



## Equality Screening Template – Section 75 of Northern Ireland Act 1998

**Please complete the coversheet details below:**

**Policy title:** 3<sup>rd</sup> Call for applications to the NI European Social Fund Programme, 2014 - 2020

**Decision (delete as appropriate)**

~~Policy screened in~~

~~Policy screened out **with** mitigation or an alternative policy adopted~~

Policy screened out **without** mitigation or an alternative policy adopted

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**Date of completion:** 5 May 2021

## Content

**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.

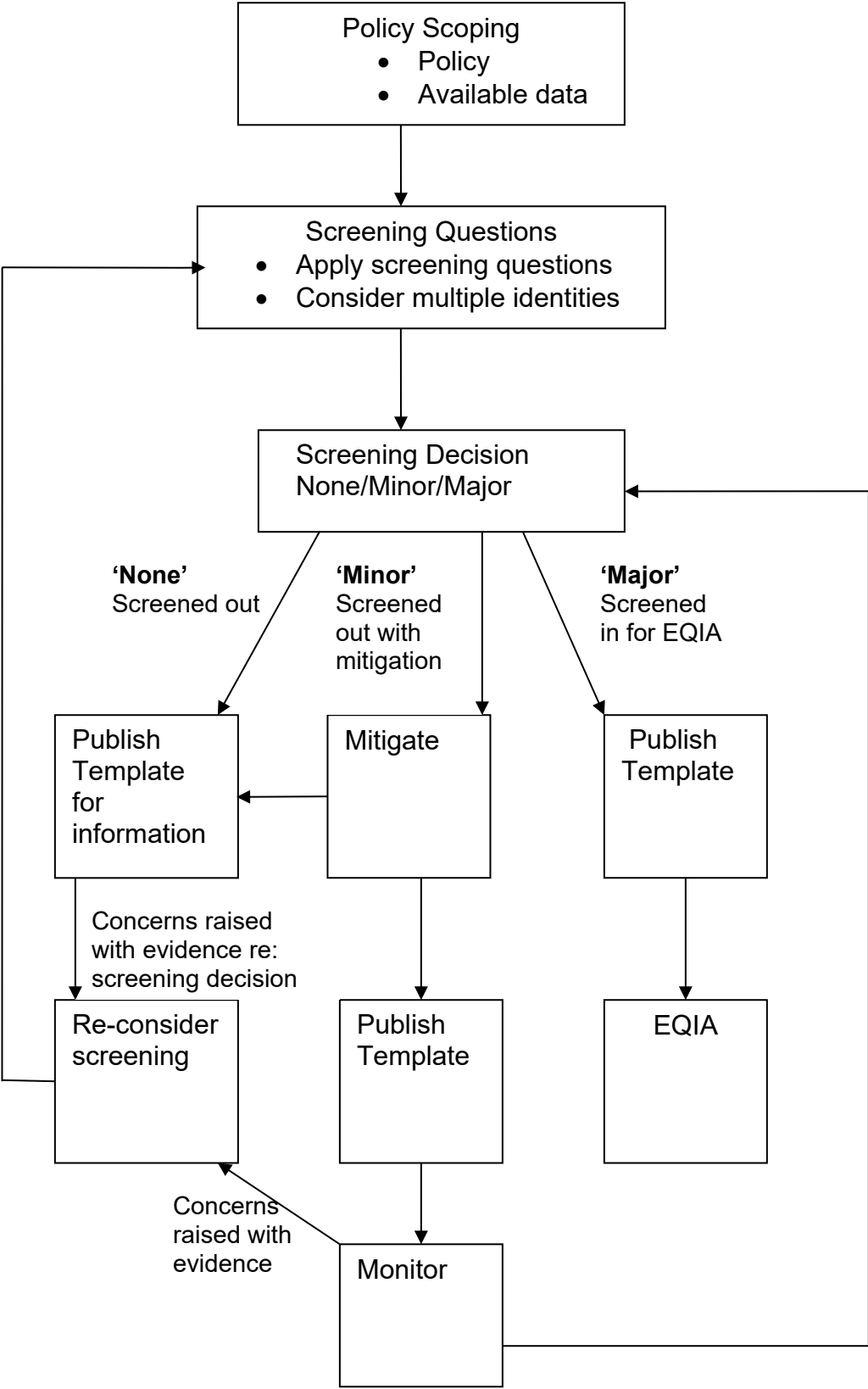
**Part 2. Screening questions** – asks about the extent of the likely impact of the policy on groups of people within each of the Section 75 categories. Details of the groups consulted and the level of assessment of the likely impact. This includes consideration of multiple identity and good relations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

Flowchart for the equality screening process and decision.



## **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**

3<sup>rd</sup> Call for applications to the NI European Social Fund programme 2014 - 2020

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

This is an existing policy which is operationally split between three periods 1 April 2015- 31 March 2018, 1 April 2018- 31 March 2022 and 1 April 2022 – 31 March 2023. Whilst the programme is entitled “2014-2020”, available expenditure can be drawn down to December 2023. This is the 3<sup>rd</sup> call for applications with successful applicants receiving a Letter of Offer for an initial period of a year with the possibility of an extension.

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

The overall strategic aim of the ESF 2014-2020 Programme is to combat poverty and enhance social inclusion by reducing economic inactivity, and increase the skills base of those currently in work and future potential participants in the workforce.

The Programme funds 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. Successful applicants will be expected to deliver against the objectives of Priority 1 and 2 of the programme which are

“Promoting sustainable and quality employment and supporting labour mobility” and “Promoting social inclusion and combating poverty and any discrimination”.

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.

Specific issues relating to youth unemployment and reducing the risk of social exclusion referred to in the country position paper are also being addressed.

Activity undertaken in the 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 European Platform against Poverty and Social Exclusion.

Activity being funded also supports the NI Executive’s own draft Programme for Government 2021 outcomes 1, 3, 5, 8, 9.

The aim of the ESF programme is being 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 published in January 2013 informed 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 highlighted the needs and challenges to be addressed through the ESF Programme as combating poverty by increasing economic activity/ Up-skilling the workforce for the following groups;

- Unemployment/Long term unemployment
- Economic inactivity
- NEETs

**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 (DEL) wrote the policy based on the EC's Regulation. DEL merged with other departments in May 2016 to form the Department for Economy who now own the policy.

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

The policy is owned and implemented by the Department for the Economy's ESF Managing Authority.

### **Implementation factors**

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

**If yes, are they (please delete as appropriate)**

financial

legislative

### **Main stakeholders affected**

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

service users

other public sector organisations

voluntary/community/trade unions

## Other policies with a bearing on this policy

- what are they?
- who owns them?

### European Policies

- 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 draft Programme for Government 2021
- Economic Inactivity Strategy (2013) (DfE)
- Economic Recovery Action Plan
- Northern Ireland Executive's Delivering Social Change (DSC) agenda
- OECD Skills Strategy Northern Ireland
- Together: Building a United Community (2013) (TEO)
- Pathways to Success (2012)(DfE)
- The Disability Strategy
- Disability Action Plan (NIO)
- The Draft Industrial Strategy
- Draft NI Skills Strategy
- Draft NI Employability Strategy
- NI Economy Recovery Action Plan

- **Available evidence**

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

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

### **Religious belief** evidence / information:

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.

The Programme is structured to allow any project to bid. Projects are expected to demonstrate need in respect of unemployment and economic inactivity. This incorporates all S75 groups as evidenced in the need indicator.

### **Political Opinion** evidence / information:

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.

The Programme is structured to allow any project to bid. Projects are expected to demonstrate need in respect of unemployment and economic inactivity. This incorporates all S75 groups as evidenced in the need indicator.

### **Racial Group** evidence / information:

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.

The Programme is structured to allow any project to bid. Projects are expected to demonstrate need in respect of unemployment and economic inactivity. This incorporates all S75 groups as evidenced in the need indicator.

### **Age evidence / information:**

The original socio economic analysis of NI undertaken by NISRA showed that Northern Ireland has experienced a significant rise in youth unemployment. The NI Labour Market Report for January to March 2021 shows that there were 28,000 young people (aged from 16 to 24) in the NEET category. This represented 13.9% of all young people aged 16 to 24. NI remains the highest % region in the UK for NEETs. The UK NEET average is 11.3%.

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) In addition, NEETs aged 16+ are supported through the Community Family Support Programme in Thematic Objective 9(i)(b)

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

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.

The Programme is structured to allow any project to bid. Projects are expected to demonstrate need in respect of unemployment and economic inactivity. This incorporates all S75 groups as evidenced in the need indicator.

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

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.

The Programme is structured to allow any project to bid. Projects are expected to demonstrate need in respect of unemployment and economic inactivity. This incorporates all S75 groups as evidenced in the need indicator.

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

Data from the Labour Market Report for January to March 2021 shows that the total number of economically inactive people in Northern Ireland was 328,000. The economic inactivity rate was 24% for males and 32% for females in the 16-64 age group.

For the same period, there were 32,000 people unemployed; 17,000(53.13%)were male and 15,000 (46.87%) were female.

The figures for NEETs for the same period show that of the 28,000 young people aged 16-24 in this category, 51.85% were male and 48.15% were female.

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.

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.

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.

The ESF programme allows for the promotion of women by funding projects specifically aimed at supporting women, under Thematic Objective 8, - the economic inactivity category.

This is in compliance with the following Articles:

- Article 7 of the Common Provisions Regulation(CPR) EU no. 1303/2013

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.

## **Disability** evidence / information:

The January – March 2021 Labour Market report estimates that just over one in five people (21%) aged 16 – 64 in Northern Ireland had a current long term disability. The proportion of people with a disability who were economically inactive in this period was 59.7% compared with 18.6% for those without disabilities and 38.9% were in employment compared to 78.4% of people without a disability.

The survey also found that only 16.4% of those with a disability held a degree or equivalent qualification, compared with 38.1% of non-disabled persons. 26.6% of those with a disability had no qualifications - more than three times the proportion of those without a disability – 8%.

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.

Article 7 of the Commons Provision Regulation (CPR) EU No.1303/2013 states the need to promote equality and non-discrimination between a range of groups, including people with a disability.

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.

The ESF 2014-2020 Programme sets a specific target for disability provision and sets aside 42% of the Priority 1 & 2 funding for this Investment Priority.

## **Dependants** evidence / information:

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.

Childcare provision is a feature of projects funded in each of the four ESF 2014-2020 Investment Priorities.

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 ESF Regulation EU No. 1304/2013 refers.

## Needs, experiences and priorities

Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision?

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

### Religious belief

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.

## **Marital status**

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.

## **Sexual orientation**

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.

## **Men and Women Generally**

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.

## **Disability**

There is 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

Following a review of the performance of Call 1 projects under the Disability Investment Priority, the average participant cost figure for the Disability Investment Priority was reduced from £8,040 to £6,000. The figure of £6,000 reflects an increase upon actual average cost in this priority from approximately £5,500 as measured in Call 1 actual participant average cost.

It is proposed to increase this cost to £6,250 for Call 3 based on Call 2 average participant rates and in line with CPI increases.

The average participant cost figure may not impact upon the levels of remuneration for projects under the Disability Investment Priority. Instead, it is used to determine the value for money of applications under Call 3. It is acknowledged in the Call 3 guidance notes that average participant cost figures in Call 3 applications, particularly under the Disability Investment Priority, will vary considerably. To reflect this, the Call 3 guidance notes specifically state an application exceeding the average participant cost can score as highly as a project meeting or costing less per participant if a robust reason for the cost of the project is provided.

Furthermore each Investment Priority assessment panel will receive training to this effect and will be chaired by a subject matter expert able to consider the rationale for the average participant cost in each application under their assigned Investment Priority.

## **Dependants**

There is 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.

## 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 Screening Questions 1-4, which follow.

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

If the public authority's conclusion is **major** in respect of one or more of the Section 75 equality of opportunity and/or good relations categories, then consideration should be given to subjecting the policy to the equality impact assessment procedure.

If the public authority's conclusion is **minor** in respect of one or more of the Section 75 equality categories and/or good relations categories, then consideration should still be given to proceeding with an equality impact assessment, or to:

- measures to mitigate the adverse impact; or
- the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

### **In favour of a 'major' impact**

- a) The policy is significant in terms of its strategic importance;
- b) Potential equality impacts are unknown, because, for example, there is insufficient data upon which to make an assessment or because they are complex, and it would be appropriate to conduct an equality impact assessment in order to better assess them;
- c) Potential equality and/or good relations impacts are likely to be adverse or are likely to be experienced disproportionately by groups of people including those who are marginalised or disadvantaged;
- d) Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are

concerns amongst affected individuals and representative groups, for example in respect of multiple identities;

- e) The policy is likely to be challenged by way of judicial review;
- f) The policy is significant in terms of expenditure.

### **In favour of 'minor' impact**

- a) The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;
- b) The policy, or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated by making appropriate changes to the policy or by adopting appropriate mitigating measures;
- c) Any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for particular groups of disadvantaged people;
- d) By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

### **In favour of none**

- a) The policy has no relevance to equality of opportunity or good relations.
- b) The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity or good relations for people within the equality and good relations categories.

Taking into account the evidence presented above, consider and comment on the likely impact on equality of opportunity and good relations for those affected by this policy, in any way, for each of the equality and good relations categories, by applying the screening questions given overleaf and indicate the level of impact on the group i.e. minor, major or none.



## Screening questions

### 1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories?

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

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

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.

What is the level of impact? None

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

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.

What is the level of impact? None

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

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.

What is the level of impact? None

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

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.

What is the level of impact? None

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

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.

What is the level of impact? None

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

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.

What is the level of impact? None

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

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.

What is the level of impact? None

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

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.

What is the level of impact? None

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

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.

What is the level of impact? None

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

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

### **Religious Belief –**

Yes - 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 the ESF Managing Authority Performance Team will collect Section 75 data for monitoring purposes.

### **Political Opinion –**

Yes - 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 the ESF Managing Authority Performance Team will collect Section 75 data for monitoring purposes.

### **Racial Group –**

Yes - 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 the ESF Managing Authority Performance Team will collect Section 75 data for monitoring purposes.

### **Age –**

Yes - 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 the ESF Managing Authority Performance Team will collect Section 75 data for monitoring purposes.

### **Marital Status –**

Yes - 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 the ESF Managing Authority Performance Team will collect Section 75 data for monitoring purposes.

### **Sexual Orientation –**

Yes - 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 the ESF Managing Authority Performance Team will collect Section 75 data for monitoring purposes.

### **Men and Women generally –**

Yes - 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 the ESF Managing Authority Performance Team will collect Section 75 data for monitoring purposes.

### **Disability –**

Yes - 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 the ESF Managing Authority Performance Team will collect Section 75 data for monitoring purposes.

### **Dependants –**

Yes - 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 the ESF Managing Authority Performance Team will collect Section 75 data for monitoring purposes.

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

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

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

Cross community working is not a pre requisite of participation on an ESF project.

What is the level of impact? None

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

Cross community working is not a pre requisite of participation on an ESF project.

What is the level of impact? None

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

Cross community working is not a pre requisite of participation on an ESF project.

What is the level of impact? None

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

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

**Religious Belief –**

No - Cross community working is not a pre requisite of participation on an ESF project.

**Political Opinion –**

No - Cross community working is not a pre requisite of participation on an ESF project.

**Racial Group –**

No - 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).*

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

None

### 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.

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.

Where specific groups have been targeted for support e.g., 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 - please provide details.

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.

N/A

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.

N/A

## **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.

Data relating to gender, age, disability and ethnicity is formally reported in the Annual Implementation Report submitted to the EC. All Priority 1 and 2 projects are also required, at the induction stage, to provide participants with a link to a S75 questionnaire published on NI Direct. This survey, which covers all S75 categories, is completed by participants on a voluntary basis with results analysed quarterly.

## **Part 5 - Approval and authorisation**

Screened by: Sam Lavery  
Position/Job Title: Staff Officer  
Business Area/ Branch: ESF Managing Authority – Core Team  
Date: 5 May 2021

Approved by: Gareth Dillon  
Position/Job Title: Head of ESF Managing Authority  
Business Area/Branch: ESF Managing Authority  
Date: 5 May 2021

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.