a. The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;
- b. The policy, or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated by making appropriate changes to the policy or by adopting appropriate mitigating measures;
- c. Any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for particular groups of disadvantaged people;
- d. By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

IN FAVOUR OF NONE

- a. The policy has no relevance to equality of opportunity or good relations.
- b. The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity or good relations for people within the equality and good relations categories.

2.5. Taking into account the evidence presented above, consider and comment on the likely impact on equality of opportunity and good relations for those affected by this policy, in any way, for each of the equality and good relations categories, by applying the screening questions given overleaf and indicate the level of impact on the group i.e. minor, major or none.

SCREENING QUESTIONS

1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? (minor/major/none)

Section 75 category	Details of policy impact	Level of impact? minor/major/none
Religious belief	<p>The system of NJTs for exceptional cases was legislated for in the 2007 Act as it was considered necessary to address paramilitary-based community pressures on jurors that create a risk to the administration of justice. These risks are considered more significant in Northern Ireland than elsewhere in the UK. As stated, a certificate for NJT is only issued where there is a risk that the administration of justice might be impaired if the trial were to be conducted with a jury and one or more of four conditions apply; the four conditions relate to connections between the offence or the defendant with proscribed organisations; or connections between the offence and religious or political hostility. The policy therefore allows for the fair and effective administration of justice in those types of cases, safeguarding defendants, victims and jurors from intimidation that might otherwise take place if there was a trial by jury.</p>	<p>Minor. The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible; the policy can in fact have a positive impact on equality/human rights in terms of preventing jurors being subject to intimidation and threats based on their perceived religious identity and in terms of preventing a defendant being subject to bias from jurors who hold different religious beliefs. Indeed, condition four within the DPP's statutory test relates to whether the offence itself was committed as a result of, or in connection with, religious or political hostility. Recent figures released on this have indicated between 2007-2020, the DPP has suspected that this condition has been</p>

		<p>met in 51% of all NJT cases.</p> <p>The provisions therefore can serve an important protective function, safeguarding the defendants, witness and jurors against any potential discrimination related to religious belief.</p> <p>When the provisions were last extended in July 2021, the policy was judged by the UK Parliament to be necessary, proportionate and valid in the context of Northern Ireland.</p>
<p>Political opinion</p>	<p>Further to the above, which is applicable here too, the list of proscribed organisations which can form part of the DPP's consideration for issuing a certificate for NJT encompasses a range of groups with differing political views:</p> <ul style="list-style-type: none"> ● <i>Continuity Army Council</i> ● <i>Cumann na mBan</i> ● <i>Fianna na hEireann</i> ● <i>Irish National Liberation Army</i> ● <i>Irish People's Liberation Organisation</i> ● <i>Irish Republican Army</i> ● <i>Loyalist Volunteer Force</i> ● <i>Red Hand Commando</i> ● <i>Red Hand Defenders</i> ● <i>Saor Eire</i> ● <i>Ulster Defence Association</i> ● <i>Ulster Freedom Fighters</i> ● <i>Ulster Volunteer Force</i> ● <i>Orange Volunteers</i> 	<p>Minor. The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible; the policy can in fact have a positive impact on equality/human rights in terms of preventing jurors being subject to intimidation and threats based on their perceived political affiliation, and in terms of preventing a defendant being subject to bias from jurors who hold different political affiliations. Three</p>

	NJTs are not limited to one specific type of offence or to a single category of political affiliation or background.	<p>out of four of the conditions contained within the DPP's statutory test relate to the extent to which the defendant is involved (or has been involved) with a proscribed organisation, as well as the extent to which a proscribed organisation has been involved with the case.</p> <p>When the provisions were extended in 2021, the policy was judged by UK Parliament to be necessary, proportionate and valid in the context of Northern Ireland.</p>
Racial group	N/A	None. The policy has been assessed by the policy team as having no bearing on equality of opportunity or good relations for people within this category.
Age	N/A	None. The policy has been assessed by the policy team as having no bearing on equality of opportunity or good relations for people within this category.

Marital status	N/A	None. The policy has been assessed by the policy team as having no bearing on equality of opportunity or good relations for people within this category.
Sexual orientation	N/A	None. The policy has been assessed by the policy team as having no bearing on equality of opportunity or good relations for people within this category.
Men and women generally	N/A	None. The policy has been assessed by the policy team as having no bearing on equality of opportunity or good relations for people within this category.
Disability	N/A	None. The policy has been assessed by the policy team as having no bearing on equality of opportunity or good relations for people within this category.
Dependants	N/A	None. The policy has been assessed by the policy team as having no

		bearing on equality of opportunity or good relations for people within this category.
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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		Publishing (and potentially collecting) information on defendants' religious belief, in the context of the extremely small numbers of defendants per year, would necessitate careful consideration of an individual's data protection and ECHR Article 8 rights (right to respect private and family life).
Political opinion		Publishing (and potentially collecting) information on defendants' political opinion, in the context of the extremely small numbers of defendants per year, would necessitate careful consideration of an individual's data protection and ECHR Article 8 rights (right to respect private and family life).
Racial group		There is no evidence to suggest that there is any potential for this Section 75 group to be adversely or disproportionately affected by the policy.
Age		There is no evidence to suggest that there is any potential for this Section 75 group to be adversely or disproportionately affected by the policy.
Marital status		There is no evidence to suggest that there is any potential for this Section 75 group to be adversely or disproportionately affected by the policy.
Sexual orientation		There is no evidence to suggest that there is any potential for this Section 75 group to be adversely or

		disproportionately affected by the policy.
Men and women generally		There is no evidence to suggest that there is any potential for this Section 75 group to be adversely or disproportionately affected by the policy.
Disability		There is no evidence to suggest that there is any potential for this Section 75 group to be adversely or disproportionately affected by the policy.
Dependants		There is no evidence to suggest that there is any potential for this Section 75 group to be adversely or disproportionately affected by the policy.

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	The policy is not unlawfully discriminatory and any residual potential impacts on good relations are judged to be negligible. The policy is designed to address any paramilitary-based community pressures on jurors that would create a risk to the administration of justice. So in cases where these risks are present, the policy may reduce negative impact on good relations arising out of the trial.	Minor
Political opinion	The policy is not unlawfully discriminatory and any residual potential impacts on good relations are judged to be negligible. The policy is designed to address any paramilitary-based community pressures on jurors that would create a risk to the administration of justice. So in cases where these risks are present, the policy may reduce negative impact on good relations arising out of the trial.	Minor
Racial group	The policy is not unlawfully discriminatory and any residual potential impacts on good relations are judged to be negligible.	Minor/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		The decision on whether there should be a NJT in any given case is taken by the independent DPP on the basis of the statutory tests. Decisions are taken in a very small number of cases. There is no opportunity to promote good relations within the context of this scheme.
Political opinion		The decision on whether there should be a NJT in any given case is taken by the independent DPP on the

		<p>basis of the statutory tests. Decisions are taken in a very small number of cases. There is no opportunity to promote good relations within the context of this scheme.</p>
Racial group		<p>The decision on whether there should be a NJT in any given case is taken by the independent DPP on the basis of the statutory tests. Decisions are taken in a very small number of cases. There is no opportunity to promote good relations within the context of this scheme.</p>

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 policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible. There is no additional impact on people with multiple identities.

PART 3 – SCREENING DECISION

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

The level of impact is judged to be **Minor** in two Section 75 Categories, and **None** in the remaining seven Section 75 Categories. Therefore the decision is to **screen out** this policy from requiring an equality impact assessment.

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.

NIO officials have been engaging with relevant stakeholders in Northern Ireland to consider how to improve the monitoring of the NJT system’s potential impact on equality. If in practice it also becomes apparent that one group is impacted more than another, there is an opportunity to introduce practical measures to take account of equality; including equality training / training on unconscious bias in the decision making role that the PPS has in the process.

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

The decision is to not subject this policy to an equality impact assessment.

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?

No

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

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?

N/A (not screened in)

If yes, please provide details.

N/A (not screened in)

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:	SPG Policy Adviser
Grade/Branch/Group:	National Security Policy Team/Security & Protection Group
Date:	15/08/2022
Approved by Deputy Director:	SPG Deputy Director
Date:	19/10/2022

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

