



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

DFC Business Plan 2022 - 2023

Is this an existing, revised or a new policy?

New

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

The policy is the new DfC Business Plan for the period 1 April 2022 – 31 March 2023. The Business Plan is the vehicle through which the Department's Strategy will be delivered and monitored. The plan sets out key activities and milestones to deliver against the Department's strategic objectives and priorities until 31 March 2023, and details how the Department is going to align its activities to support the delivery of the Strategy's four cross-cutting themes of Anti-Poverty, Wellbeing & Inclusion, Sustainability & Inclusive Growth and Agility & Innovation.

Examples of business plan activities include*:

Anti-Poverty Theme:

- Develop and publish an Anti-poverty Strategy to address poverty, based on Objective Need;
- To ensure the relevant legislation is in place for social security, child maintenance, pensions and Welfare Mitigations
- Welfare Reform Mitigations and supporting legislation - develop detail of any new recommendations agreed in principle by the Executive
- Develop a plan and approach to implement the Move to UC in NI (Subject to Ministerial approval)

Wellbeing & Inclusion:

- Develop and publish a: Disability Strategy to promote social inclusion of disabled people; a gender equality strategy to promoted equality and social inclusion between men and women; and a Sexual Orientation/LGBTQI+ Strategy to promote social inclusion of LGBT people.
- Develop and publish a new Active Ageing Strategy for post 2022 (subject to Ministerial approval) to promote the social inclusion of older people.
- Deliver the Harkin Summit, building greater awareness of disability employment challenges and creating a legacy for NI.
- Develop and co-design fresh policy, interventions and labour market provision that support those with disabilities to move closer, find, retain and progress in employment.

Sustainability & Inclusive Growth

- Embed climate change considerations in all DfC activity
- Progress a range of major regeneration projects in line with agreed Plans, and support the delivery of City and Growth deal projects.
- To have progressed PEACE IV and PEACE PLUS implementation in accordance with Accountable Department responsibilities.
- Increase housing supply and affordable options across all tenures to meet housing need and demand.

Agility & Innovation:

- To develop and deliver a transformed Health Assessment Service in NI from August 2023.
- Complete the development of the DfC Workplace Strategy and Y1 Workplace Action Plan.
- Develop a Data Automation and Visualisation Strategy to optimise quality and utility of analytical outputs.
- Develop a resourcing model incorporating dynamics and changing needs of business areas

(* - this is not an exhaustive list).

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

Yes

If Yes, explain how.

Poverty, exclusion and disadvantage levels are not uniformly spread across Section 75 groups. With focus on activities to address poverty, improving well-being and inclusion those Section 75 groups who are at greatest risk will benefit most.

Who initiated or wrote the policy?

DfC Programme for Government & Business Planning team, Governance and Commercial Services, Department for Communities.

Who owns and who implements the policy?

Department for Communities' Departmental Management Board

Implementation factors

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

If yes, are they

- financial
- legislative
- other, please specify: Some activities are dependent on a functioning Executive.

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 and who owns them?

The Department's Business Plan 2022-23 is informed by the commitments made in *New Decade, New Approach* (which include reference to social inclusion strategies where DfC is in the lead); the Department's five year Strategy, *Building Inclusive Communities*; and the Department's statutory duties toward the citizen; its Arm's Length Bodies and its partners in the voluntary and community sector.

The Business Plan 2022-23 is made up of activities which in themselves are drawn from policies owned by individual Business areas within the Department and which are subject to the Section 75 screening process individually.

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	<ul style="list-style-type: none"> - DfC Audit of Inequalities 2021/22 (Draft to be published) - DfC Draft Budget 2021-2022 EQIA
Political opinion	<ul style="list-style-type: none"> - Family Resources Survey for Northern Ireland Family Resources Survey 2019/20
Racial group	<ul style="list-style-type: none"> - Poverty Bulletin: Northern Ireland NI Poverty Bulletin 2020/21
Age	<ul style="list-style-type: none"> - Households Below Average Income (HBAI) Northern Ireland. HBAI Northern Ireland 2018/19 Departmental statisticians made the decision not to publish an NI Households Below Average Income report for 2020/21. The proposed date of next publication will be Summer 2023).
Marital status	<ul style="list-style-type: none"> - Northern Ireland Census 2021 population and household estimates for Northern Ireland
Sexual orientation	<ul style="list-style-type: none"> - Northern Ireland Multiple Deprivation Measures (Northern Ireland Multiple Deprivation Measure 2017 (NIMDM2017) Northern Ireland Statistics and Research Agency (nisra.gov.uk))
Men and women generally	<ul style="list-style-type: none"> - Labour Force Survey Labour Market Report-July 2022 - University of Ulster Economic Policy Centre Research Data (UU-Health-Equality-and-the-Economy-Report.pdf (ulster.ac.uk))
Disability	<ul style="list-style-type: none"> - Northern Ireland Benefits Statistics Summary - February 2022 - Universal Credit - Northern Ireland - Data to February 2022

Section 75 category	Details of evidence/information
Dependants	<ul style="list-style-type: none"> - The employment of disabled people 2021 - Loneliness, social isolation and COVID-19 - NI Deaf News - Independent report on the Social return on investment of the make the call wraparound service - Annual Population Survey (Population Northern Ireland Statistics and Research Agency (nisra.gov.uk)) - DHSSPS Regional Health Inequalities Statistics Health Inequalities Annual Report 2022 - Joseph Rowntree Foundation research – 2022 UK Poverty Report (UK Poverty Statistics JRF) - Joseph Rowntree Foundation – Poverty and Ethnicity: Key Messages for Northern Ireland (Poverty and ethnicity in Northern Ireland JRF) - Northern Ireland, Migrant Access to Benefit ASU research report (An insight into Non-UK Nationals access to benefits in Northern Ireland Department for Communities (communities-ni.gov.uk)) - NI Survey of Volunteering Experience of volunteering by adults in Northern Ireland - Continuous Household Survey CHS Results Northern Ireland Statistics and Research Agency (nisra.gov.uk) - State of the Sector Report (State of the Sector NICVA) - Young Peoples’ Behaviour and Attitude Survey (Young persons behaviour & attitudes survey Department of Health (health-ni.gov.uk)) - The Executive appointed Panel Report on the Disbandment of Paramilitary Groups in Northern Ireland June 2016 (The Fresh Start Panel report on the Disbandment of Paramilitary Groups in Northern Ireland)

Section 75 category	Details of evidence/information
	<ul style="list-style-type: none"> - United Nations Security Council Resolution 1325 on Women, Peace and Security (Para 3.20 Panel Report) (Security Council resolution 1325 (2000) on Women and peace and security - United Nations and the Rule of Law) - Gender Inequality in Northern Ireland: Where are we in 2020? – Womens Resource and Development Agency (wrda.net) - Northern Neighbourhood Information Service (Home - NINIS: Northern Ireland Neighbourhood Information Service (nisra.gov.uk)) - Evaluation of the Neighbourhood Renewal Strategy - Final Review (People and Place - A Strategy for Neighbourhood Renewal - Mid-Term Review (communities-ni.gov.uk)) - NIHE and Housing Association data on tenants (CHS Results Northern Ireland Statistics and Research Agency (nisra.gov.uk)) - Housing stock data from Land and Property Services, Annual Housing Stock Statistics - The Housing Executive - Welcome to the Northern Ireland Housing Executive website (nihe.gov.uk) - ECNI: A Welcoming and Inclusive Workplace – March 2020 https://www.equalityni.org/ECNI/media/ECNI/Publications/Delivering%20Equality/WorkplaceEmployeeSurvey-Part1Intro.pdf?ext=.pdf - NI Economy & Labour Market - A summary of key statistics May 2022 - Ten years too long - a decade of child poverty in Northern Ireland

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 pfg&businessplanning@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
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<p>Religious belief</p>	<p>Housing/Social Inclusion</p> <p>Shifting demographics, spatial segregation in residential communities, not least in neighbourhoods dominated by social housing, and difficulties in delivering new housing supply make for significant inefficiencies in the local housing system. With limited descriptive data, this analysis observed the following community differentials:</p> <ul style="list-style-type: none"> • Using data for all of Northern Ireland, Catholic households wait longer than Protestant households to be allocated social housing and are allocated proportionately fewer homes, despite comprising a greater proportion of the waiting list and a greater proportion of applicants in housing stress; • Earlier analysis suggests differentials existed in previous periods and therefore that this is a persistent problem. Community differentials in terms of proportionate allocations may have narrowed over time for a variety of reasons, reflecting population shifts and changes in self-identification, but lengthening waiting times for social housing have been uneven, disproportionately affecting applicants from other religions and Catholics; • These patterns are complicated by the fact that dual housing markets exist with different pressures on housing demand and supply in different locations. In areas with the greatest shortages of new social housing supply, Catholic applicants wait the longest prior to being allocated a home; except in North Belfast, where people from other or unknown religions wait the longest; and • In terms of housing conditions, people from other religions or no religion have the smallest homes in terms of square metres and experience the most overcrowding, despite the
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fact that the average Catholic household is slightly larger (in terms of family size) than households from other religions. However, Catholics comprise the largest proportion of people in overcrowded homes.

- People from other religions, mixed religions or no religions are the most likely to live in non-decent homes, and Catholic households the least likely.

Support for those seeking employment

Over one in five employees (21%) personally experienced unwanted behaviour during the past 12 months, while one in four (25%) employees stated that they had witnessed unwanted behaviours towards others during the past 12 months. – Unwanted behaviours were experienced on the grounds of religion (24%)

People with Other / No religion were less likely to feel that their workplace culture was welcoming and inclusive across most statements. For example people of other / no religion (26%) were more likely to have experienced unwanted behaviour during the past 12 months, when compared to all the employees who responded to this survey (21%) people of Other / No Religion (35%) were more likely to say they had witnessed unwanted behaviours during the past 12 months, when compared all employees (25%).

People of Other / No Religion were less likely to agree / more likely to disagree that their workplace, overall, was welcoming and inclusive.

The make-up and demographics of our society means that many young people grow up without substantive opportunities to meet someone from a different religion or political opinion. Segregation, in terms of physical divisions and invisible lines of separation exist in both urban and rural settings and can act as barriers to meaningful shared experiences amongst our children and young people.¹

PfG indicator 28 – self efficacy shows:

Those whose religion is other/non-determined have a high locus of control and high self-efficacy but relatively low life satisfaction.

¹ [Together: Building a United Community \(TBUC\) – Uniting Communities through Sport and Creativity Programme - screening \(communities-ni.gov.uk\)](https://www.communities-ni.gov.uk/Together-Building-a-United-Community-TBUC-Uniting-Communities-through-Sport-and-Creativity-Programme-screening)

Political opinion	There is no evidence of any different needs, experiences or priorities for this Section 75 group in relation to this policy.
Racial group	<p>Housing/Social Inclusion</p> <p>Data limitations constrain the precise understanding of how similar or divergent different ethnic groups' housing circumstances may be, but the data and literature review highlighted certain differentials as follows:</p> <ul style="list-style-type: none"> - Lower proportions of Black residents and those from the EU Accession countries are in homeownership and among minority ethnic and migrant groups there is a higher prevalence of private renting. The main research report notes the positive aspects of the private rented sector, including that there are higher levels of satisfaction with the services provided by private landlords in Northern Ireland than in England. However, common weaknesses in the private rented sector include limited security of tenure, high housing costs, poor housing management, and for some but not all households there are poorer housing conditions. There is also some evidence that landlords attach additional terms to tenancies of minority ethnic groups and provide unsatisfactory information about tenant rights; - Access to social housing varies between different minority ethnic groups, with some minorities (African and households of mixed ethnicity) waiting longer than the White population, and some groups (Chinese, Irish Travellers and households of other ethnicity) a shorter length of time than White applicants before being allocated a home. It is uncertain whether these are persistent or newly emerging patterns as data is limited; - Tied accommodation for migrant workers remains a concern since it was identified in the 2007 report. Conditions are often poor, residents isolated and overcrowded and often have little general understanding of their rights; - Access to quality transit and settled sites for Irish Travellers is limited and although they do not wait a long time for social housing, this is not always their first choice of home. Irish Travellers experience a serious lack of basic amenities on some sites, identified as a persistent theme; - People from minority ethnic backgrounds, particularly Black people and Irish Travellers, experience significantly more overcrowding than other White people, especially in

housing association and private rented sector properties;
and

- A resurgence in racial attacks on people from minority ethnic communities' homes is a critical concern, with implications for the safety of the home.
- The highest rates of overcrowding anywhere were found among Indian and African households in housing association accommodation.

Social Inclusion/Support those Seeking Employment

Racial Group – access to appropriate accommodation for Irish travellers is limited. The homes of minority ethnic people and migrant groups may be vulnerable to becoming subject to tied accommodation with poor conditions and overcrowding.

- People from an ethnic minority background may experience greater impacts associated with poverty as a result of less developed social and economic networks and poorer job security

Evidence has indicated that to improve employability outcomes and labour market conditions by working through coordinated, collaborative, multi-agency partnerships, achieving regional objectives whilst being flexible to meet the needs presented by localised conditions. Within Racial Groups, it is expected there will be individuals with language barriers who wish to avail of the supports to enter or stay in the labour market and will require specific adjustments to do so.

Ethnic minority young people face many of the same challenges faced by many young people in Northern Ireland: Poor Health, Child Poverty, Educational Underachievement, Unemployment, Poor Housing, Substance Misuse, Youth Offending, Crime, and Lack of Family Support. However, for ethnic minority young people, there is an added dimension of having a different race, faith, language or culture, or all four.

As above, young people have clearly indicated a need to live in a more shared, reconciled and united community. For any young person from a minority ethnic community, the over-riding need and priority is to have their race, faith and culture respected by wider society. Their cultural background should not impinge on their right to education, employment or social opportunities, nor should it prevent them from contributing positively to society.

People from an ethnic minority background may experience greater impacts associated with poverty as a result of less developed social and economic networks and poorer job security.

	<p>Other Evidence:</p> <ul style="list-style-type: none"> • The Equality Commission deals with many enquiries for advice and assistance on the grounds of race (From 2012-2015, 1,199 enquiries (around 12% of total enquiries). In the same period the Commission supported 75 cases related to racial discrimination. • The Equality Commission notes a series of inequalities faced by minority ethnic groups including the Irish Traveller community who suffer from lower life expectancy and poor educational outcomes. Travellers for example have a lower life expectancy. ECNI points to health inequalities for Travellers, Roma and some Black and Minority Ethnic people. Some people from ethnic minorities may have language or cultural difficulties in accessing public services. Some newcomers may be ineligible for certain forms of public support because of their immigration status. Literacy difficulties which may particularly affect the Irish Traveller community and newcomers can cause barriers to accessing services.
Age	<ul style="list-style-type: none"> - Young people (18-24 year olds) have the lowest working age employment rates and the highest rates of unemployment and economic inactivity - Adults aged 50-64 are at higher risk of economic inactivity. - Housing outcomes are influenced by age in early adulthood, or the transition to adulthood, and in later life. - Older people remain more likely to have inadequate non-decent housing conditions than younger age groups. - Disabled people of all ages face delays in securing occupational therapists and funding to ensure their homes are adapted to meet their needs, especially in the private market. - Older people experience difficulty in accessing: <ul style="list-style-type: none"> ○ services ○ appropriate accommodation ○ digital exclusion - Older people (state pension age) are more likely to be providing informal care than working age adults. As people age there is an increasing risk of long standing illnesses which can impact on mobility and independence.

<p>Marital status</p>	<ul style="list-style-type: none"> - Single, divorced and separated people experienced poorer housing conditions than married people, especially in the private rented sector, with divorced and separated people having the highest incidence of non-decent homes; - Single people (and couples without children) had the highest incidence of negative equity, following the housing market downturn, with resulting constraints on mobility and re-mortgaging. But married and divorced or separated people are likely to experience greater sums of negative equity; and - Age and cohort affects may influence some of these outcomes but the impact of relationship breakdown on housing outcomes is underexplored.
<p>Sexual orientation</p>	<ul style="list-style-type: none"> - LGBTQ+ people feel harassed and fearful they will be a victim of hate crime and feel compelled to leave their home, and on occasional have experienced insensitive responses from frontline workers. - The evidence base for an effective assessment of inequality and relative disadvantage by sexual orientation and gender identity is deficient and has major gaps.
<p>Men and women generally</p>	<ul style="list-style-type: none"> - Women may experience barriers to employment and economic participation - Under-representation of women in community development and leadership roles in public decision-making. - Overall, households with female household reference persons have smaller homes and are more frequently in rented accommodation than households with male household reference persons. Single women that live alone, however, obtain larger homes and are more frequently in owner-occupation than single men living alone, suggesting that intersections with dependants, marital status or living arrangements and income is important to housing outcomes; - Other households of female household reference persons are more frequently found in social housing than those of male household reference persons. Lone parents were overwhelmingly female and predominantly in either the private or social renting sector; and

	<ul style="list-style-type: none"> - Older women more frequently experience poor housing conditions than older men in rural areas, while in urban areas the situation is reversed and older men experience poorer housing conditions than older women. - Rates of relative poverty in the private rented sector increase once housing costs are taken into account more for women rather than men; but rates of relative poverty are reduced for women more than men, when the minimal housing costs in outright homeownership are considered.
<p>Disability</p>	<ul style="list-style-type: none"> - People with a disability may experience social isolation, poverty and barriers to economic participation. - Data indicates less participation by people with a disability in sport and physical activity - Adults with a disability were less likely to visit a place of historic interest in 2017/18 (45%) than those who do not have a disability (58%). - Inequalities in the financial wellbeing people with a disability. - People with a disability and/or health conditions may experience barriers of economic participation, social isolation and poverty. - People with a disability may need extra support to live independently. - There is a strong association between older people and disability; disabled people are also more likely to live in poor housing conditions than households with no disabled members. - Households with a disabled adult are more likely to experience food insecurity. - Disabled people have significantly lower personal wellbeing than people without disability. - Disabled adults are less likely to be employed than non-disabled adults. This Disability employment gap is higher in NI than elsewhere in the UK.

	<p>The Disability employment gap is wider for:</p> <ul style="list-style-type: none"> ○ disabled men ○ older (aged 50 to 64) disabled people ○ disabled people with no qualifications <p>- Disabled people are more likely than non-disabled people to be:</p> <ul style="list-style-type: none"> ○ working in lower-skilled occupations ○ self-employed ○ working part-time (and subsequently less hours) ○ working in the public sector ○ temporarily away from work <p>- The ability of people with learning disabilities to live independently away from parents and/or congregated institution-like settings is a persistent inequality not experienced by non-disabled people.</p> <p>- Based on current data, there is under representation of women, young people, people with a disability and ethnic minorities in public appointments.</p>
<p>Dependants</p>	<p>- Participation in sport and physical activity. Data indicates less participation by people with dependants.</p> <p>- Housing costs of private renting increases the rate of relative poverty among households with dependants by 27 percentage points compared to five percentage points for households without dependants.</p> <p>- The proportion of non-decent homes for families in the private and social rented sectors was the same in 2009, but households without dependants in the private rented sector experienced poor conditions, with the highest rate of non-decent homes; and</p> <p>- Households with dependants are more likely to live in overcrowded social housing homes, especially lone parents and multi-adult households that may include dependent children, with the potential for adverse impacts on household members.</p> <p>- Low-income families are increasingly found in private renting, where they lack security of tenure, rather than social housing;</p> <p>- Housing costs of private renting increases the rate of relative poverty among households with dependants by 27</p>

	percentage points compared to five percentage points for households without dependants;
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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	<p>We do not expect there to be any adverse impacts on equality of opportunity for people within this group.</p> <p>The policy intention is for transformational impact across four cross-cutting themes of Anti-Poverty, Wellbeing & Inclusion, Sustainability & Inclusive Growth and Agility & Innovation regardless of religious belief.</p>	None
Political opinion	<p>We do not expect there to be any adverse impacts on equality of opportunity for people within this group.</p> <p>The policy intention is transformational impact across four cross-cutting themes of Anti-Poverty, Wellbeing & Inclusion, Sustainability & Inclusive Growth and Agility & Innovation regardless of political opinion.</p>	None
Racial group	<p>We do not expect there to be any adverse impacts on equality of opportunity for people within this group</p> <p>The policy intention is transformational impact across four cross-cutting themes of Anti-Poverty, Wellbeing & Inclusion, Sustainability & Inclusive Growth and Agility & Innovation regardless of race or ethnicity.</p>	None

Section 75 category	Details of policy impact	Level of impact? minor/major/none
Age	<p>We do not expect there to be any adverse impacts on equality of opportunity for people within this group</p> <p>The policy intention is transformational impact across four cross-cutting themes of Anti-Poverty, Wellbeing & Inclusion, Sustainability & Inclusive Growth and Agility & Innovation regardless of age.</p>	None
Marital status	<p>We do not expect there to be any adverse impacts on equality of opportunity for people within this group</p> <p>The policy intention is transformational impact across four cross-cutting themes of Anti-Poverty, Wellbeing & Inclusion, Sustainability & Inclusive Growth and Agility & Innovation regardless of marital status.</p>	None
Sexual orientation	<p>We do not expect there to be any adverse impacts on equality of opportunity for people within this group</p> <p>The policy intention is transformational impact across four cross-cutting themes of Anti-Poverty, Wellbeing & Inclusion, Sustainability & Inclusive Growth and Agility & Innovation regardless of sexual orientation.</p>	None
Men and women generally	<p>We do not expect there to be any adverse impacts on equality of opportunity for people within this group</p> <p>The policy intention is transformational impact across four cross-cutting themes of Anti-Poverty, Wellbeing & Inclusion, Sustainability & Inclusive Growth and Agility & Innovation regardless of gender.</p>	None

Section 75 category	Details of policy impact	Level of impact? minor/major/none
Disability	<p>We do not expect there to be any adverse impacts on equality of opportunity for people within this group</p> <p>The policy intention is transformational impact across four cross-cutting themes of Anti-Poverty, Wellbeing & Inclusion, Sustainability & Inclusive Growth and Agility & Innovation regardless of disability.</p>	None
Dependants	<p>We do not expect there to be any adverse impacts on equality of opportunity for people within this group</p> <p>The policy intention is transformational impact across four cross-cutting themes of Anti-Poverty, Wellbeing & Inclusion, Sustainability & Inclusive Growth and Agility & Innovation regardless of dependence status.</p>	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	<p>The activities outlined in the Departmental Business Plan 2022-23 provides an overview of the flagship work being undertaken by the Department, driven by our Strategy. However, within each of the five Departmental Business Groups and their Directorates and Branches important work is also being delivered which addresses the needs listed above, but is not within the scope of this screening.</p> <p>As the Business Plan progresses throughout the year, it is possible that there will be amendments to meet emergent circumstances such as the return of an Executive to effect legislative change and response to the cost of living crisis; and thus the Department will continue to examine the potential opportunities to better promote quality of opportunity for people within the S75 groups.</p> <p>In developing the policies and programmes cited as Business Plan activities and flowing from the Department’s strategy, Building Inclusive Communities, the main desire will be the promotion of equality, reducing disadvantage and deprivation, and bringing real improvements to people’s lives including those S75 categories.</p> <p>Certain activities contained within the Department’s Business Plan 2022-23 would seek impact on all S75 categories such as the activity</p>	
Political opinion		
Racial group		
Age		
Marital status		
Sexual orientation		
Men and women generally		
Disability		
Dependants		

Section 75 category	If Yes , provide details	If No , provide reasons
	<p>around customer insight channels, with the aim to provide more data to better achieve the Department's objectives and priorities.</p> <p>Other activities such as the commitment to developing social inclusion strategies will seek to target specific S75 categories but with recognition of the multiplicity of identities held by all citizens.</p> <p>In the context of Northern Ireland's history it is assumed that generally, political opinion is segregated along broadly historic single religious/cultural identity lines and which have historically been associated with areas of deprivation. Activity to develop and promote interventions to address place-based deprivation and poverty and the hardship caused by food poverty and problem debt would provide scope for better equality of opportunity for a cross section of S75 categories.</p> <p>Other activities, such as:</p> <p>Developing a Culture Arts and Heritage Strategy and ensuring that our culture, heritage and sporting sectors and infrastructure contribute to economic prosperity, would seek to target specific S75 categories to improve wellbeing, remove financial hardships and create more inclusive society.</p> <p>Activities around the delivery of a range of labour market provision to help and support young people, long term unemployed and those with a health condition to get</p>	

Section 75 category	If Yes , provide details	If No , provide reasons
	<p>closer, find, retain and progress in employment will seek to redress exclusion from the labour market for a number of intersecting S75 categories.</p> <p>Regeneration activities and collaborative activities with local government do not lend themselves exclusively to any specific group within the S75 category, but are aimed at making towns and cities more welcoming and inclusive, without barriers to free access.</p>	

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 Business Plan aims to support the Strategy in its strategic objective to enhance cultural and community confidence, participation and wellbeing which may improve confidence within and between religious communities.	Minor
Political opinion	The Business Plan aims to support the Strategy in its strategic objective to enhance cultural and community confidence, participation and wellbeing which may improve confidence within and between religious communities (generally assumed as a proxy for political opinion).	Minor

Good relations category	Details of policy impact	Level of impact minor/major/none
Racial group	The Business Plan aims to support the Strategy in its strategic objective to drive inclusive growth through our rich and diverse cultural heritage and support cultural and community confidence, participation and wellbeing which may improve confidence within and between racial and ethnic groups.	Minor

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	The focus on inclusion, empowerment and self-efficacy in the Business Plan's activities may lead to opportunities for people to mix positively and build relationships beyond their own identity groups.	
Political opinion		
Racial group		

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.

Impacts of the Business Plan on multi identity groups are, at this stage, expected to be positive. When the business plan is in delivery mode it may identify further potential impacts on people with multiple identities

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 activities referred to in the DfC Business Plan 2022–2023 provide the manner and means by which the work of the Department will be carried out for that period, aligned to NDNA and the DfC Strategy, Building Inclusive Communities. The Business Plan details the Department’s approach to meeting its statutory duties and delivering its primary functions.

The Business Plan reflects the agile approach adopted by DfC to further support recovery and renewal phases after COVID 19 and allowing flexibility in response to changing priorities and budgets over the 12 month period of the plan. Some of the policies that are cited as activities are currently under development and will require cross departmental input and Executive approval, for example Social Inclusion. Other policies have already been developed and have been subject to EQIA. The overarching policy intent is to have a transformational impact across the four themes (Anti-Poverty; Wellbeing & Inclusion; Sustainability & Inclusive Growth; and Agility & Innovation) to the benefit of all S75 categories. No adverse impacts identified at this stage.

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?

Policy development, implementation and subsequent programmes arising from the activities outlined in the business plan will be subject to screening or full EQIA assessment by owning business area at point of origin. The Business Plan 2022-23 collates the Department's activities and milestones aligned to the DfC Strategy (Building Inclusive Communities) and functions as a monitoring tool to determine achievement of strategic objectives and priorities.

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

The policy intention is to have a transformational impact across four strategic themes to the benefit of all S75 categories, there is no intent to disadvantage one S75 category against the other.

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:

Individual Business areas within the Department have and will retain responsibility for their own policy development and will set in place controls and measures to ensure regular review and updating of their policies as they move forward post implementation. Departmental Management Board will have overall responsibility for overseeing these measures.

Part 5 - Approval and authorisation

Screened by:	Position/Job Title	Date
Michael Kane	G7, PfG&BP	19/08/2022
Approved by:		
Linda Williams	Grade 5 Director	22/08/2022

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.