



Northern
Ireland
Office

SECTION 75

EQUALITY SCREENING FORM

**Windsor Framework (Implementation)
Regulations 2024**

SECTION 75 – THE LEGAL BACKGROUND

1. Under Section 75 of the Northern Ireland Act 1998, the NIO is required to have due regard to the need to promote equality of opportunity between:
 - persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation
 - men and women generally
 - persons with a disability and persons without
 - persons with dependents and persons without.
2. In addition, and without prejudice to the obligations above, in carrying out our functions in relation to Northern Ireland we are required to have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group. The NIO is also required to meet our legislative obligations under the Disability Discrimination Order.
3. A list of the main groups identified as being relevant to each of the Section 75 categories is at **Annex A** of this document.

INTRODUCTION

4. This form should be read in conjunction with the Equality Commission's Section 75 guidance "A Guide for Public Authorities" April 2010, available on the Equality Commission's website (www.equalityni.org). **Staff should complete a form for each new or revised policy for which they are responsible (see page 4 for a definition of a policy in respect of Section 75).**
5. The purpose of screening is to identify those policies that are likely to have an impact on equality of opportunity and/or good relations and so determine whether an Equality Impact Assessment (EQIA) is necessary. Screening should be introduced at an early stage when developing or reviewing a policy.
6. The lead role in the screening of a policy should be taken by the policy decision-maker who has the authority to make changes to that policy and should involve in the screening process:
 - other relevant team members;
 - those who implement the policy;
 - staff members from other relevant areas of work; and
 - key stakeholders.
7. A flowchart which outlines the screening process is attached at **Annex B**.
8. The first step in the screening exercise is to gather evidence to inform the screening decisions. Relevant data may be either quantitative or qualitative or both (this helps to indicate whether or not there are likely equality of opportunity and/or good relations impacts associated with a policy). Relevant

information will help to clearly demonstrate the reasons for a policy being either 'screened in' for an EQIA or 'screened out'.

9. The absence of evidence does not indicate that there is no likely impact but if none is available, it may be appropriate to consider subjecting the policy to an EQIA.
10. Screening provides an assessment of the likely impact, whether 'minor' or 'major', of its policy on equality of opportunity and/or good relations for the relevant categories. In some instances, screening may identify the likely impact is none.
11. The Equality Commission has developed a series of four questions, included in Part 2 of this screening form with supporting sub-questions, which should be applied to all policies as part of the screening process. They identify those policies that are likely to have an impact on equality of opportunity and/or good relations.

SCREENING DECISIONS

12. Completion of screening should lead to one of the following three outcomes. The policy has been:
 - i. 'screened in' for equality impact assessment;
 - ii. 'screened out' with mitigation or an alternative policy proposed to be adopted; or
 - iii. 'screened out' without mitigation or an alternative policy proposed to be adopted.

SCREENING AND GOOD RELATIONS DUTY

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

FURTHER INFORMATION

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	The Windsor Framework (Implementation) Regulations 2024
Is this an existing, revised or new policy?	New Policy
What is it trying to achieve (intended aims/outcomes)?	<p>The objective of the Regulations is to ensure that Annex 2 and Articles 5-7 of the Windsor Framework are implemented, for the benefit of the whole community and observed consistently with the United Kingdom's international obligations.</p> <p>The Regulations are consistent with the commitments made in the <i>Safeguarding the Union</i> command paper and confer certain powers respectively on the Secretary of State and Ministers of the Crown. These are intended to enable the UK Government to:</p> <ul style="list-style-type: none"> ● Direct and control Northern Ireland departments on their implementation and observance of relevant provisions of the Windsor Framework. ● Allow the UK Government to directly implement aspects of the Framework, where this is needed, such as in circumstances where a Government department has particular skills or expertise, or where it makes the most sense to deliver a programme on a UK-wide basis.
Are there any s75 categories which might be expected to benefit from the intended policy? If so, explain how.	The UK Government considers that the whole community in Northern Ireland will benefit from these Regulations, given that they form part of the basis under which devolved government returned

	through the <i>Safeguarding the Union</i> deal.
Who initiated or wrote the policy?	The Northern Ireland Office initiated the policy.
Who owns and who implements the policy?	The Cabinet Office is responsible for these Regulations and the Windsor Framework overall.

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) 	<ul style="list-style-type: none"> ● Intergovernmental relations - UK and NI Ministers will need to maintain constructive working relationships, to ensure that NI departments meet their legal obligations and deliver on Ministerial priorities. ● Financial - Northern Ireland departmental resourcing will need to account for departments undertaking the necessary steps to implement the Windsor Framework in accordance with their legal obligations.

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 Ministers and departments ● Other public sector organisations, including local authorities
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OTHER POLICIES WITH A BEARING ON THIS POLICY

<p>What are they?</p>	<p>Decision No 1/2023 of the Joint Committee established by the Agreement on the withdrawal of the United Kingdom of Great Britain and Northern Ireland from the European Union and the European Atomic Energy Community of 24 March 2023 laying down arrangements relating to the Windsor Framework [2023/819]</p> <p>The Safeguarding the Union Command Paper [CP 1021]</p> <p>Any programmes of work to operationalise the Windsor Framework undertaken by Northern Ireland departments and/or UK Government departments</p>
<p>Who owns them?</p>	<p>The UK Government Northern Ireland departments</p> <p>The UK-EU Withdrawal Agreement Joint Committee</p>

AVAILABLE EVIDENCE

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

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

Section 75 category	Details of evidence/information
<p>Religious belief</p>	<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>Political opinion</p>	<p>The 2022 Northern Ireland Assembly elections returned 27 Sinn Féin MLAs, 25 DUP MLAs, 17 Alliance MLAs, 9 UUP MLAs, 8 SDLP MLAs, 2 Independent Unionist MLAs, 1 TUV</p>

	<p>MLA and 1 People Before Profit MLA. 37 MLAs designated as Unionist, 35 MLAs designated as Nationalist, and 18 designated as Other.</p> <p>The 2022 Northern Ireland Life and Times (NILT) survey found that 31% of respondents identified themselves as Unionist, 26% as Nationalist and 38% as Neither</p> <p>Queen’s University Belfast’s ‘Testing the Temperature’ opinion polling report in February 2024 has found overall support for the Windsor Framework, with 60% of respondents supporting these arrangements augmented by the <i>Safeguarding the Union</i> deal as an appropriate basis for NI’s trading arrangements.</p> <p>A clear majority of voters (73%) concluded that these arrangements provide the right basis for the power sharing institutions to operate. This included clear majorities among Alliance, SDLP, Sinn Féin and UUP supporters and a clear plurality among DUP supporters.</p> <p>Analysis of the 2022 NILT shows that 68% of those who describe themselves as Unionist believe that the long-term policy of Northern Ireland should be to ‘remain part of the UK, with devolved government’ and a further 22% of Unionists believe Northern Ireland should ‘remain part of UK, with direct rule’. This would indicate a preference for devolved government.</p> <p>By comparison, 75% of those who describe themselves as Nationalist felt the long-term policy of Northern Ireland should entail unification with the rest of Ireland. A further 9% believe that the long-term policy for Northern Ireland should be to remain part of the UK with devolved government or direct rule.</p>
Racial group	According to the 2021 Northern Ireland Census, 96.55% of respondents described themselves as White, 0.76% as Mixed, 0.52% as Indian, 0.5% as Chinese, 0.42% as Black African, 0.28% as Other Asian, 0.23% as Filipino.
Age	The 2021 Northern Ireland Census identifies 22.86% of the population as under 18, 33.98% aged between 18 and 45, 25% aged between 45-64 and 17.46% aged over 65.
Marital status	The 2021 Census in Northern Ireland reported that 45.77% of the population were married or in a registered same-sex civil partnership, 38.07% of the population were single, and 16.16% were separated, divorced or widowed.

Sexual orientation	The 2022 Northern Ireland Life and Times Survey found that 93% of the population identify as heterosexual, 3% as bisexual and 3% as gay or lesbian.
Men and women generally	According to the 2021 Northern Ireland Census results, 50.81% of the population are female and 49.19% are male.
Disability	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.
Dependants	The 2021 Census in Northern Ireland reported that 69.33% of households have no dependent children, and 30.67% of households had one or more dependent children. 87.58% of the population provided no unpaid care, and 12.42% of the population provided unpaid care.

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	The analysis conducted has not identified an impact of these regulations on those within this s.75 category
Political opinion	<p>There is clear overall support for the Windsor Framework in Northern Ireland, following the Safeguarding the Union deal. However, the degree of this support varies by political opinion.</p> <p>Though strongly-identified unionists are less supportive of the Windsor Framework overall, a notable majority of strongly unionist voters (56%) in QUB's opinion polling agreed that the Safeguarding the Union deal being reached meant that the deferral of the Stormont institutions' return was worthwhile. The Safeguarding the Union deal contained within it a commitment to make these Regulations, which</p>

	<p>may therefore reflect the needs/experiences/priorities of some of those of a unionist political opinion.</p> <p>QUB's opinion polling demonstrated more consistent levels of overall support for the Windsor Framework arrangements among those who are supportive of parties designating as nationalist or 'other'. Though 95% of nationalists and 82% of those identifying as 'neutral' disagreed that it was worthwhile for the return of the Stormont institutions to have been deferred until a deal was reached, this cannot be relied upon to identify a need/experience/priority of these groups in respect of the Regulations.</p> <p>More broadly, the 2022 NILT polling underscored the long-term divergent constitutional aspirations for Northern Ireland between unionists and nationalists. It is possible that some nationalists may be concerned by the UK Government taking forward commitments to direct NI departments on the implementation of aspects of the Windsor Framework on the basis of their views towards the UK Government's role in devolved matters. However, this is set in the context of overall (73%) support for the return of the Stormont institutions, and clear majority support amongst those voting for political parties designating as nationalist and other.</p>
Racial group	The analysis conducted has not identified an impact of these regulations on those within this s.75 category
Age	The analysis conducted has not identified an impact of these regulations on those within this s.75 category
Marital status	The analysis conducted has not identified an impact of these regulations on those within this s.75 category
Sexual orientation	The analysis conducted has not identified an impact of these regulations on those within this s.75 category
Men and women generally	The analysis conducted has not identified an impact of these regulations on those within this s.75 category
Disability	The analysis conducted has not identified an impact of these regulations on those within this s.75 category
Dependants	The analysis conducted has not identified an impact of these regulations 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	The analysis conducted has not identified an impact of these regulations on those within this s.75 category	None
Political opinion	<p>Although there is general support for the Windsor Framework overall among the people of Northern Ireland, the delivery of commitments contained within the <i>Safeguarding the Union</i> deal may be more important for those identifying as politically unionist within this s.75 category. The participation of unionist parties in the Stormont institutions on the basis of these commitments being delivered could have a positive equality of opportunity impact for this part of the s.75 political opinion category.</p> <p>Though there are no discernable, direct equality of opportunity impacts from the Regulations on those who identify as Nationalist or 'Other', the progression of the arrangements contained within the <i>Safeguarding the Union</i> deal have enabled cross-community participation in the NI institutions. This provides nationalist and 'other' parties the ability to represent electors of this political opinion at Stormont and in the Executive and may be considered a positive equality of opportunity impact for them.</p>	Minor
Racial group	The analysis conducted has not identified an impact of these regulations on those within this s.75 category	None
Marital status	The analysis conducted has not identified an impact of these regulations on those within this s.75 category	None
Sexual orientation	The analysis conducted has not identified an impact of these regulations on those within this s.75 category	None

Age	The analysis conducted has not identified an impact of these regulations on those within this s.75 category	None
Men and women generally	The analysis conducted has not identified an impact of these regulations on those within this s.75 category	None
Disability	The analysis conducted has not identified an impact of these regulations on those within this s.75 category	None
Dependents	The analysis conducted has not identified an impact of these regulations on those within this s.75 category	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 impacts of these regulations have been identified on this s.75 category.
Political opinion		The Regulations form part of a package of measures to secure the functioning of the devolved institutions, and provide equality of opportunity for elected political parties of all designations to represent their electors.
Racial group		No impacts of these regulations have been identified on this s.75 category.
Marital status		No impacts of these regulations have been identified on this s.75 category.
Sexual orientation		No impacts of these regulations have been identified on this s.75 category.
Age		No impacts of these regulations have been identified on this s.75 category.
Men and women generally		No impacts of these regulations have been identified on this s.75 category.
Disability		No impacts of these regulations have been identified on this s.75 category.

Dependants		No impacts of these regulations have been identified on this s.75 category.
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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 analysis conducted has not identified an impact of these regulations on those within this s.75 category.	None
Political opinion	<p>As noted above, although there is general support for the Windsor Framework overall among the people of Northern Ireland, some groups within this s.75 category may be more supportive of the Windsor Framework than others.</p> <p>The <i>Safeguarding the Union</i> deal contained a suite of commitments, including in respect of the policy underpinning the Regulations. QUB survey data indicates that these commitments were more important to those who identify as Unionist than those who identify as ‘Nationalist’ or ‘other’, even if polling and survey data indicates they are less likely to support the Framework overall.</p> <p>By virtue of their constitutional aspirations, Nationalists could be less supportive of the particular arrangements in the Regulations to give effect to certain aspects of the Framework. However, Nationalists and those designating as ‘other’ are more supportive of the Windsor Framework overall.</p> <p>This assessment considers that, on balance, there is the potential for these regulations to improve good relations between people of differing political opinions, on the basis that the UK Government will lead on implementing critical aspects of it for the purposes of supporting the UK internal market instead. This will prevent these matters from impacting good relations within this s.75 category including through ensuring the stability and good operation of the Northern Ireland institutions.</p>	Minor

	As such, we judge the policy impact to be 'minor' on good relations among this s.75 category.	
Racial group	The analysis conducted has not identified an impact of these regulations 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		No impacts of these regulations have been identified on this s.75 category
Political opinion	<p>To support these good relations outcomes, the Government's communications will need to emphasise the wider purpose of the Regulations to all communities as delivering on a package of commitments to secure the return of the Stormont institutions. This may be important amongst those identifying as 'nationalist' or 'other' in particular.</p> <p>The statutory guidance making power contained in the Regulations could provide one vehicle to communicate the intended use of the powers contained within them clearly.</p>	
Racial group		No impacts of these regulations 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.

The 2022 NILT found that 66% of Protestants also define themselves as Unionist. From the survey research set out in this screening, those of a Protestant religious background and Unionist political identity may be less supportive of the Windsor Framework, but more supportive of the UK Government taking forward commitments in the *Safeguarding the Union* deal as a basis going forward.

The same NILT survey found that 64% of Catholics identify as Nationalist. Those of a Catholic religious background and Nationalist political identity may be more likely to support the Framework in general, but be less supportive of the Regulations specifically. This could be mitigated on the basis set out in this screening, to emphasise the wider purpose of the Regulations to all communities as delivering on a package of commitments to secure the return of the Stormont institutions.

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 given the impacts identified on s.75 groups are minor, and can be effectively mitigated in accordance with Section 3.2 of this screening.

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.

Mitigations are set out in 3.2 of this screening.

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 specific s.75 impacts of individual policy decisions taken to operationalise the Windsor Framework in accordance with directions from the Secretary of State will be a matter for the implementing Northern Ireland department to consider and advise the Secretary of State on.
- Given the s.75 impacts of more broadly scoped Regulations, the provisions of these Regulations have been narrowed to cover only Articles 5-7 and Annex 2 of the Windsor Framework.
- The statutory guidance to be published as the Regulations come into force can be used as a further vehicle to set out the Government’s intentions and support the equality of opportunity and good relations recommendations identified in this screening.

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
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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.

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:	Theo Bonds
Grade/Branch/Group:	G6
Date:	15/09/23
Approved by Director:	Will Gelling
Date:	28/03/24

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

