

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.

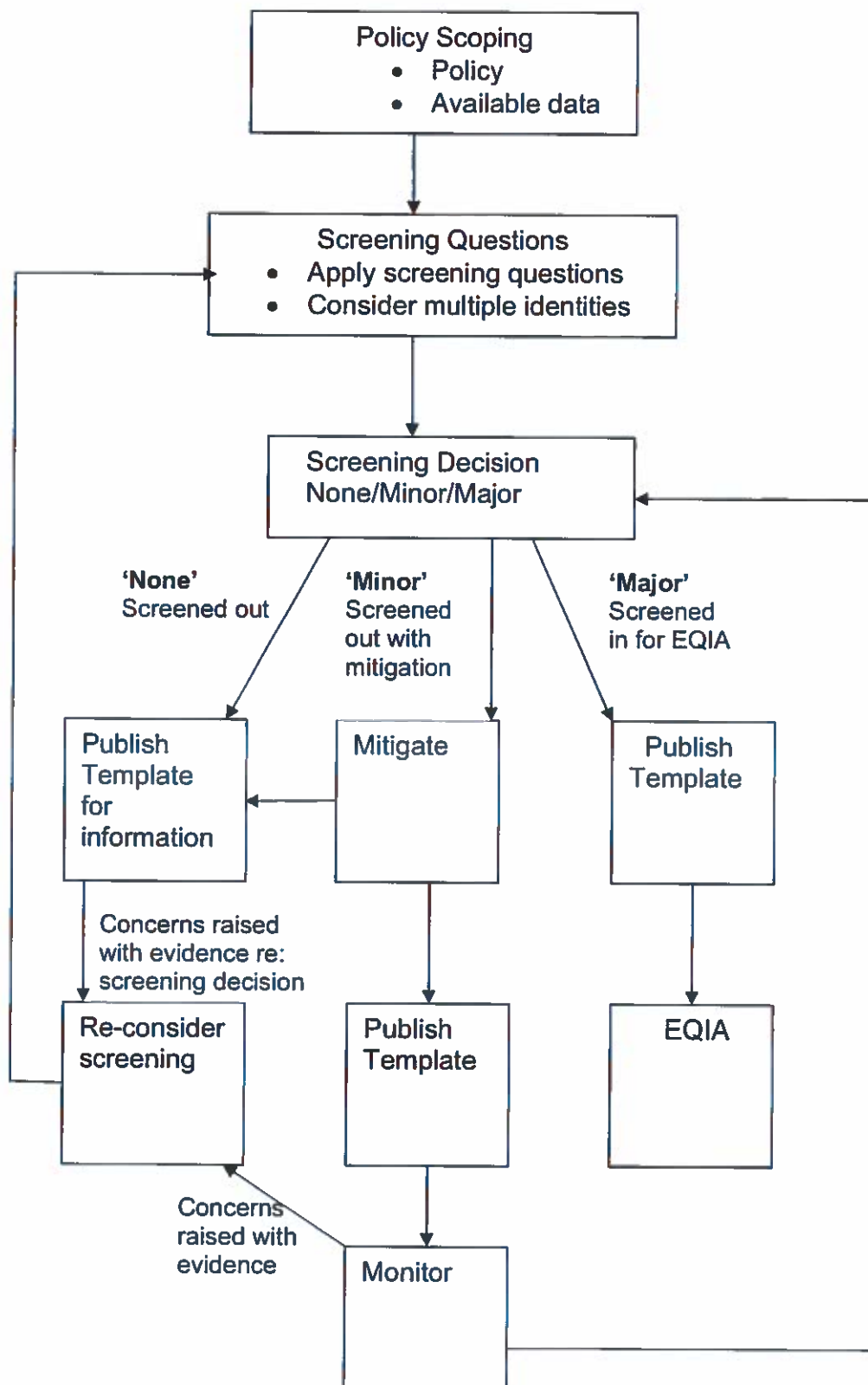
Part 2. Screening questions – asks about the extent of the likely impact of the policy on groups of people within each of the Section 75 categories. Details of the groups consulted and the level of assessment of the likely impact. This includes consideration of multiple identity and good relations issues.

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. 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 overleaf.



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: Staff Probation Policy

Is this an existing, revised or a new policy? Existing (revised)

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

This policy outlines the responsibility of new employees and their manager while undertaking the probationary period of their employment. The probationary period provides management with the opportunity to ensure that new employees can demonstrate their ability to fully meet the requirements of their post / grade, and that they can achieve a satisfactory performance, attendance and conduct record. It also provides management with the opportunity to ensure that new staff are encouraged, developed and provided with training necessary to carry out their duties.

Are there any Section 75 categories which might be expected to benefit from the intended policy?

If so, explain how. No, not applicable.

Who initiated or wrote the policy? Human Resources Manager

Who owns and who implements the policy? COPNI

Implementation factors

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?

If yes, are they (please delete as appropriate)

financial

legislative ✓

other, please specify _____

Main stakeholders affected

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

Staff ✓

service users

other public sector organisations

voluntary/community/trade unions

other, please specify _____

Other policies with a bearing on this policy

- what are they? Disciplinary Policy & Procedure
Performance Management & Capability Policy
- who owns them? COPNI

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.

Religious belief evidence / information: Not applicable

Political Opinion evidence / information: Not applicable

Racial Group evidence / information: Not applicable

Age evidence / information: Not applicable

Marital Status evidence / information: Not applicable

Sexual Orientation evidence / information: Not applicable

Men & Women generally evidence / information: Not applicable

Disability evidence / information: Not applicable

Dependants evidence / information: Not applicable

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 evidence / information: Not applicable

Political Opinion evidence / information: Not applicable

Racial Group evidence / information: Not applicable

Age evidence / information: Not applicable

Marital Status evidence / information: Not applicable

Sexual Orientation evidence / information: Not applicable

Men & Women generally evidence / information: Not applicable

Disability evidence / information: Not applicable

Dependants evidence / information: Not applicable

Part 2. Screening questions

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 which are given on pages 66-68 of this Guide.

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

- 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.

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**: Not applicable
What is the level of impact? ~~Minor~~ / ~~Major~~ / **None** (circle as appropriate)

Details of the likely policy impacts on **Political Opinion**: Not applicable
What is the level of impact? ~~Minor~~ / ~~Major~~ / **None** (circle as appropriate)

Details of the likely policy impacts on **Racial Group**: Not applicable
What is the level of impact? ~~Minor~~ / ~~Major~~ / **None** (circle as appropriate)

Details of the likely policy impacts on **Age**: Not applicable
What is the level of impact? ~~Minor~~ / ~~Major~~ / **None** (circle as appropriate)

Details of the likely policy impacts on **Marital Status**: Not applicable
What is the level of impact? ~~Minor~~ / ~~Major~~ / **None** (circle as appropriate)

Details of the likely policy impacts on **Sexual Orientation**: Not applicable
What is the level of impact? ~~Minor~~ / ~~Major~~ / **None** (circle as appropriate)

Details of the likely policy impacts on **Men and Women**: Not applicable
What is the level of impact? ~~Minor~~ / ~~Major~~ / **None** (circle as appropriate)

Details of the likely policy impacts on **Disability**: Not applicable
What is the level of impact? ~~Minor~~ / ~~Major~~ / **None** (circle as appropriate)

Details of the likely policy impacts on **Dependants**: Not applicable
What is the level of impact? ~~Minor~~ / ~~Major~~ / **None** (circle as appropriate)

2. Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories? Yes/No

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: Not applicable
If No, provide reasons:

Political Opinion - If Yes, provide details: Not applicable
If No, provide reasons:

Racial Group - If Yes, provide details: Not applicable
If No, provide reasons:

Age - If Yes, provide details: Not applicable
If No, provide reasons:

Marital Status - If Yes, provide details: Not applicable
If No, provide reasons:

Sexual Orientation - If Yes, provide details: Not applicable
If No, provide reasons:

Men and Women generally - If Yes, provide details: Not applicable
If No, provide reasons:

Disability - If Yes, provide details: Not applicable
If No, provide reasons:

Dependants - If Yes, provide details: Not applicable
If No, provide reasons:

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**: Not applicable
What is the level of impact? ~~Minor~~ / ~~Major~~ / **None** (circle as appropriate)

Details of the likely policy impacts on **Political Opinion**: Not applicable
What is the level of impact? ~~Minor~~ / ~~Major~~ / **None** (circle as appropriate)

Details of the likely policy impacts on **Racial Group**: Not applicable
What is the level of impact? ~~Minor~~ / ~~Major~~ / **None** (circle 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: Not applicable
If No, provide reasons:

Political Opinion - If Yes, provide details: Not applicable
If No, provide reasons

Racial Group - If Yes, provide details: Not applicable
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?

(For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).

Not applicable

Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

Part 3. Screening decision

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

Not applicable: No impact on Section 75 categories.

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.

Not applicable

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

Not applicable

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: Practical Guidance on 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?

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

Not applicable

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	

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?

If yes, please provide details.

Part 4. Monitoring

Public authorities should consider the guidance contained in the Commission's Monitoring Guidance for Use by Public Authorities (July 2007).

The Commission recommends that where the policy has been amended or an alternative policy introduced, the public authority should monitor more broadly than for adverse impact (See Benefits, P.9-10, paras 2.13 – 2.20 of the Monitoring Guidance).

Effective monitoring will help the public authority identify any future adverse impact arising from the policy which may lead the public authority to conduct an equality impact assessment, as well as help with future planning and policy development.

Implementation of this policy will be monitored and reviewed in line with any changes in government policy and relevant legislation. A formal review will be undertaken 24 months from its effective date.

Part 5 - Approval and authorisation

Screened by	Position	Signed	Date
Kieran Teague	Human Resources Manager	<i>Kieran Teague</i>	13 April 2023
Approved by	Position	Signed	Date
Eddie Lynch	Commissioner for Older People for Northern Ireland	<i>E. Lynch</i>	15/05/23

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