



Northern
Ireland
Office

SECTION 75

EQUALITY SCREENING FORM

THE ROLE OF THE NIO IN RELATION TO HIS MAJESTY THE KING'S PORTRAIT SCHEME

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	Official Portraits of His Majesty the King
Is this an existing, revised or new policy?	<p>New Policy</p> <p>Background - There are a select number of public institutions and buildings in Northern Ireland that have an official portrait or likeness of the Monarch in their offices or on prominent display. As we are now in a new reign, UKG is offering public authorities across the United Kingdom the opportunity to obtain one new official portrait of His Majesty the King. It will be for each public authority to decide if they wish to avail of the scheme.</p>
What is it trying to achieve (intended aims/outcomes)?	<p>This Portrait scheme is a government-funded scheme to provide, free of charge, a portrait of The King to certain public authorities at their request.</p> <p>The scheme will be UK wide, and those public authorities in scope are: ministerial and non-ministerial government departments, executive agencies, executive and advisory NDPBs, councils (excluding town and parish), schools (excluding private or non-maintained), prisons, courts, police forces, fire and rescue services, and a small number of 'other' public authorities not captured by other definitions.</p> <p>Each public authority will be eligible to request one portrait free of charge. Additional portraits may be requested at an additional cost.</p> <p>NIO's role The Northern Ireland Office's role in the scheme is to ensure that authorities across Northern Ireland have the opportunity to take part in the scheme by providing details to the Cabinet Office of those public authorities in Northern Ireland who fit into the above criteria.</p>

	<p>This will require input from NICS departments to confirm which public authorities are in scope.</p> <p>The NIO's approach to sharing these details with the Cabinet Office will be to ensure that <u>all</u> organisations are given an equal opportunity to take part in the scheme. Given the sensitivities (highlighted in the assessment below) the NIO will recommend that any communications to public authorities are not prescriptive as to who should request a portrait and opting in to the scheme is entirely voluntary.</p>
Are there any s75 categories which might be expected to benefit from the intended policy? If so, explain how.	<p>Those of certain Political or Religious beliefs.</p> <p>Those individuals who are more in favour of the Union of Northern Ireland with Great Britain may benefit more from this voluntary scheme.</p>
Who initiated or wrote the policy?	Cabinet Office.
Who owns and who implements the policy?	<p>The overarching Portrait Scheme is owned by the Cabinet Office</p> <p>The Northern Ireland Office will engage with the NICS in order to support the Cabinet Office in its coordination of this scheme. It may also collaborate with partners to support the delivery of this policy.</p> <p><u>This S.75 therefore reflects the NIOs responsibility in supporting the delivery of scheme, not the overarching scheme.</u></p>

IMPLEMENTATION FACTORS

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?	None identified, the scheme is voluntary.
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<p>If yes, are they:</p> <ul style="list-style-type: none"> - financial - legislative - other (please specify) 	N/A

MAIN STAKEHOLDERS AFFECTED

<p>Who are the internal and external stakeholders (actual or potential) that the policy will impact upon?</p> <ul style="list-style-type: none"> - staff - service users - other public sector organisations - voluntary/community/trade unions - other (please specify) 	<p>NIO</p> <p>NI devolved public authorities:</p> <ul style="list-style-type: none"> • NIE departments, Executive Agencies and NDPBs; • NI councils; • NI state-funded education providers; • NI prisons, regional fire and rescue services and police forces; • the Executive Agencies, NDPBs and any other ALBs attached to the NIO.
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OTHER POLICIES WITH A BEARING ON THIS POLICY

<p>What are they?</p>	<p>The Belfast (Good Friday) Agreement.</p> <p>The Agreement created a new power-sharing arrangement in Northern Ireland, including an Executive and Assembly, and was based on a series of fundamental principles including:</p> <ul style="list-style-type: none"> • the parity of esteem of both communities • the principle of consent underpinning Northern Ireland's constitutional status • the birthright of the people of Northern Ireland to identify and be accepted as British or Irish, or
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	both, and to hold both British and Irish citizenship
Who owns them?	The NIO

AVAILABLE EVIDENCE

1.5. Evidence to help inform the screening process may take many forms. Please ensure that your screening decision is informed by relevant data.

What evidence / information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for each of the s75 categories.

Section 75 category	Details of evidence/information																
Religious belief	<p>The 2021 Northern Ireland Census results demonstrate that 42.3% of residents identify as being of a Catholic religious belief, 16.6% Presbyterian Church in Ireland, 11.55% Church of Ireland, 2.35% Methodist, 6.85% other Christian. 17.3% were of no religion and 1.6% did not state a religion</p> <p>According to the Northern Ireland Life and Times survey (NILT) from 2022, 28% of participants indicated that they were of no religion, 32% identified as Catholic, 11% Church of Ireland/Anglican/Episcopal, and 13% Presbyterian. The remaining percentage of respondents were a mixture of Free Presbyterian, Brethren, Pentecostal Non-subscribing Presbyterian, Other Protestant, Other Christian, Islam/Muslim or Other religion</p> <p>The 2022 NILT survey asked people who identified with varying religions whether they felt part of a community, the results are shown below:</p> <table border="1"> <thead> <tr> <th></th> <th>Catholic</th> <th>Protestant</th> <th>No religion</th> </tr> </thead> <tbody> <tr> <td>Part of the Protestant community</td> <td>0</td> <td>80</td> <td>21</td> </tr> <tr> <td>Part of the Catholic community</td> <td>88</td> <td>1</td> <td>12</td> </tr> <tr> <td>Neither</td> <td>12</td> <td>19</td> <td>67</td> </tr> </tbody> </table>		Catholic	Protestant	No religion	Part of the Protestant community	0	80	21	Part of the Catholic community	88	1	12	Neither	12	19	67
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The [2022 NILT survey](#) asked respondents of different religions which political party they supported, the results are below:

	Catholic	Protestant	No religion
Democratic Unionist Party (DUP)	0	30	4
Sinn Fein	42	1	11
Ulster Unionist Party (UUP)	0	25	6
Social Democratic and Labour Party (SDLP)	17	4	4
Alliance Party	22	21	42
Green Party	1	2	8
Other party	2	4	5
None of these	6	7	9
Other answer	1	0	2
I don't know	8	5	8

Political opinion

The 2022 Northern Ireland Assembly election returned 27 Sinn Féin MLAs, 25 DUP MLAs, 17 Alliance MLAs, 9 UUP MLAs, 8 SDLP MLAs, 2 Independent Unionist MLAs, 1 TUV MLA and 1 People Before Profit MLA.

The [2023 Local Election Results](#) were as follows:

- Sinn Féin: 144 seats (+39).
- The DUP: 122 seats (-).
- The Alliance Party: 67 (+14).
- The UUP: 54 seats (-21) and
- The SDLP: 39 seats (-20).
- IND: 19 seats (-5)
- TUV: 9 seats (+3)
- GRN: 5 seats (-3)
- Others: 3 seats

According to the [Northern Ireland Life and Times survey from 2022](#), 31% of residents identify as Unionist, and 26% Nationalist. With 38% identifying not identifying as either.

The [2021 Census respondents](#) identified as:

- British 31.86%
- Irish 29.13%
- Northern Irish 19.78%
- British and Irish only: 0.62%
- British and Northern Irish only: 7.95%
- Irish and Northern Irish only: 1.76%
- British, Irish and Northern Irish only: 1.47%
- Other: 7.43%

(Table MS-B15)

	<p>Of those that were surveyed above, the greatest number of those who identified as British only also identified as being either Presbyterian or Church of Ireland whilst, of those who identified as Irish only, the highest percentage of individuals also identified as Catholic. Of those that identified as Northern Irish only, the highest percentage of respondents also identified as Catholic.</p> <p>Respondents to the 2022 NILT survey were asked what religion and Nationality they identified with.</p> <p>Results for people of different religions</p> <table border="1"> <thead> <tr> <th></th> <th colspan="3">%</th> </tr> <tr> <th></th> <th>Catholic</th> <th>Protestant</th> <th>No religion</th> </tr> </thead> <tbody> <tr> <td>Unionist</td> <td>1</td> <td>66</td> <td>19</td> </tr> <tr> <td>Nationalist</td> <td>64</td> <td>3</td> <td>17</td> </tr> <tr> <td>Neither</td> <td>30</td> <td>28</td> <td>59</td> </tr> <tr> <td>Other answer</td> <td>0</td> <td>1</td> <td>3</td> </tr> <tr> <td>Don't know</td> <td>4</td> <td>2</td> <td>3</td> </tr> </tbody> </table>		%				Catholic	Protestant	No religion	Unionist	1	66	19	Nationalist	64	3	17	Neither	30	28	59	Other answer	0	1	3	Don't know	4	2	3
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Racial group	<p>According to the 2021 Northern Ireland Census respondents described themselves as:</p> <p>White: 96.55%, Roma: 0.08% Indian: 0.52% Irish Traveller: 0.14% Chinese, 0.50% Filipino: 0.23% Pakistani: 0.08% Arab: 0.10% Other Asian: 0.28% Black African, 0.42% Black Other: 0.16% Mixed:0.76% Other Ethnicities: 0.19%</p>																												
Age	<p>The 2021 Northern Ireland Census identifies 22.86% of the population as under 18, 33.98% aged between 18 and 45, 26% aged between 45-64 and 17.16% aged over 65</p> <p>The 2022 NILT survey asked respondents of different ages whether they felt part of a religious community, the results are included below:</p>																												

	%					
	18-24	25-34	35-44	45-54	55-64	65+
Part of the Protestant community	24	31	30	38	38	46
Part of the Catholic community	41	35	32	35	30	25
Neither	36	34	38	27	32	28

The [2022 NILT survey](#) asked respondents of different ages which political party they supported, the results are below:

	18-24	25-34	35-44	45-54	55-64	65+
Democratic Unionist Party (DUP)	8	10	12	15	12	16
Sinn Fein	26	22	15	20	17	8
Ulster Unionist Party (UUP)	6	8	8	10	14	17
Social Democratic and Labour Party (SDLP)	2	7	8	8	9	12
Alliance Party	17	22	23	28	26	33
Green Party	4	6	5	2	3	2
Other party	2	6	5	3	3	2
None of these	11	8	9	6	8	5
Other answer	3	1	1	1	1	1
I don't know	22	10	8	6	6	3

And their political attitudes:

	%					
	18-24	25-34	35-44	45-54	55-64	65+
Irish not British	39	32	29	29	27	19
More Irish than British	6	12	10	10	11	10
Equally Irish and British	10	11	13	16	19	26
More British than Irish	15	15	16	16	20	20
British not Irish	12	18	18	21	18	21
Other description	6	9	12	6	5	4
Don't know	13	4	2	2	1	1

Marital status

The [2021 Census in Northern Ireland](#) reported that 45.59% of the population were married or 0.18% in a civil partnership, 38.07% of the population were single (never married or never registered civil partnership), and 16.16% were separated, divorced (or formerly in a civil partnership which is now legally dissolved) or widowed or surviving partner from a civil partnership

Sexual orientation

The [2021 Census in Northern Ireland](#) reported that 90.04% of the population were Straight or heterosexual. 1.17%

	<p>identified as Gay or lesbian, 0.75% Bisexual with 0.17% stating 'Other' as their sexual orientation</p> <p>An additional 7.88% preferred not to say or did not state</p>
Men and women generally	<p>According to the 2021 Northern Ireland Census results, 50.81% of the population are female and 49.19% are male.</p> <p>The 2022 NILT survey asked respondents whether they saw themselves as part of a community. The results were as follows: Part of the Protestant community: Male -35% Female - 36% Part of the Catholic community: Male- 31% Female- 33% Neither: Male - 34% Female - 30%</p>
Disability	<p>The 2021 Census in Northern Ireland reported that 75.67% of the population consider their day-to-day activities are not limited by a long-term health problem or disability, compared to 24.33% who responded that it was limited a little or a lot</p>
Dependants	<p>The 2021 Census in Northern Ireland reported that 69.32% of households have no dependent children, and 30.68% of households had one or more dependent children.</p> <p>87.58% of the population provided no unpaid care, and 12.42 of the population provided unpaid care.</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	<p>Although the Census results indicate a greater proportion of the population identify as Catholic than other religions in Northern Ireland, the NIO's role in the coordination of this scheme will be inclusive of all faith communities.</p> <p>The 2021 census also states that the majority of those that identify as Catholic also identify as Irish only. This could indicate that they would be less favourable to accepting the</p>

	offer of a Portrait of HMK as they do not identify as being British.
Political opinion	<p>The 2021 Census shows that there is not one single National Identity in Northern Ireland and some communities may be more likely to be receptive to the opportunity to display a Portrait of HMK in prominent places. For example those from Unionist communities are likely to be more supportive than those from Nationalist communities.</p> <p>The NIO will recommend reaching out to all public authorities in Northern Ireland, taking a balanced approach with those authorities approached.</p> <p>The scheme will be voluntary however the NIO will work with the Cabinet Office to provide advice on the use of language and messaging to ensure that any comms are sensitive to the range of political views.</p>
Racial group	The analysis conducted has / has not identified a reportable impact on those within this s.75 category.
Age	The analysis conducted has not identified a reportable impact on those within this s.75 category.
Marital status	The analysis conducted has not identified a reportable impact on those within this s.75 category.
Sexual orientation	The analysis conducted has not identified a reportable impact on those within this s.75 category
Men and women generally	The analysis conducted has not identified a reportable impact on those within this s.75 category
Disability	The analysis conducted has not identified a reportable impact on those within this s.75 category
Dependants	The analysis conducted has not identified a reportable impact on those within this s.75 category

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>This assessment of the impact is on the NIO's role in facilitating the delivery of the scheme, not the scheme as a whole</p> <p>Groups within this s.75 category may have greater levels of interest than others.</p> <p>According to the Northern Ireland Life and Times survey from 2022, people of Catholic belief continue to be more likely to identify as Irish or "More Irish than British". These results indicate that Catholic individuals are less likely to engage or be receptive to British Culture and therefore the scheme may cause controversy within this community.</p> <p>The NIO will be inclusive of all communities in listing <u>all</u> the NI public authorities in scope for this scheme. To support equality of opportunity, recognising individuals of differing religious beliefs will hold differing views. Public authorities will have the ability to opt in to the scheme therefore it is entirely voluntary.</p>	Minor
Political opinion	<p>This assessment of the impact is on the NIO's role in facilitating the delivery of the scheme, not the scheme as a whole</p> <p>Some groups within this s.75 category may have a greater interest in this scheme than others.</p> <p>One of the principles of the Belfast (Good Friday) Agreement is the birthright of the people of Northern Ireland to identify and be accepted as British or Irish, or both, and to hold both British and Irish citizenship with the Agreement creating a new power-sharing arrangement in Northern Ireland.</p>	Minor

	<p>Those who identify as Irish Only are significantly less likely to be receptive to the scheme as those who identify as British Only and as Unionist.</p> <p>Equally, those within a Unionist area may be more supportive of this scheme than those of a Nationalist or 'other' background, and therefore more likely to engage with the scheme.</p> <p>However, by the scheme being entirely voluntary, organisations will have the opportunity to opt out should they determine that acquiring a portrait would adversely impact their communities.</p> <p>Sensitivity of messaging to those organisations will be a priority to ensure that the voluntary aspect of this scheme is sensitively communicated.</p> <p>The NIO will support and provide advice to the Cabinet Office in the engagement with public authorities to inform them of the scheme, this will provide a level of mitigation on the level of the impact on this group</p>	
Racial group	The analysis conducted has not identified a reportable impact on those within this s.75 category.	None
Age	The analysis conducted has not identified a reportable impact on those within this s.75 category.	None
Marital status	The analysis conducted has not identified a reportable impact on those within this s.75 category.	None
Sexual orientation	The analysis conducted has not identified a reportable impact on those within this s.75 category.	None
Men and women generally	The analysis conducted has not identified a reportable impact on those within this s.75 category.	None
Disability	The analysis conducted has not identified a reportable impact on those within this s.75 category.	None

Dependants	The analysis conducted has not identified a reportable impact on those within this s.75 category.	None
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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	<p>The NIO’s approach to delivering this scheme aims to be inclusive of all religions.</p> <p>For example, whilst the majority of Catholic communities may be less supportive of the scheme given their Political allegiance and National Identity, this approach recognises that there are some Catholics that have different political viewpoints and therefore could be receptive to the scheme and therefore the approach should be as inclusive as possible.</p>	
Political opinion	<p>The results from the 2022 NILT suggests that there is a higher percentage of people in Northern Ireland that identify as Irish or ‘More Irish’ than British. This therefore could have a negative impact on the level of support for the scheme and good relations within communities given that a Portrait of His Majesty the King is synonymous with British Identity.</p> <p>The NIO’s approach to supporting the delivery of the scheme aims to be inclusive of all political opinions</p> <p>Recognising that there may be pockets of individuals within communities and workplaces that have differing political opinions, the NIO will provide support and advice to the Cabinet Office ahead of any communications going out to public authorities specifically around tone and messaging, suggesting that they equally engage with all public authorities to notify them of the scheme .</p>	

Racial group		No impacts have been identified on this s.75 category.
Age		No impacts have been identified on this s.75 category.
Marital status		No impacts have been identified on this s.75 category.
Sexual orientation		No impacts have been identified on this s.75 category.
Men and women generally		No impacts have been identified on this s.75 category.
Disability		No impacts have been identified on this s.75 category.
Dependants		No impacts have been identified on this s.75 category.

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>Our analysis indicates that there are different levels of support for British Culture (which includes the Monarchy) across Northern Ireland’s two main religious traditions, with those of a Protestant or other religions background being generally more supportive than those of a Catholic identity.</p> <p>The opportunity to take part in the scheme will be equally and sensitively communicated to all public authorities in Northern Ireland recognising that some authorities will have communities with opposing views.</p> <p>By including all public authorities regardless of religious background mitigates the risk of discrimination between communities, however the public authorities, in deciding to take up the offer will need to conduct their own assessment as to the impact on good relations within their workplaces and wider communities.</p> <p>At this initial engagement level, the impact has been marked as minor, however, if an assessment is not undertaken effectively at public authority level, the level of impact on good relations between communities could be greatly impacted.</p>	Minor
Political opinion	<p>By offering the opportunity, equally to all public authorities in Northern Ireland, this scheme will require engagement from those public authorities to their communities to ensure that the acquisition of a Portrait of His Majesty the King does not negatively impact their workplaces or wider communities.</p> <p>Public authorities will need to take steps to ensure that the visibility of the portrait does not negatively impact the shared public spaces in towns and cities that can be safely accessed</p>	Minor

	<p>and used by all sections of all communities and respects the needs of all members of their community.</p> <p>As mentioned above, at this initial engagement level, the impact has been marked as minor, however, if this assessment is not undertaken effectively at public authority level, the level of impact on good relations between communities could be greatly impacted.</p>	
Racial group	The analysis conducted has not identified a reportable impact on those within this s.75 category.	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	Communications will ensure equal inclusion of those public authorities from religious backgrounds less likely to be supportive	
Political opinion	<p>Any programme of activity and communications will need to ensure inclusion of those from political opinions less likely to be supportive</p> <p>The delivery of this scheme will also need to give space to a wide range of voices and perspectives on the acquisition of a portrait of the British monarchy.</p>	
Racial group		No impacts have been identified on this s.75 category.

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.

As mentioned previously in this assessment, there is a correlation between those identifying as protestant and Unionist and those who identify as Catholic and Nationalist. [The 2022 NILT](#) found that 66% of Protestants also define themselves as Unionist. Those of a Catholic religious background and Nationalist political identity may be less likely to be supportive to the portrait scheme in Northern Ireland as they do not identify as being British. This could impact the engagement of those from these s.75 categories with the scheme.

The same [NILT survey](#) found that 67% of Protestants identify as “British not Irish” or “More British than Irish”. Those of a Protestant religious background and Unionist political identity may be more likely to be receptive to the scheme owing to their British identity.

PART 3 – SCREENING DECISION

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

An equality impact assessment is not required on the NIO's role in supporting the delivery of this scheme in Northern Ireland.

The NIO's approach to supporting the delivery of this scheme is that it will foster equal opportunity for all public authorities to take part in the scheme regardless of demographics of the communities that they serve. It will provide advice and support to the Cabinet Office with regards to tone and sensitivity of messaging, in particular around communicating that this scheme is entirely voluntary and that public authorities are not mandated to take up the offer.

The NIO will ensure that the Cabinet Office recognises that this scheme could cause controversy amongst certain communities within Northern Ireland so that messaging can be tailored if required.

Given the impacts identified on s.75 groups are minor at this level they can be effectively mitigated in accordance with Section 3.2 of this screening. The NIO's role in the policy is not unlawfully discriminatory.

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.

Whilst the NIO's role in the policy is not deemed to be unlawfully discriminatory, it should be recognised that the Public Authorities which are approached to take part in the scheme will need to undertake their own s.75 or similar legal obligation to determine whether the impact of acquiring a portrait will have an adverse impact on equality and good relations with the communities they serve.

Mitigations are outlined in section 3.2

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

N/A

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.

The NIO's part in the delivery of the Portrait scheme run by the Cabinet Office will need to be respectful in ensuring equality of opportunity is given to all public authorities who may have a wide range of voices and perspectives to consider in determining whether to avail of the voluntary scheme.

The NIO will support the Cabinet Office in reaching out to public authorities in the scope of this scheme, ensuring that any communications to public authorities are sensitive to this range of considerations.

Those public authorities will have a better understanding of the identity and viewpoint of the communities they serve, however public authorities have a similar legal duty to undertake an equality assessment upon any decisions made that will impact good relations or equal opportunities within their workplaces and communities. Therefore, whilst the impact decision in the assessment of the NIO's approach to all public authorities in relation to this scheme is 'minor' it is recognised that there may be a greater impact at community level from any decisions made by the public authorities to partake in the scheme and public authorities will need to take this into account.

The programme will need to remain sensitive to the political context in Northern Ireland at the time of writing out to Public Authorities. This mitigation will be particularly important to the political opinion s.75 category.

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?

N/A

If yes, please provide details.

N/A

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:	Caroline Rowley
Grade/Branch/Group:	External Relations
Date:	15/08/23
Approved by Deputy Director:	Nadine Milne
Date:	15/08/23

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



