

# Equality & Disability Duties Screening Template

December 2023 version



Department of  
**Agriculture, Environment  
and Rural Affairs**

[www.daera-ni.gov.uk](http://www.daera-ni.gov.uk)

*Sustainability at the heart of a living,  
working, active landscape  
valued by everyone.*

**Screening flowchart and template (taken from Section 75 of the Northern Ireland Act 1998 - A Guide for public authorities April 2010 (Appendix 1)).**

### Introduction

**Part 1. Policy scoping** – asks public authorities to provide details about the policy, procedure, practice and/or decision being screened and what available evidence you have gathered to help make an assessment of the likely impact on equality of opportunity and good relations.

**Part 2. Screening questions** – asks about the extent of the likely impact of the policy on groups of people within each of the Section 75 categories. Details of the groups consulted and the level of assessment of the likely impact. This includes consideration of multiple identity and good relations issues. This section also includes two questions related to the Disability Duties.

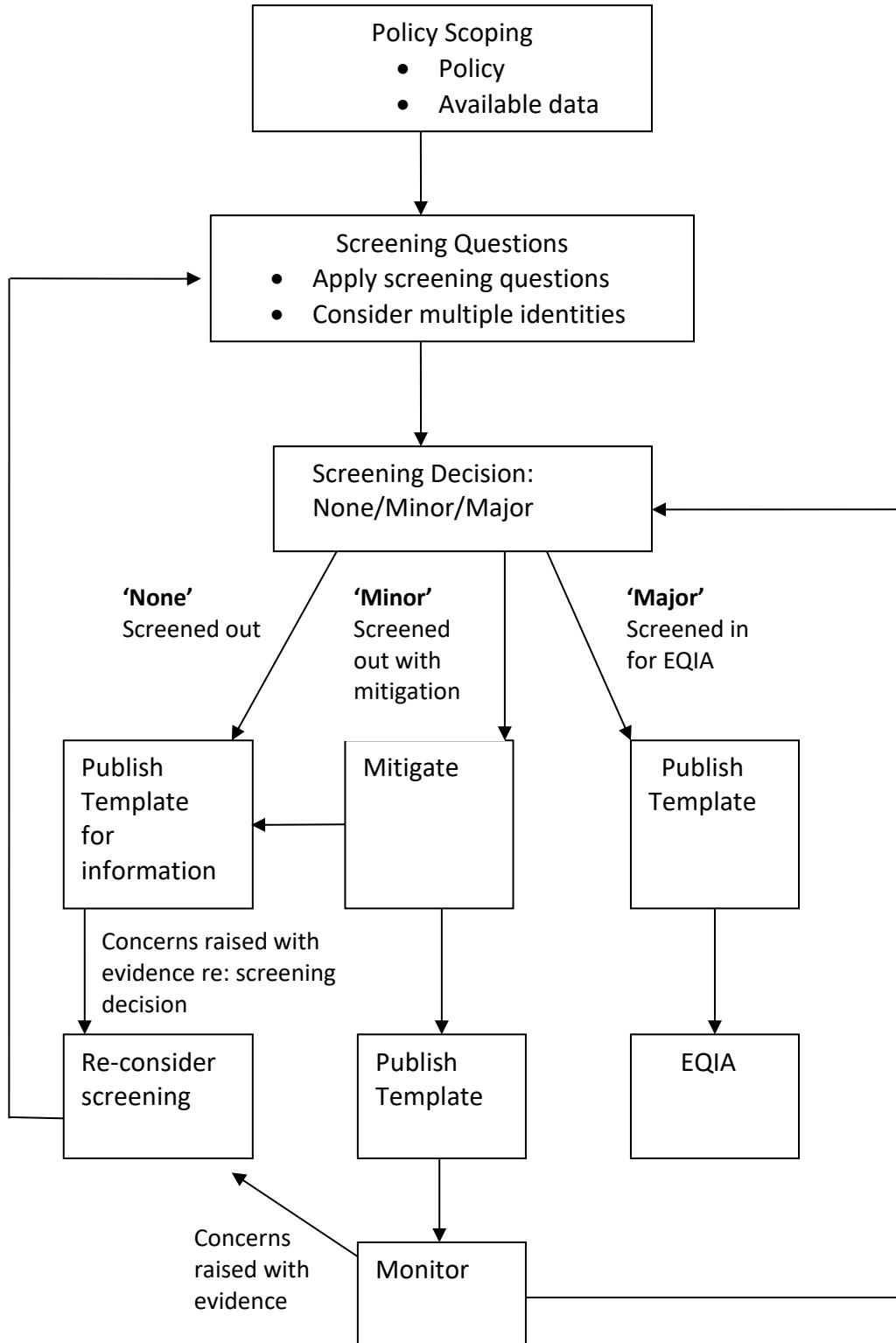
**Part 3. Screening decision** – guides the public authority to reach a screening decision as to whether or not there is a need to carry out an equality impact assessment (EQIA), or to introduce measures to mitigate the likely impact, or the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

**Part 4. Monitoring** – provides guidance to public authorities on monitoring for adverse impact and broader monitoring.

**Part 5. Consideration of Human Rights** – please note this is not a Human Rights Screening form but rather a prompt that impacts on Human Rights should be considered.

**Part 6. Approval and authorisation** – verifies the public authority’s approval of a screening decision by a senior manager responsible for the policy.

A screening flowchart is provided below.



## Part 1. Policy scoping

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.

Public authorities should remember that the Section 75 statutory duties apply to internal policies (relating to people who work for the authority), as well as external policies (relating to those who are, or could be, served by the authority).

## Information about the policy

### Name of the policy

*Farming for Sustainability – knowledge scheme*

### Is this an existing, revised or new policy?

*Farming for Sustainability – knowledge* is a new scheme which is being delivered by CAFRE as part of DAERA's Farm Support and Development Programme (FSDP). Although it is a new scheme, it is a follow-on scheme from the NI Rural Development Programme Knowledge Transfer (KT) schemes and contains many of the same elements and delivery methods.

**What is it trying to achieve? (intended aims/outcomes)**

The scheme aims to provide people working in farm businesses with the technical knowledge to meet the aims of DAERA’s FSDP and wider policy agendas. Knowledge Transfer is one of DAERA’s workstreams to progress the aims of the overall programme and is a key enabler for many measures and policies. The scheme contains three different levels of KT (Information, Training and Peer Learning Groups) so that farm businesses have a range of options to meet needs of knowledge for the people in their business. Information will use video and written technical material that can be viewed/read with a regular newsletter available to all businesses. Training composes short courses, primarily delivered digitally but with some face-to-face access, with businesses required to register to gain access. Peer learning groups are designed for those businesses requiring the greatest change to meet the aims of the FSDP and participants are supported through group participation and associated mentoring.

**Are there any Section 75 categories which might be expected to benefit from the intended policy?**     Yes     No (select as appropriate)

**If so, explain how.**

**Who initiated or wrote the policy?**

Knowledge Transfer and Innovation Policy Branch, College of Agriculture and Rural Enterprise (CAFRE) developed the policy under the direction of the Agriculture Policy Programme Board.

**Who owns and who implements the policy?**

DAERA through the Agriculture Policy Programme Board owns the policy. The policy will be implemented through CAFRE overseen by the Farm Support and Development Delivery Board.

## Implementation factors

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?  Yes  No (select as appropriate)

If yes, are they (please select as appropriate)

Financial

Legislative

other, please specify:

The new scheme is being implemented under the 1949 Agriculture Act and, to enable payments, a Statutory Rule is currently being progressed and should be laid before the NI Assembly in late 2024. The scheme will be financed from CAFRE's business-as-usual budget with any additional expenditure funded from the future FSDP budget which has not yet been confirmed.

## Main stakeholders affected

Who are the internal and external stakeholders (actual or potential) that the policy will impact upon? (please select as appropriate)

Staff

Service users

Other public sector organisations

Voluntary/community/trade unions

Other, please specify

External delivery agents- no negative impact perceived.

## Other policies with a bearing on this policy

What are they?

Future Farm Support Policy (Farm Support and Development Programme)

## Who owns them?

DAERA

## Available evidence

Evidence to help inform the screening process may take many forms. Public authorities should ensure that their screening decision is informed by relevant data. The Commission has produced this guide to [signpost to S75 data](#).

What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for each of the Section 75 categories.

*Please ensure all data used is the most current and up to date available. You should verify this by contacting the Departmental Statisticians.*

## Religious belief evidence/information:

### **2021 Census of Northern Ireland**

The 2021 Census of Northern Ireland found that 43.5% of the population is associated with one of the main Protestant Christian Churches, 45.7% of the population is associated with the Catholic Church and 9.3% do not belong to either religious belief. In rural areas, the make-up is 43% Protestant and other Christian, 45% Catholic, 12% other or non-stated.

The 2018 DAERA Equality indicators Report found that overall, 42% of farmers were Catholic and 51% were Protestant and other Christian.

### **2018 DAERA Equality indicators**

The 2018 DAERA Equality indicators Report found differences within farm size categories by farmer religion for very small farms (48% Catholic, 46% Protestant and other Christian); small farms (33% Catholic, 62% Protestant and other Christian); medium farms (24% Catholic, 71% Protestant and other Christian); and large farms (14% Catholic and 81% Protestant and other Christian).

### **Northern Ireland Rural Development Programme (NIRDP) 2014 - 2020 Section 75 Report 2022**

The Business Development Group (BDG) and Farm Family Key Skills (FFKS) schemes in the NIRDP programme are broadly similar to measures within the Farming for Sustainability (Knowledge) Scheme although this has a much wider remit with the aim of reaching all farm businesses through various delivery channels. 60% of respondents in the BDG scheme were from the Protestant community.

### Political Opinion evidence/information:

### Racial Group evidence/information:

#### 2021 Census of Northern Ireland

96.6% of the population stated their ethnic origin to be white with non-white ethnic groups accounted for 3.4% of the total population.

#### 2018 DAERA Equality indicators

In the 2018 DAERA Equality indicators Report 44% of farmers reported their identity as British only, 26% as Irish only and 23% as Northern Irish only, with 8% stating another identity or a combination of more than one identity. However, the religious profile varied across farm characteristics, with the proportions stating a British only identity increasing with farm size, from 40% of those in very small farms to 65% of those in large farms.

#### Northern Ireland Rural Development Programme (NIRDP) 2014 - 2020 Section 75 Report 2022

The Business Development Group (BDG) and Farm Family Key Skills (FFKS) schemes in the NIRDP programme are broadly similar to measures within the Farming for Sustainability (Knowledge) Scheme although this has a much wider remit with the aim of reaching all farm businesses through various delivery channels. 100% of the beneficiaries in the BDG scheme and 99% in FFKS were white.

### Age evidence/information:

#### 2021 Census of Northern Ireland

The median age of the NI population is 39 years. 56.1% of NI residents aged 16+ were economically active.

**The 2018 DAERA Equality indicators Report** found the average age of farmers in Northern Ireland was 59 years. Only 8% of farmers were aged under 40 years, and more than a third (36%) were aged 65 years or older. There was little variation in the age profile of farmers by farm size, although farmers of very small farms (which account for three-quarters of all farms in Northern Ireland) had a slightly older age profile than those of larger farms. There was also little variation in age across farming activity type.

### **Northern Ireland Rural Development Programme (NIRDP) 2014 - 2020 Section 75 Report 2022**

The Business Development Group (BDG) and Farm Family Key Skills (FFKS) schemes in the NIRDP programme are broadly similar to measures within the Farming for Sustainability (Knowledge) Scheme although this has a much wider remit with the aim of reaching all farm businesses through various delivery channels. 44% of BDG members were aged between 16 and 40 and 53% were aged 16-44. For FFKS, 25% of the beneficiaries were aged 16-40. These figures are high compared with the farming context figure of 8% aged 16-40 and 19% aged 16-44.

### **Marital Status evidence/information:**

#### **2021 Census for Northern Ireland.**

46% of people over 16 in Northern Ireland are currently married with a further 38% classed as single (never been married) and the remaining 16% separated, divorced or widowed.

2018 DAERA Equality indicators

**The DAERA Farm Equality Indicators Report 2018** showed that around 73% of all farmers are married and living with a wife/husband.

### **Northern Ireland Rural Development Programme (NIRDP) 2014 - 2020 Section 75 Report 2022**

The Business Development Group (BDG) and Farm Family Key Skills (FFKS) schemes in the NIRDP programme are broadly similar to measures within the Farming for Sustainability (Knowledge) Scheme although this has a much wider remit with the aim of reaching all farm businesses through various delivery channels. 73% of both BDG and FFKS participants were recorded as married/civil partnership.

### **Sexual Orientation evidence/information:**

### **2021 Census of Northern Ireland**

A new question was asked in 2021 regarding sexual orientation of those aged 16 years and over. 90% of people identified as 'straight or heterosexual' and 2.1% identified as LGB+. 7.9% of people did not answer the question (there is no statutory penalty for not answering this question) or ticked 'prefer not to say'.

### **Northern Ireland Rural Development Programme (NIRDP) 2014 - 2020 Section 75 Report 2022**

The Business Development Group (BDG) and Farm Family Key Skills (FFKS) schemes in the NIRDP programme are broadly similar to measures within the Farming for Sustainability (Knowledge) Scheme although this has a much wider remit with the aim of reaching all farm businesses through various delivery channels. Just over 99% of BDG and 98% of FFKS beneficiaries were recorded as heterosexual.

## **Men & Women generally evidence/information:**

### **2021 Census of Northern Ireland**

The 2021 Census showed that 51% of the population were male and 49% female. The estimated number of women in employment was 395,000 and women accounted for just under half of those currently in employment.

**The 2018 DAERA Equality indicators Report** found that 91% of main farmers were male and 9% were female. Female farmers were more likely than their male counterparts to farm on very small farms - 87% of women farmers had small farms compared to 75% of male farmers. Farmers engaged in 'Other types' of farming (such as running specialist horse farms) were twice as likely to be women as were farmers engaged in other activity types.

A higher proportion of female (86%) than male farmers (78%) were engaged in cattle and sheep farming, and a much lower proportion (4% of female compared to 12% of male farmers) were dairy farmers. Female farmers were also more likely to farm in Less Favoured Areas. Forty-four percent of women farmers farmed in Severely Disadvantaged Areas compared to 39% of male farmers. Some of the gender differences in farm characteristics may be partly due to the differing age profiles of male and female farmers. Female farmers had an older age profile than their male counterparts, with 4% of female

farmers aged under 40, compared to 8% of male farmers, and 45% of female farmers aged 65 or over, compared to 35% of male farmers.

### **Northern Ireland Rural Development Programme (NIRDP) 2014 - 2020 Section 75 Report 2022**

The Business Development Group (BDG) and Farm Family Key Skills (FFKS) schemes in the NIRDP programme are broadly similar to measures within the Farming for Sustainability (Knowledge) Scheme although this has a much wider remit with the aim of reaching all farm businesses through various delivery channels. 5% of BDG participants and 25% of FFKS participants were female.

### **Disability evidence/information:**

#### **2021 Census of Northern Ireland**

In Northern Ireland it is estimated that 22% of the population have some form of disability, with the standard of health decreasing with age.

**The 2018 DAERA Equality indicators Report** found that almost a third (30%) of farmers stated that they had a long-term illness or disability which limited their daily activities with the incidence of disability inversely related to farm size. The proportion of farmers of very small farms stating that their activities were limited a lot (16%) was twice that of farmers of large farms (8%). Farmers in disadvantaged areas (16%) were slightly more likely than lowland farmers (12%) to state that their activities were limited. The incidence of those reporting that their activities were limited either a little or a lot rises steeply with age.

### **Northern Ireland Rural Development Programme (NIRDP) 2014 - 2020 Section 75 Report 2022**

The Business Development Group (BDG) and Farm Family Key Skills (FFKS) schemes in the NIRDP programme are broadly similar to measures within the Farming for Sustainability (Knowledge) Scheme although this has a much wider remit with the aim of reaching all farm businesses through various delivery channels. 3% of BDG and 8% of FFKS participants were disabled which is low compared to the farming context figure of 30%.

### **Dependants evidence/information:**

**Northern Ireland Statistics and Research Agency (NISRA) Report**, November 2017. 33.86% of NI households have dependent children (Those aged 0-15 and person aged 16-18 who is a full-time student and in a family with parent(s)). For households with dependent children, there is around 9% with one or more persons with a long-term health problem or disability. For households without dependent children there is around 31% of those with one or more people with a long term health problem or disability.

**The 2018 DAERA Equality indicators Report** found that two fifths (40%) of all farm households contained children under 18 years old, elderly disabled people, or both. Households of medium sized farms were slightly more likely than smaller or larger farms to contain dependents as were the households of farmers engaged in pig, poultry or mixed farming. Farm households in Disadvantaged Areas (41%) were slightly more likely than those in lowland areas (38%) to contain dependents.

**Northern Ireland Rural Development Programme (NIRDP) 2014 - 2020 Section 75 Report 2022**

The Business Development Group (BDG) and Farm Family Key Skills (FFKS) schemes in the NIRDP programme are broadly similar to measures within the Farming for Sustainability (Knowledge) Scheme although this has a much wider remit with the aim of reaching all farm businesses through various delivery channels. 62% of BDG and 66% of FFKS participants had dependants which is higher than the Equality Indicator Report.

### Needs, experiences and priorities

**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 of the needs, experiences and priorities for each of the Section 75 categories below:**

#### Religious belief

This scheme is for all farm businesses and individuals irrespective of religious belief.

### **Political Opinion**

This scheme is for all farm businesses and individuals irrespective of political opinion.

### **Racial Group**

This scheme is for all farm businesses and individuals irrespective of racial group.

### **Age**

This scheme is for all farm businesses and individuals irrespective of age.

### **Marital status**

This scheme is for all farm businesses and individuals irrespective of marital status.

### **Sexual orientation**

This scheme is for all farm businesses and individuals irrespective of sexual orientation.

### **Men and Women Generally**

This scheme is for all farm businesses and individuals irrespective of gender.

### **Disability**

This scheme is for all farm businesses and individuals irrespective of disability.

### **Dependants**

This scheme is for all farm businesses and individuals irrespective of dependants.

## **Introduction**

In making a decision as to whether or not there is a need to carry out an equality impact assessment, the public authority should consider its answers to the questions 1-4.

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

If the public authority's 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.

If the public authority's 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:

- measures to mitigate the adverse impact; or
- the introduction of 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**

- 1) The policy has no relevance to equality of opportunity or good relations.
- 2) 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.

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?** Please provide details of the likely policy impacts and determine the level of impact for each S75 categories below i.e. either minor, major or none.

### **Details of the likely policy impacts on *Religious belief*:**

There is no evidence to suggest that there is a likely impact on equality of opportunity on religious belief.

**What is the level of impact?** Minor  Major  None

(select as appropriate)

### **Details of the likely policy impacts on *Political Opinion*:**

There is no evidence to suggest that there is a likely impact on equality of opportunity on political opinion.

**What is the level of impact?** Minor  Major  None

(select as appropriate)

**Details of the likely policy impacts on *Racial Group*:**

There is no evidence to suggest that there is a likely impact on equality of opportunity on racial group.

What is the level of impact? Minor  Major  None

(select as appropriate)

**Details of the likely policy impacts on *Age*:**

There is no evidence to suggest that there is a likely impact on equality of opportunity on Age.

**What is the level of impact?** Minor  Major  None

(select as appropriate)

**Details of the likely policy impacts on *Marital Status*:**

There is no evidence to suggest that there is a likely impact on equality of opportunity on Marital Status.

**What is the level of impact?** Minor  Major  None

(select as appropriate)

**Details of the likely policy impacts on *Sexual Orientation*:**

There is no evidence to suggest that there is a likely impact on equality of opportunity on Sexual Orientation.

**What is the level of impact** Minor  Major  None

(select as appropriate)

**Details of the likely policy impacts on *Men and Women*:**

There is no evidence to suggest that there is a likely impact on equality of opportunity on Men and Women.

**What is the level of impact?** Minor  Major  None

(select as appropriate)

**Details of the likely policy impacts on *Disability*:**

There is some evidence to suggest that there would be a negative differential impact on the equality of opportunity to applicants in relation to their disability. This relates to access and completion of training which is a condition of specific DAERA Schemes/measures.

**What is the level of impact?** Minor  Major  None

(select as appropriate)

**Details of the likely policy impacts on *Dependants*:**

There is no evidence to suggest that there is a likely impact on equality of opportunity on Dependants.

**What is the level of impact?**  Major  None

(select as appropriate)

**2. Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?**

Yes     No (select as appropriate)

Detail opportunities of how this policy could promote equality of opportunity for people within each of the Section 75 Categories below:

**Religious Belief - If Yes, provide details:**

**If No, provide reasons:**

There is no opportunity to promote equality of opportunity based on religious belief as the scheme is open to all farm businesses.

**Political Opinion - If Yes, provide details:**

**If No, provide reasons:**

There is no opportunity to promote equality of opportunity based on political opinion as the scheme is open to all farm businesses.

**Racial Group - If Yes, provide details:**

**If No, provide reasons:**

There is no opportunity to promote equality of opportunity based on racial group as the scheme is open to all farm businesses.

**Age - If Yes, provide details:**

**If No, provide reasons:**

There is no opportunity to promote equality of opportunity based on age as the scheme is open to all farm businesses.

**Marital Status - If Yes, provide details:**

**If No, provide reasons**

There is no opportunity to promote equality of opportunity based on marital status as the scheme is open to all farm businesses.

**Sexual Orientation - If Yes, provide details:**

**If No, provide reasons:**

There is no opportunity to promote equality of opportunity based on sexual orientation as the scheme is open to all farm businesses.

**Men and Women generally - If Yes, provide details:**

The Farming for Sustainability scheme is cognisant of the need to encourage females in farming and eliminate any perceived barriers to accessing knowledge.

**If No, provide reasons:**

**Disability - If Yes, provide details:**

There is some opportunity to promote equality of opportunity based on disability. Specific needs arising from a disability will be considered and appropriate mitigations will be put in place.

**If No, provide reasons:**

**Dependants - If Yes, provide details:**

**If No, provide reasons:**

There is no opportunity to promote equality of opportunity based on dependants as the scheme is open to all farm businesses.

**3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?**

Please provide details of the likely policy impact and determine the level of impact for each of the categories below i.e. either minor, major or none.

**Details of the likely policy impacts on *Religious belief*:**

It is anticipated that groups of people from mixed religious backgrounds come together to knowledge transfer events, particularly training and peer learning groups. This is likely to improve trust and good relations

within participants in the scheme where they consider common issues in relation to their business. DAERA is proactive in improving good relations between people of different religious belief and will review any opportunities identified during the implementation of the policy decisions.

**What is the level of impact?** Minor  Major  None

(select as appropriate)

**Details of the likely policy impacts on *Political Opinion*:**

It is anticipated that groups of people from mixed political opinions come together to knowledge transfer events, particularly training and peer learning groups. This is likely to improve trust and good relations within participants in the scheme where they consider common issues in relation to their business.

**What is the level of impact?** Minor  Major  None

(select as appropriate)

**Details of the likely policy impacts on *Racial Group*:**

It is anticipated that groups of people from differing racial groups come together to knowledge transfer events, particularly training and peer learning groups.

**What is the level of impact?** Minor  Major  None

(select as appropriate)

**4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?**

Detail opportunities of how this policy could better promote good relations for people within each of the Section 75 Categories below:

**Religious Belief - If Yes, provide details:**

As the scheme promotes collaboration between farmers, it is reasonable to assume good relations will be sustained with and beyond the scheme, both socially and from a business perspective.

**If No, provide reasons:**

**Political Opinion - If Yes, provide details:**

As the scheme promotes collaboration between farmers, it is reasonable to assume good relations will be sustained with and beyond the scheme, both socially and from a business perspective.

**If No, provide reasons:**

**Racial Group - If Yes, provide details:**

As the scheme promotes collaboration between farmers, it is reasonable to assume good relations will be sustained with and beyond the scheme, both socially and from a business perspective.

**If No, provide reasons:**

## 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? If so, please detail below.

*(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.**

There is no evidence to suggest a multiple identity apart from acknowledging that women with caring responsibilities for dependants may require more supportive access and delivery arrangements which can be provided.

DAERA also has legislative obligations to meet under the **Disability Discrimination Order**. Questions 5 - 6 relate to these.

## Consideration of Disability Duties

- 5. Does this proposed policy or decision provide an opportunity for DAERA to better promote positive attitudes towards disabled people?**

Participation in most elements of the Farming for Sustainability scheme will have no effect on most of the relevant groups,

organisations or individuals irrespective of any Section 75 category, nor society generally. However, there is an opportunity for DAERA to better promote positive attitudes towards disabled people through adjustments made to training courses.

**6. Does this proposed policy or decision provide an opportunity to actively increase the participation by disabled people in public life?**

The Farming for sustainability scheme is open to all eligible applicants and all applications will be equally valued, irrespective of disability. The scheme will support those with disabilities to access opportunities and events within the scheme.

### Part 3. Screening decision

1. “Screened out” with mitigation or an alternative policy proposed to be adopted.

**If the decision is not to conduct an equality impact assessment the public authority should consider if the policy should be mitigated or an alternative policy be introduced - please provide details.**

The effects at Northern Ireland level of the Farming for Sustainability Scheme for Northern Ireland will not have an identifiable differential impact because of an individual’s religious belief, political opinion, racial group, age, marital status, sexual orientation, gender or whether or not he/she has dependents. However, those with disabilities may have a differential impact in accessing training and the following mitigating actions will be introduced:

- Digital and face-to-face options with content and design adapted to meet needs.
- Procuring assistance for those most severely impacted.

CAFRE and the Delivery Agent/s will promote the completion of Section 75 monitoring forms. This data will be used to monitor any impacts on these groups that may arise because of the scheme. Where adverse or positive impacts are noted, the management team will introduce any mitigations deemed to be necessary.

All public authorities' equality schemes must state the authority's 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 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 a separate Commission publication: [A Practical Guide to Equality Impact Assessment](#)

### Mitigation

When the public authority concludes that the likely impact is 'minor' and an equality impact assessment is not to be conducted, the public authority 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?**  Yes  No (select as appropriate)

If so, ***give the reasons*** to support your decision, together with the proposed changes/amendments or alternative policy.

Whilst the overall policy ambition will not change, there are specific access and delivery mechanisms that can be actioned to better promote equality of opportunity and/or good relations.

### Timetabling and prioritising

Factors to be considered in timetabling and prioritising policies for equality impact assessment.

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 a public authority’s functions          |              |

| Priority criterion | Rating (1-3) |
|--------------------|--------------|
| <b>Total score</b> |              |

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 the public authority in timetabling. Details of the Public Authority’s Equality Impact Assessment Timetable should be included in the quarterly Screening Report.

**Is the policy affected by timetables established by other relevant public authorities?**  Yes  No (select as appropriate)

**If yes, please provide details.**

(insert text here)

## Part 4. Monitoring

**Section 75 places a requirement on DAERA to have equality monitoring arrangements in place in order to assess the impact of policies and services etc; and to help identify barriers to fair participation and to better promote equality of opportunity. Please note the following excerpt from The Equality Commission for Northern Ireland in relation to monitoring:**

*A system must be established to monitor the impact of the policy in order to find out its effect on relevant groups. The results of ongoing monitoring must be reviewed on an annual basis. The public authority is required to publish the results of this monitoring. And they must be included in the public authorities’ annual review on progress to the Equality Commission. The Equality Scheme*

*must specify how and where such monitoring information will be published. It is therefore essential that monitoring is carried out in a systematic manner and that the results are widely and openly published.*

*If the monitoring and analysis of results over a two year period show that the policy results in greater adverse impact than predicted, or if opportunities arise which would allow for greater equality of opportunity to be promoted, the public authority must ensure that the policy is revised to achieve better outcomes for the relevant equality groups.*

Further advice on monitoring can be found at: [ECNI Monitoring Guidance for Public Authorities](#)

**Outline what data you will collect in the future in order to monitor the impact of this policy or decision on equality, good relations and disability duties.**

### **Equality:**

CAFRE and the Delivery Agent/s will promote the completion of Section 75 monitoring forms. This data will be used to monitor any impacts on these groups that may arise because of the scheme. Where adverse or positive impacts are noted, the management team will introduce any mitigations deemed to be necessary.

### **Good Relations:**

Scheme participants will promote good relations. Where adverse or positive impacts are noted, the management team will introduce any mitigations deemed to be necessary.

**Disability Duties:**

Where adverse or positive impacts are noted, the management team will introduce any mitigations deemed to be necessary.

**Part 5. Consideration of Human Rights**

**7. The Human Rights Act (HRA) 1998 brings the European Convention on Human Rights (ECHR) into UK law and it applies in N Ireland. Indicate below by deleting Yes/No as appropriate, any potential adverse impacts that the policy or decision may have in relation to human rights issues.**

See Annex A for brief synopsis on each of the Human Rights Articles & Protocols.

|   |                  |    |
|---|------------------|----|
| Right to Life   | <b>Article 2</b> | No |
| Prohibition of torture, inhuman or degrading treatment                | <b>Article 3</b> | No |
| Prohibition of slavery and forced labour                              | <b>Article 4</b> | No |
| Right to liberty and security   | <b>Article 5</b> | No |
| Right to a fair and public trial                                      | <b>Article 6</b> | No |
| Right to no punishment without law                                    | <b>Article 7</b> | No |
| Right to respect for private and family life, home and correspondence | <b>Article 8</b> | No |

|   |                                 |    |
|---|---------------------------------|----|
| Right to freedom of thought, conscience and religion  | <b>Article 9</b>                | No |
| Right to freedom of expression                        | <b>Article 10</b>               | No |
| Right to freedom of peaceful assembly and association | <b>Article 11</b>               | No |
| Right to marry and to found a family                  | <b>Article 12</b>               | No |
| The prohibition of discrimination                     | <b>Article 14</b>               | No |
| Protection of property and enjoyment of possessions   | <b>Protocol 1<br/>Article 1</b> | No |
| Right to education                                    | <b>Protocol 1<br/>Article 2</b> | No |
| Right to free and secret elections                    | <b>Protocol 1<br/>Article 3</b> | No |

**8. Please explain any adverse impacts on human rights that you have identified.**

N/A

**9. Please indicate any ways which you consider the policy positively promotes human rights.**

N/A

## Part 6 - Approval and authorisation

Before signing off this screening template please confirm that you have completed all the actions listed below.

I can confirm that all the actions listed below have been completed -

- I have explained any technical issues in plain English (easily understood by a 12 year old)
- I have used the most relevant, current & up to date data available
- I have added evidence and explained my assessments in full
- I have provided a brief note to justify my decision to 'Screen In' or 'Screen Out'
- A copy of this screening template and the final decision has been sent to the Equality Unit for their consideration before it has been forwarded for sign-off

**Screening assessment completed by (Staff Officer level or above) -**

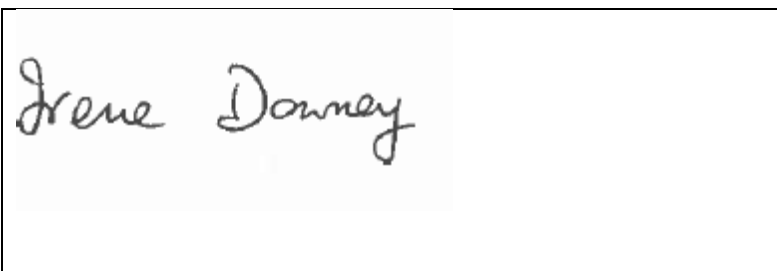
**Name:** Irene Downey

**Grade:** Insp Grade II

**Branch:** KT&IPB

**Date:** 15/10/2024

**Signature:** please insert a scanned image of your signature.

A rectangular box containing a handwritten signature in cursive script that reads "Irene Downey".

Screening decision approved by (must be Grade 3/Deputy Secretary or above) -

Name: Martin McKendry

Grade: 3

Branch: FFrag

Date: 19/11/2024

Signature: please insert a scanned image of your signature.



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, made easily accessible on the public authority's website as soon as possible following completion and made available on request.

Please save the final signed version of the completed screening form in the CM container (AE2-19-11940) below as soon as possible after completion and forward the CM link to Equality Branch at [equality@daera-ni.gov.uk](mailto:equality@daera-ni.gov.uk). The screening template must be saved to the container in **HTML format** (not PDF) in order to comply with accessibility requirements. The screening form will be placed on the DAERA website and a link provided to the Department's Section 75 consultees.



Strategic  
Management DAERA

For more information about equality screening, contact:

DAERA Equality Unit

Capacity, Capability, Equality & Diversity Branch

Jubilee House

111 Ballykelly Road

LIMAVADY

BT49 9HP

Email: [equality@daera-ni.gov.uk](mailto:equality@daera-ni.gov.uk)

Tel: 028 7744 2027



## Annex A

### Synopsis of Human Rights Act Articles & Protocols

#### **ARTICLE 2**

##### ***Right to life***

1. Everyone's right to life shall be protected by law. No one shall be deprived of his life intentionally save in the execution of a sentence of a court following his conviction of a crime for which this penalty is provided by law.
2. Deprivation of life shall not be regarded as inflicted in contravention of this Article when it results from the use of force which is no more than absolutely necessary:
  - a. In defense of any person from unlawful violence;
  - b. In order to effect a lawful arrest or to prevent the escape of a person lawfully detained;
  - c. In action lawfully taken for the purpose of quelling a riot or insurrection.

#### **ARTICLE 3**

##### ***Prohibition of torture***

No one shall be subjected to torture or to inhuman or degrading treatment or punishment.

#### **ARTICLE 4**

##### ***Prohibition of slavery and forced labour***

1. No one shall be held in slavery or servitude.
2. No one shall be required to perform forced or compulsory labour.
3. For the purpose of this Article the term “forced or compulsory labour” shall not include:
  - a. Any work required to be done in the ordinary course of detention imposed according to the provisions of Article 5 of this Convention or during conditional release from such detention;
  - b. Any service of a military character or, in case of conscientious objectors in countries where they are recognised, service exacted instead of compulsory military service;
  - c. Any service exacted in case of an emergency or calamity threatening the life or well-being of the community;
  - d. Any work or service which forms part of normal civic obligations.

#### **ARTICLE 5**

##### ***Right to liberty and security***

1. Everyone has the right to liberty and security of person. No one shall be deprived of his liberty save in the following cases and in accordance with a procedure prescribed by law:
  - a. The lawful detention of a person after conviction by a competent court;

- b. The lawful arrest or detention of a person for non-compliance with the lawful order of a court or in order to secure the fulfilment of any obligation prescribed by law;
  - c. the lawful arrest or detention of a person effected for the purpose of bringing him before the competent legal authority on reasonable suspicion of having committed an offence or when it is reasonably considered necessary to prevent his committing an offence or fleeing after having done so;
  - d. the detention of a minor by lawful order for the purpose of educational supervision or his lawful detention for the purpose of bringing him before the competent legal authority;
  - e. The lawful detention of persons for the prevention of the spreading of infectious diseases, of persons of unsound mind, alcoholics or drug addicts or vagrants;
  - f. The lawful arrest or detention of a person to prevent his effecting an unauthorised entry into the country or of a person against whom action is being taken with a view to deportation or extradition.
2. Everyone who is arrested shall be informed promptly, in a language which he understands, of the reasons for his arrest and of any charge against him.
3. Everyone arrested or detained in accordance with the provisions of paragraph 1(c) of this Article shall be brought promptly before a judge or other officer authorised by law to exercise judicial power and shall be entitled to trial within a reasonable time or to release pending trial. Release may be conditioned by guarantees to appear for trial.
4. Everyone who is deprived of his liberty by arrest or detention shall be entitled to take proceedings by which the lawfulness of his detention shall be decided speedily by a court and his release ordered if the detention is not lawful.

5. Everyone who has been the victim of arrest or detention in contravention of the provisions of this Article shall have an enforceable right to compensation.

## **ARTICLE 6**

### ***Right to a fair trial***

1. In the determination of his civil rights and obligations or of any criminal charge against him, everyone is entitled to a fair and public hearing within a reasonable time by an independent and impartial tribunal established by law. Judgment shall be pronounced publicly but the press and public may be excluded from all or part of the trial in the interest of morals, public order or national security in a democratic society, where the interests of juveniles or the protection of the private life of the parties so require, or to the extent strictly necessary in the opinion of the court in special circumstances where publicity would prejudice the interests of justice.
2. Everyone charged with a criminal offence shall be presumed innocent until proved guilty according to law.
3. Everyone charged with a criminal offence has the following minimum rights:
  - a. To be informed promptly, in a language which he understands and in detail, of the nature and cause of the accusation against him;
  - b. To have adequate time and facilities for the preparation of his defense;

- c. To defend himself in person or through legal assistance of his own choosing or, if he has not sufficient means to pay for legal assistance, to be given it free when the interests of justice so require;
- d. To examine or have examined witnesses against him and to obtain the attendance and examination of witnesses on his behalf under the same conditions as witnesses against him;
- e. To have the free assistance of an interpreter if he cannot understand or speak the language used in court.

## **ARTICLE 7**

### ***No punishment without law***

1. No one shall be held guilty of any criminal offence on account of any act or omission which did not constitute a criminal offence under national or international law at the time when it was committed. Nor shall a heavier penalty be imposed than the one that was applicable at the time the criminal offence was committed.
2. This Article shall not prejudice the trial and punishment of any person for any act or omission which, at the time when it was committed, was criminal according to the general principles of law recognised by civilised nations.

## **ARTICLE 8**

### ***Right to respect for private and family life***

1. Everyone has the right to respect for his private and family life, his home and his correspondence.

2. There shall be no interference by a public authority with the exercise of this right except such as is in accordance with the law and is necessary in a democratic society in the interests of national security, public safety or the economic well-being of the country, for the prevention of disorder or crime, for the protection of health or morals, or for the protection of the rights and freedoms of others.

## **ARTICLE 9**

### ***Freedom of thought, conscience and religion***

1. Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief and freedom, either alone or in community with others and in public or private, to manifest his religion or belief, in worship, teaching, practice and observance.
2. Freedom to manifest one's religion or beliefs shall be subject only to such limitations as are prescribed by law and are necessary in a democratic society in the interests of public safety, for the protection of public order, health or morals, or for the protection of the rights and freedoms of others.

## **ARTICLE 10**

### ***Freedom of expression***

1. Everyone has the right to freedom of expression. This right shall include freedom to hold opinions and to receive and impart information and ideas without interference by public authority and regardless of frontiers. This

Article shall not prevent States from requiring the licensing of broadcasting, television or cinema enterprises.

2. The exercise of these freedoms, since it carries with it duties and responsibilities, may be subject to such formalities, conditions, restrictions or penalties as are prescribed by law and are necessary in a democratic society, in the interests of national security, territorial integrity or public safety, for the prevention of disorder or crime, for the protection of health or morals, for the protection of the reputation or rights of others, for preventing the disclosure of information received in confidence, or for maintaining the authority and impartiality of the judiciary.

## **ARTICLE 11**

### ***Freedom of assembly and association***

1. Everyone has the right to freedom of peaceful assembly and to freedom of association with others, including the right to form and to join trade unions for the protection of his interests.
2. No restrictions shall be placed on the exercise of these rights other than such as are prescribed by law and are necessary in a democratic society in the interests of national security or public safety, for the prevention of disorder or crime, for the protection of health or morals or for the protection of the rights and freedoms of others. This Article shall not prevent the imposition of lawful restrictions on the exercise of these rights by members of the armed forces, of the police or of the administration of the State.

## **ARTICLE 12**

### ***Right to marry***

Men and women of marriageable age have the right to marry and to found a family, according to the national laws governing the exercise of this right.

**ARTICLE 14**

***Prohibition of discrimination***

The enjoyment of the rights and freedoms set forth in this Convention shall be secured without discrimination on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status.

**Protocol 1**

**ARTICLE 1**

***Protection of property***

Every natural or legal person is entitled to the peaceful enjoyment of his possessions. No one shall be deprived of his possessions except in the public interest and subject to the conditions provided for by law and by the general principles of international law.

The preceding provisions shall not, however, in any way impair the right of a State to enforce such laws as it deems necessary to control the use of property in accordance with the general interest or to secure the payment of taxes or other contributions or penalties.

**Protocol 1**

**ARTICLE 2**

***Right to education***

No person shall be denied the right to education. In the exercise of any functions which it assumes in relation to education and to teaching, the State

shall respect the right of parents to ensure such education and teaching in conformity with their own religious and philosophical convictions.

**Protocol 1**

**ARTICLE 3**

***Right to free elections***

The High Contracting Parties undertake to hold free elections at reasonable intervals by secret ballot, under conditions which will ensure the free expression of the opinion of the people in the choice of the legislature.

For further information:

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Equality & Diversity Branch  
Department of Agriculture, Environment and Rural Affairs (DAERA)  
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111 Ballykelly Road  
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