

## DEPARTMENT FOR EMPLOYMENT AND LEARNING

### SECTION 75 EQUALITY OF OPPORTUNITY SCREENING TEMPLATE

This form should be completed when considering options for a new policy, service or programme, or changing an existing policy, service or programme. Those policies identified as having significant implications for equality of opportunity must be subject to full EQIA.

The template will provide a record of the factors taken into account if a policy is screened out, or excluded for EQIA. It will be included in the quarterly Screening Report which is published on the Department's website.

**Please complete the Cover Sheet Table below**

<b>Policy Title (in full):</b>	EUROPEAN SOCIAL FUND PROGRAMME 2014-2020
<b>Policy Aim</b>	The Strategic Aim of ESF Programme 2014-2020 in Northern Ireland is to combat poverty and enhance social inclusion by reducing economic inactivity and to increase the skills base of those currently in work and future potential participants in the workforce.
<b>Decision (delete as appropriate)</b>	Policy screened out <b>without</b> mitigation or an alternative policy adopted
<b>Business Area:</b>	ESF Future Funding
<b>Contact:</b>	Briege Rainey
<b>Date of form completion:</b>	10 February 2014

# **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.

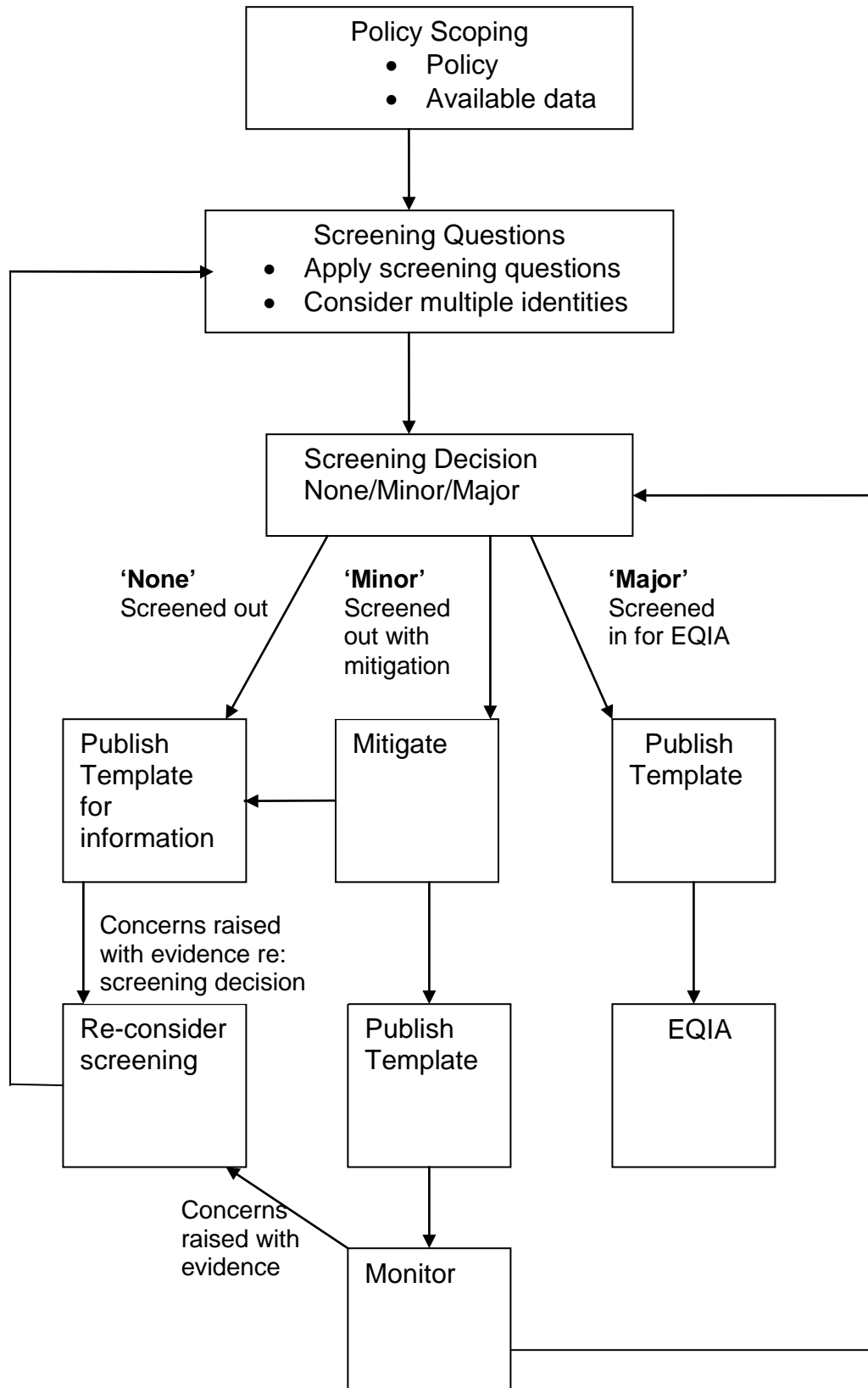
**Part 2. Screening questions** – asks about the extent of the likely impact of the policy on groups of people within each of the Section 75 categories. Details of the groups consulted and the level of assessment of the likely impact. This includes consideration of multiple identity and good relations 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
EUROPEAN SOCIAL FUND 2014-2020
Is this an existing, revised or a new policy?
A new policy
What is it trying to achieve? (intended aims/outcomes)
<p>The Strategic Aim of ESF Programme 2014-2020 in Northern Ireland is to combat poverty and enhance social inclusion by reducing economic inactivity and to increase the skills base of those currently in work and future potential participants in the workforce.</p> <p>The Programme will fund activity to enhance and extend employment opportunities, in particular, for those groups at a disadvantage in the labour market who are unemployed, including long term unemployed, or economically inactive, in support of relevant EU, UK national and Northern Ireland regional, employment and skills policy.</p> <p>This activity addresses the recommendations made to the UK through Country specific recommendations in relation to reducing the number of young people with low basic skills and addressing skills mismatch through more advanced and higher level skills provision and furthering the apprenticeship offer.</p> <p>Specific issues related to youth unemployment and reducing the risk of social exclusion referred to in the Country position paper are also being addressed.</p> <p>Activity to be undertaken in the new Programme is also in line with the EU 2020 Strategy for Jobs and Growth in relation to the areas reflected in targets 1 and 5 relating to employment and social inclusion and The flagship initiatives - An Agenda for new Skills and Jobs and the</p>

European Platform against Poverty and Social Exclusion.

Activity being funded also supports the Executive's own Programme for Government objectives of "Growing a sustainable Economy and Investing in the Future" and "Creating opportunities, tackling disadvantage and improving health and well-being".

The aim of the ESF programme will be realised through the implementation of Thematic objective 8 - Promoting sustainable and quality employment and supporting labour mobility, Thematic Objective 9 - Promoting social inclusion and combating poverty and any discrimination and Thematic Objective 10 - Investing in education, training and vocational training for skills and life-long learning.

### **Socio Economic Analysis of Northern Ireland**

A socio-economic assessment of Northern Ireland was published in January 2013 to inform the development of the regions Operational Programmes for both the European Social Fund (ESF) and European Regional Development Fund (ERDF) for the period 2014-2020. The report highlights the needs and challenges to be addressed through the ESF Programme and these are

- Unemployment/Long term unemployment
- Economic inactivity
- Young people not in education, employment or training (NEET)
- Combating poverty by increasing economic activity/ Upskilling the workforce

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

If so, explain how.

This Programme is designed to assist individuals who face barriers or disadvantage in the labour market and will promote greater equality of opportunity for individuals across all Section 75 categories.

Who initiated or wrote the policy?

The Department for Employment and Learning wrote the policy based on the European Commission's Regulation

Who owns and who implements the policy?

EU Managing Authority, Department for Employment and Learning

## 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

## 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

Other policies with a bearing on this policy

### European Policies

- EU 2020 - the European Union's ten year strategy for putting Europe's economy back on the path to growth
- National Reform Programme including EU Country specific recommendations  
Common Provisions Regulation(CPR) EU1303/2013
- European Social Fund (ESF) Regulation EU 1304/2013

### Northern Ireland Policies and Strategies

- NI Executive Programme for Government 2011-2015

- Economic Inactivity Strategy (2013) (DEL and DETI)
- Northern Ireland Economic Strategy (NIES) (2013) (DETI)
- Northern Ireland Executive's Delivering Social Change (DSC) agenda
- The Skills Strategy for Northern Ireland: Success through Skills – Transforming Futures (2011) (DEL)
- Together: Building a United Community (2013) (OFMdfM)
- Pathways to Success (2012)(DEL)

## 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.

<b>Section 75 category</b>	<b>Details of evidence/ information</b>
Religious belief	The socio-economic assessment of Northern Ireland was published in January 2013 to inform the development of the regions Operational Programmes for both the European Social Fund (ESF) and European Regional Development Fund (ERDF) for the period 2014-2020. Although the assessment did not provide data on Religious belief the ESF Programme is underpinned by the principles of equality of opportunity, anti-discrimination and equality between men and women. Potential service providers under the Programme must demonstrate their commitment to these principles and must comply with S75 legislation as a condition to being awarded funding.
Political opinion	The socio-economic assessment of Northern Ireland was published in January 2013 to inform the development of the regions Operational Programmes for both the European Social Fund (ESF) and European Regional Development Fund (ERDF) for the period 2014-2020. Although the assessment did not provide data on Political opinion the ESF Programme is underpinned by the principles of equality of opportunity, anti-discrimination and equality between men and women. Potential service providers under the Programme must demonstrate their commitment to these principles and must comply with S75 legislation as a condition to being awarded funding.
Racial group	The socio-economic assessment of Northern Ireland was published in January 2013 to inform the development of the regions Operational Programmes for both the European Social Fund (ESF) and European Regional Development Fund (ERDF) for the period 2014-2020. Although the assessment did not provide data on Racial group the ESF Programme is underpinned by the principles of equality of opportunity, anti-discrimination and equality between men and women. Potential service providers under the Programme must demonstrate their commitment to these principles and must comply with S75 legislation as a condition to being awarded funding.



Age	<p>The socio economic analysis of NI undertaken by NISRA showed that Northern Ireland has experienced a significant rise in youth unemployment. The numbers of young people who are NEET continues to rise. The number was increasing both in absolute terms and as a proportion of the 16-24 population even before the recession, indicating that this has occurred because of more fundamental structural reasons and is not simply a product of the current global/regional economic difficulties. The NI Labour Force Survey for the period October - December 2013, shows that there were 29,000 young people (aged from 16 to 24) in the NEET category. This represented 13.2% of all young people aged 16 to 24.</p> <p>The EU Commission has acknowledged a European-wide problem with young people who are NEET and has asked that this problem be addressed through a separate investment priority in the Operational Programme for 2014-2020 Thematic Objective 8(ii)</p> <p>In addition, NEETs are also supported through the Community Family Support Programme in Thematic Objective 9(b)</p>
Marital status	<p>The socio-economic assessment of Northern Ireland was published in January 2013 to inform the development of the regions Operational Programmes for both the European Social Fund (ESF) and European Regional Development Fund (ERDF) for the period 2014-2020. Although the assessment did not provide data on Marital status the ESF Programme is underpinned by the principles of equality of opportunity, anti-discrimination and equality between men and women. Potential service providers under the Programme must demonstrate their commitment to these principles and must comply with S75 legislation as a condition to being awarded funding.</p>
Sexual orientation	<p>The socio-economic assessment of Northern Ireland was published in January 2013 to inform the development of the regions Operational Programmes for both the European Social Fund (ESF) and European Regional Development Fund (ERDF) for the period 2014-2020. Although the assessment did not provide data on Sexual orientation the ESF Programme is underpinned by the principles of equality of opportunity, anti-discrimination and equality between men and women. Potential service providers under the Programme must demonstrate their commitment to these principles and must comply with S75 legislation, as a condition to being awarded funding.</p>
Men and women generally	<p>Data from the Labour Force Survey for October–December 2013 show that the total number of economically inactive people in Northern Ireland was 563,000 – 233,000 (41%) of whom were male and 330,000 (59%) female.</p>

	<p>For the same period, there were 64,000 people unemployed - 42,000 (65.6%) were male and 22,000 (34.4%) were female.</p> <p>The figures for NEETs for the same period show that, of the 29,000 young people aged 16-24 in this category, 16,000 (55%) were male and 13,000(45%) were female.</p> <p>A baseline analysis of economic inactivity in Northern Ireland which was undertaken as part of the development of the Northern Ireland Inactivity Strategy (2013) highlighted two inactive groups as the key targets of the strategy: those with a work-limiting long- term illness or disability, and those with family commitments, specifically lone parents.</p> <p>The analysis also found that, within the lone parents category, there is a stark gender divide between men and women, Of the 73,000 registered as inactive due to family commitments, the vast majority (approximately 60,000) are women.</p> <p>Evidence from the pilot Community Family Support Programme showed a high percentage of women in this Programme. A total of 1,321 participants were supported over the 3 cycles of the Pilot, of which 887 (67.1%) were female and 434 (32.9%) were male. ESF funding will ensure continued support in the 2014-2020 Programme.</p> <p>The ESF programme allows for the promotion of economic activity by women by funding projects specifically aimed at supporting women, under Thematic Objective 8, the economic inactivity category.</p> <p>This is in compliance with the following Articles:</p> <ul style="list-style-type: none"> <li>• Article 7 of the Common Provisions Regulation(CPR) EU no. 1303/2013</li> <li>• Article 7 of ESF Regulation EU No. 1304/2013 which refers to the promotion and mainstreaming of equality between men and women and allows for specific actions to be undertaken to increase the sustained participation and progress of women in employment.</li> </ul>
Disability	<p>The October – December 2013 Labour Force survey estimates that one in five people (20.1%) aged 16 – 64 in Northern Ireland had a current long term disability which was higher than the UK as a whole which stood at 18.7%. The proportion of people with a disability who were economically inactive in this period was 56.2% compared with 19.3% for those without disabilities and just over a third (37.7%) were in employment compared to 75.3% of people without a disability. The number of ESA recipients over the period February 2010 to August 2013 increased by 433%, equivalent to an increase of 63,050 recipients.</p>

	<p>The survey also found that only 7.4% of those with a disability held a degree or equivalent qualification, compared with 24.8% of non-disabled persons. 33% of those with a disability had no qualifications - over twice the proportion of those without a disability – 12.7%.</p> <p>A baseline analysis of economic inactivity in Northern Ireland which was undertaken as part of the development of the Northern Ireland Inactivity strategy (2013), highlighted two inactive groups as the key targets of the strategy: those with a work-limiting long- term illness or disability, and those with family commitments, specifically lone parents.</p> <p>Article 7 of the Commons Provision Regulation(CPR) EU No.1303/2013states the need to promote equality and non discrimination between a range of groups , including people with a disability.</p> <p>In addition, Article 8 of ESF Regulation EU No. 1304/2013 states that equal opportunities and non discrimination shall be promoted for a range of groups, in particular to improve accessibility for people with a disability with a view to improving integration into employment, education or training.</p>
<p><b>Dependants</b></p>	<p>A baseline analysis of economic inactivity in Northern Ireland which was undertaken as part of the development of the Northern Ireland Inactivity strategy (2013), highlighted two inactive groups as the key targets of the strategy: those with a work-limiting long- term illness or disability, and those with family commitments, specifically lone parents.</p> <p>Through the Community Family Support Programme support is provided for families in need, a high proportion of which are lone parent families. Article 7 of CPR EU No.1303/2013 and Article 7 of ESF Regulation EU No. 1304/2013 refer.</p>

## 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

<b>Section 75 category</b>	<b>Details of needs/experiences/priorities</b>
Religious belief	The Strategic Aim of ESF Programme 2014-2020 in Northern Ireland is to combat poverty and enhance social inclusion by reducing economic inactivity and to increase the skills base of those currently in work and future potential participants in the workforce. All S75 groups could therefore potentially benefit from the Programme. All project providers must, as part of the conditions of the award of funding collect information on all of the 9 categories of S75 legislation, including religious belief.
Political opinion	The Strategic Aim of ESF Programme 2014-2020 in Northern Ireland is to combat poverty and enhance social inclusion by reducing economic inactivity and to increase the skills base of those currently in work and future potential participants in the workforce. All S75 groups could therefore potentially benefit from the Programme. All project providers must, as part of the conditions of the award of funding, collect information on all of the 9 categories of S75 legislation, including political opinion.
Racial group	The Strategic Aim of ESF Programme 2014-2020 in Northern Ireland is to combat poverty and enhance social inclusion by reducing economic inactivity and to increase the skills base of those currently in work and future potential participants in the workforce. All S75 groups could therefore potentially benefit from the Programme. All project providers must, as part of the conditions of the award of funding, collect information on all of the 9 categories of S75 legislation, including racial group.
Age	The socio –economic analysis of Northern Ireland highlights the fact that , if NI is to be successful, economically and socially, there is a need to ensure that all young people have ready access to positive learning opportunities that allow them to develop the necessary vocational and life skills to make successful transitions into further and higher education training or employment. This category of young people is also a priority for the EU Commission. Young people who are NEET are assisted through a separate EU priority focussing on NEETs and also through support for the CFSP which targets families where at least one family member is NEET or

	in danger of falling into the NEET category.
<b>Marital status</b>	The Strategic Aim of ESF Programme 2014-2020 in Northern Ireland is to combat poverty and enhance social inclusion by reducing economic inactivity and to increase the skills base of those currently in work and future potential participants in the workforce. All S75 groups could therefore potentially benefit from the Programme. All project providers must, as part of the conditions of the award of funding, collect information on all of the 9 categories of S75 legislation including marital status.
<b>Sexual orientation</b>	The Strategic Aim of ESF Programme 2014-2020 in Northern Ireland is to combat poverty and enhance social inclusion by reducing economic inactivity and to increase the skills base of those currently in work and future potential participants in the workforce. All S75 groups could therefore potentially benefit from the Programme. All project providers must, as part of the conditions of the award of funding, collect information on all of the 9 categories of S75 legislation including sexual orientation.
<b>Men and women generally</b>	The Strategic Aim of ESF Programme 2014-2020 in Northern Ireland is to combat poverty and enhance social inclusion by reducing economic inactivity and to increase the skills base of those currently in work and future potential participants in the workforce. All S75 groups could therefore potentially benefit from the Programme. All project providers must, as part of the conditions of the award of funding, collect information on all of the 9 categories of S75 legislation including gender. Funding has been allocated in the new programme to support projects that target women only, in compliance with Article 7 of ESF Regulation EU No. 1304/2013. A high percentage of women are also supported through the CFSP.
<b>Disability</b>	There will be a renewed focus in the ESF Programme on people with a disability through thematic objective 9 which places the emphasis on assisting people overcome personal barriers to social inclusion. The European Commission has instructed that at least 20% of funding in the ESF programme must be allocated to assist participants overcome barriers to social inclusion. DEL has allocated 3 0% of funding to this priority.
<b>Dependants</b>	There will be a renewed focus in the ESF Programme on supporting families through thematic objective 9 which places emphasis on assisting people overcome personal barriers to social inclusion. The European Commission has instructed that at least 20% of funding in the ESF programme must be allocated to this priority. The support offered will assist those on DEL's Community family Support programme(CFSP). DEL has

	allocated 30% of funding to this priority.
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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 10-12 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	This Programme is designed to assist individuals who face barriers or disadvantage in the labour market and will promote greater equality of opportunity for individuals across all Section 75 categories.	None
Political opinion	As above	None
Racial group	As above	None
Age	As above	None
Marital status	As above	None
Sexual orientation	As above	None
Men and women generally	As above	None
Disability	As above	None



Dependants	As above	None

2 Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?		
Section 75 category	If <b>Yes</b> , provide details	If <b>No</b> , provide reasons
Religious belief	All project providers must, as part of the conditions of the award of funding, agree to collect information on all of the 9 categories of S75 legislation. They are required to describe at the application stage, how equality of opportunity will be promoted and monitored throughout the programme. In addition NISRA will collect Section 75 data for monitoring purposes.	
Political opinion	As above	
Racial group	As above	
Age	As above	
Marital status	As above	
Sexual orientation	As above	

Men and women generally	As above	
Disability	As above	
Dependants	As above	

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	Cross community working is not a pre requisite of participation on an ESF project.	None
Political opinion	Cross community working is not a pre requisite of participation on an ESF project.	None
Racial group	Cross community working is not a pre requisite of participation on an ESF project.	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 <b>Yes</b> , provide details	If <b>No</b> , provide reasons
Religious belief		Cross community working is not a pre requisite of participation on an ESF project.
Political opinion		Cross community working is not a pre requisite of participation on an ESF project.
Racial group		Cross community working is not a pre requisite of participation on an ESF project.

## **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).*

No.

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.

The ESF Programme is underpinned by the principles of equality of opportunity, anti-discrimination and equality between men and women. Potential service providers under the Programme must demonstrate their commitment to these principles as a condition to being awarded funding.

Unlike the 2007-2013 ESF programme, the Commission has placed an emphasis in the new programme, (through Thematic Objective 9), on Social Inclusion. The Commission Regulation states that at least 20% of funding must be allocated to this Thematic Objective.

Within the Department, a decision was taken to include within this objective, groups who were most disadvantaged in terms of social exclusion and it was agreed with the EU Commission, that people with a disability (based on LFS figures quoted earlier in "Details of evidence/information" section) should be funded through this priority and also people on the Community Family Support Programme (CFSP).

As CFSP addresses families in need, a high proportion of lone parents and a high proportion of women will be supported. Using information on the cost of supporting people with a disability in the 2007-2013 programme, and the cost of the CFSP pilot, the Department allocated 30% of funding to this area.

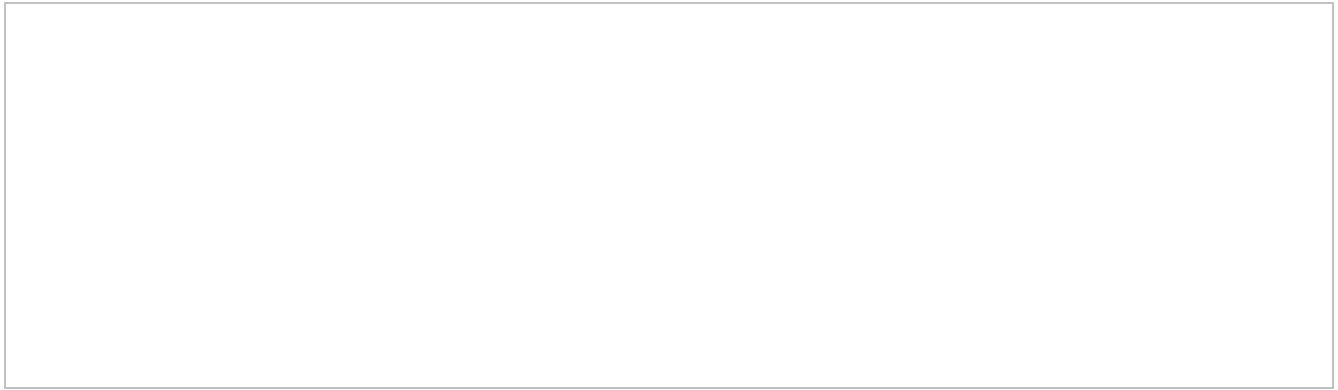
Where specific groups have been targeted for support eg, NEETs, people with a disability, participants on CFSP, the support is in response to identified need and is also in line with EU policy and funding priorities.

The support is intended to assist these groups to overcome the inequalities they experience and to enable them to participate more fully in society.

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.

It is not considered necessary that the policy should be mitigated or that an alternative policy be introduced as the ESF programme is addressing identified need.

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



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.

## 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.

## Part 5 - Approval and authorisation

<b>Screened by:</b>	<b>Position/Job Title</b>	<b>Date</b>
Briege Rainey	ESF Future Funding	10 February 2014
<b>Approved by: Colin Jack</b>	Director SEERD	17 February 2014

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.