

Section 75 Screening Form

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

The Occupational Pension Schemes (Collective Money Purchase Schemes) (Extension to Unconnected Multiple Employer Schemes and Miscellaneous Provisions) Regulations (Northern Ireland) 2026

Is this an existing, revised or a new policy?

Revised

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

The UK pensions system has historically operated on a binary basis, with Defined Benefit (DB) schemes placing risk on employers through guaranteed outcomes, and Defined Contribution (DC) schemes placing risk on individuals

with no guaranteed retirement income. Collective Money Purchase (CMP) schemes offer an alternative model by pooling employer and member contributions into a single fund to provide a target retirement income, with risks and returns shared across members.

Under the Pension Schemes Act 2021, CMP schemes were initially limited to single employers or connected employer groups. These Regulations will extend existing provision to allow participation by multiple unconnected employers, thereby broadening access to collective pension arrangements. The framework introduces appropriate authorisation, supervisory requirements, and safeguards to ensure effective regulatory oversight, member protection, and market confidence while enabling a wider range of employers to offer CMP schemes.

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

No

If Yes, explain how.

Who initiated or wrote the policy?

The Department for Work and Pensions.

Although pensions are a devolved matter, in general NI's pensions policy and legislation operate in line with corresponding pension provision in GB in line with section 87 of the NI Act 1998. This ensures broad parity and, in practice, results in a single pensions system and regulatory framework operating across the UK.

Who owns and who implements the policy?

The Department for Communities owns and implements the policy in Northern Ireland. The Pensions Regulator is responsible for authorisation and supervision of CMP schemes.

Implementation factors

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision? **No**

If yes, are they

- ☐ financial
- ☐ legislative
- ☐ other, please specify _____

Main stakeholders affected

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

- ☐ staff
- ☐ service users
- ☐ other public sector organisations
- ☐ voluntary/community/trade unions
- ☒ other, please specify – Employers, pension providers, scheme personnel that set up and manage pension schemes.

Other policies with a bearing on this policy

What are they and who owns them?

N/A

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.

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

Section 75 category	Details of evidence/information
Religious belief	None - 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.
Political opinion	None - 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.
Racial group	None - 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.
Age	None - 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.
Marital status	None - 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.

Section 75 category	Details of evidence/information
Sexual orientation	None - 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.
Men and women generally	None - 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.
Disability	None - 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.
Dependants	None - 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.

Note to reader - If you are aware of and would like the Department to take into account any further evidence or information relevant to this policy, please send this to:

Social Security Policy, Legislation and Decision Making Services,
Department for Communities
Level 3 Causeway Exchange
1-7 Bedford Street
Belfast
BT2 7EG
E-mail: SSPLD@communities-ni.gov.uk

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 for **each** of the Section 75 categories

Section 75 category	Details of needs/experiences/priorities
Religious belief	The policy is purely technical in nature and will have no bearing in terms of needs/experiences/priorities for people within the equality categories.
Political opinion	The policy is purely technical in nature and will have no bearing in terms of needs/experiences/priorities for people within the equality categories.
Racial group	The policy is purely technical in nature and will have no bearing in terms of needs/experiences/priorities for people within the equality categories.
Age	The policy is purely technical in nature and will have no bearing in terms of needs/experiences/priorities for people within the equality categories.
Marital status	The policy is purely technical in nature and will have no bearing in terms of needs/experiences/priorities for people within the equality categories.
Sexual orientation	The policy is purely technical in nature and will have no bearing in terms of needs/experiences/priorities for people within the equality categories.

Section 75 category	Details of needs/experiences/priorities
Men and women generally	The policy is purely technical in nature and will have no bearing in terms of needs/experiences/priorities for people within the equality categories.
Disability	The policy is purely technical in nature and will have no bearing in terms of needs/experiences/priorities for people within the equality categories.
Dependants	The policy is purely technical in nature and will have no bearing in terms of needs/experiences/priorities for people within the equality categories.

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? minor/major/none

Section 75 category	Details of policy impact	Level of impact? minor/major/none
Religious belief	The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity for people within the equality categories.	None
Political opinion	The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity for people within the equality categories.	None
Racial group	The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity for people within the equality categories.	None
Age	The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity for people within the equality categories.	None
Marital status	The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality	None

Section 75 category	Details of policy impact	Level of impact? minor/major/none
	of opportunity for people within the equality categories.	
Sexual orientation	The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity for people within the equality categories.	None
Men and women generally	The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity for people within the equality categories.	None
Disability	The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity for people within the equality categories.	None
Dependants	The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity for people within the equality categories.	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 – The policy is purely technical in nature and it does not provide any opportunities to better promote equality of opportunity for people within the equality categories.
Political opinion		No – The policy is purely technical in nature and it does not provide any opportunities to better promote equality of opportunity for people within the equality categories.
Racial group		No – The policy is purely technical in nature and it does not provide any opportunities to better promote equality of opportunity for people within the equality categories.
Age		No – The policy is purely technical in nature and it does not provide any opportunities to better promote equality of opportunity for people

Section 75 category	If Yes , provide details	If No , provide reasons
		within the equality categories.
Marital status		No – The policy is purely technical in nature and it does not provide any opportunities to better promote equality of opportunity for people within the equality categories.
Sexual orientation		No – The policy is purely technical in nature and it does not provide any opportunities to better promote equality of opportunity for people within the equality categories.
Men and women generally		No – The policy is purely technical in nature and it does not provide any opportunities to better promote equality of opportunity for people within the equality categories.
Disability		No – The policy is purely technical in nature and it does not provide any opportunities to better promote equality of opportunity for people

Section 75 category	If Yes , provide details	If No , provide reasons
		within the equality categories.
Dependants		No – The policy is purely technical in nature and it does not provide any opportunities to better promote equality of opportunity for people within the equality categories.

**3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?
minor/major/none**

Good relations category	Details of policy impact	Level of impact minor/major/none
Religious belief	The policy is purely technical in nature and will have no bearing in terms of its likely impact on good relations for people within the good relations categories.	None
Political opinion	The policy is purely technical in nature and will have no bearing in terms of its likely impact on good relations for people within the good relations categories.	None

Good relations category	Details of policy impact	Level of impact minor/major/none
Racial group	The policy is purely technical in nature and will have no bearing in terms of its likely impact on good relations for people within the good relations categories.	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 - The policy is purely technical in nature and does not provide any opportunity to better promote good relations within the good relations categories.
Political opinion		No - The policy is purely technical in nature and does not provide any opportunity to better promote good relations within the good relations categories.
Racial group		No - The policy is purely technical in nature and does not provide any

Good relations category	If Yes , provide details	If No , provide reasons
		opportunity to better promote good relations within the good relations categories.

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.

N/A

Part 3. Screening decision

In light of your answers to the previous questions, do you feel that the policy should: (please underline one)

1. **Not be subject to an EQIA**
2. **Not be subject to an EQIA (with mitigating measures /alternative policies)**
3. **Be subject to an EQIA**

If 1 or 2 (i.e. not be subject to an EQIA), please provide details of the reasons why:

The Department considers this policy to be technical and regulatory in nature, enabling multiple unconnected employers to participate in CMP pension schemes and establishes an enhanced authorisation and supervisory regime to ensure such schemes are well-managed, financially sound, and protect members' interests.

If 3. (i.e. to conduct an EQIA), please provide details of the reasons:

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.

N/A

Part 4. Monitoring

Effective monitoring will help identify any future adverse impacts arising from the policy which may lead you to conduct an EQIA, as well as help with future planning and policy development.

You 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, then you should monitor more broadly than for adverse impact (See Benefits, P.9-10, paras 2.13 – 2.20 of the Monitoring Guidance).

Please detail proposed monitoring arrangements below:

The Pensions Regulator is responsible for ongoing supervision relating to the operation of CMP pension schemes.

Part 5 - Approval and authorisation

Screened by:	Position/Job Title	Date
Matthew Gill	EO1	1/7/26
Approved by:		
David Tarr	G5	22.07.26

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.