**Lisburn and Castlereagh City Council**

**Equality and Good Relations Screening**

**Information about the policy**

Name of the Policy

|  |
| --- |
| **Draft Lisburn & Castlereagh City Council Cemetery Strategy 2020 - 2032** |

Is this policy

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| An existing policy? |  | A revised policy? |  | A new policy? | **X** |

This is a new policy to consider all aspects of the Council Cemeteries, such as: Administration, Operational and future Cemetery Need.

What are the intended aims/outcomes the policy is trying to achieve?

|  |
| --- |
| 1. Consider short, medium and long term Cemetery provision within the Council |
| 2. Provision of Interment Ground for all |
| 3. Consider the needs of Service Users for our Cemeteries. |

The Cemetery Strategy outlines all aspects of cemetery provision within the Council area including the Council Rules and Regulations for Cemeteries. It includes details of the legal requirements the Council must comply with relating to Cemetery provision. It outlines the administration and operational aspects of cemetery provision across the Council. It also identifies the short, medium and longer term needs in terms of cemetery space. The strategy is aligned with the Community and Local Development plans 2017 – 2032 and the Council interim Corporate Plan 2021 – 2023. The plan recognises the need to continually review and monitor the Council and regional demographics which may have an impact on future cemetery provision.

Are there any expected benefits to the Section 75 categories/groups from this policy? If so, please explain

|  |
| --- |
| The proposed cemetery strategy is intended to provide for people from all the Section 75 groups. It is not targeted at any particular group(s). |

Who initiated or wrote the policy?

|  |
| --- |
| Environmental Services, Environmental Health |

Who owns and who implements the policy?

|  |
| --- |
| L&CCC owns the policy  Environmental Health implements the policy |

**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? | **X** | Legislative? | **X** | Other? | **X** |

If other, please detail below

|  |
| --- |
| Cost of any future proposed developments for cemetery provision.  Planning and other statutory agencies’ requirements.  Requests and needs from service users.  Future developments by neighbouring Councils.  Shift towards other burial options i.e. cremation.  Dependant on church burial ground capacities.  The Council will continue to monitor and review population, death and other burial statistics within LCCC and regionally. This may impact on how burial capacities are needed for the future. |

**Main stakeholders affected**

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

|  |  |
| --- | --- |
| Staff | * Cemetery Administration * Parks & Amenities, which includes grave diggers & ground maintenance |
| Service Users | * General Public, which includes residents and non-residents |
| Funeral Directors | * Service provider for public |
| Monumental Sculptors | * Service provider for the public |
| Voluntary/Community/Trade Unions | * N/A |
| Other | * Elected members who endorse policy * Contractors providing/carrying out works * Neighbouring Councils and how their own Cemetery needs may impact on or contribute to LCCC |

If other, please detail below

|  |
| --- |
| Local Residents: who may be affected by project works taking place close to their home.  Funeral Directors: Provision of burial service to public and must adhere to the LCCC Cemetery Rules & Regulations  Monumental Sculptors: Service provider for Public and requirement to abide by LCCC Cemetery Rules & Regulations  Churches: Other religious denominations who may be impacted or rely on Council cemeteries for interments.  Neighbouring Councils: how their own cemetery needs may impact or contribute to LCCC. The need for collaborative working between Councils to ensure adequate cemetery provision is available sub-regionally. |

[**Other policies with a bearing on this policy**](#Onefour)

|  |  |
| --- | --- |
| Name of policy | Who owns or implements policy? |
| 1. Rules & Regulations of LCCC Cemeteries | Environmental Health |
| 2. HR Policies | HR |
| 3. H&S Policy | Audit, Risk & Performance |
| 4. Burial Grounds Regulations (NI) 1992 | Department of Environment |
| 5. L&CCC Equality Scheme and associated equality policies. | LCCC |
| 6. Interim Corporate Pan 2021 – 2023 | LCCC |
| 7. Local Development Plan 2032 | LCCC |
| 8. Community Plan 2017 - 2032 | LCCC |

**Available evidence**

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

In developing the strategy, we have analysed a range of information and statistics, including Census data, NILT and NISRA population and death statistics, Council cemetery statistics and feedback from service users. We have also looked at previous and current practices and procedures. **See Appendix 1 for information on evidence gathered**.

|  |  |
| --- | --- |
| Sec 75 Category | Details of evidence/information |
| Religious Belief | Census 2011 data for LCCC – 23.95% of the LCCC population were brought up in the Catholic religion and 66.9% were brought up in the Protestant & Other Christian religions. 9.14% identified as no religion or ‘other non-Christian’ |
| Political Opinion | There is a generally accepted link between religious community background and political opinion in Northern Ireland. In this instance, the majority political opinion of LCCC residents is Unionist. In terms of elected representatives, members of LCCC (May 2019 local government elections) belong to a range of parties across the political spectrum: DUP – 15; UUP – 11; Alliance – 9; SDLP – 2; Sinn Fein – 2; Green Party NI – 1. |
| Racial Group | Census 2011 data suggests approximately 2% of the population are from a Black or Minority Ethnic group. LCCC has small populations of different nationalities, including a small number of Syrian Refugees who have come here through the government resettlement scheme. |
| Age | Census 2011 data on age of LCCC population:  0-15 years - 20.3%  16-64 years – 62.3%  65+ years – 17.4%  LCCC has slightly higher than national average of people over 65 years, with 2% of older people over 85 years. |
| Marital Status | Census data: 36% single; 51% married (including civil partnership); 3% separated; 4% divorced; 6% widowed |
| Sexual Orientation | No official Census statistics but LGBT support groups suggest that up to 10% of the population may identify as LGBT |
| Men & Women Generally | LCCC population reflects the national picture – 51% female (Census data) |
| Disability | Just over 18% of the LCCC population declared a disability or long term health condition that impacts their day to day activities (Census data) |
| Dependants | People with dependants may have personal responsibility for the care of a child (or children), a person with a disability, and/or a dependent older person. Census data for LCCC 2011 suggests 46.3% of residents have dependants.  Of households in LCCC District with dependent children:   * 7,407 families have one dependent child * 6,394 families have two dependent children * 5,014 families have three dependent children.   There is limited analysis of the dependant status of the NI and LCCC populations but there is some official data on the 75,000 carers’ allowance claimants. DfC information suggests that women are more than twice as likely to be a claimant and therefore have care responsibilities for dependants who are elderly or disabled. 64% of claimants are 35-64 years old, and 31% are 65+. |

Approximate population of LCCC is 144,500. In 2018 there were 1164 deaths and in 2019 there were 1236 deaths in LCCC. These deaths would include interment in other Council cemeteries, local churches and cremation. Data also retrieved from the NILT Survey 2004-2016 provides some information relating to Ethnic Groups supporting the consideration for future needs. Details taken from Cemetery Office relating to the number of different religious/cultural burials taken place with LCCC cemeteries indicates very minimal requirement for other burial beliefs, i.e. Chinese, Muslim and Jewish.

**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

|  |  |
| --- | --- |
| Sec 75 Category | Details of needs/experiences/priorities |
| Religious Belief | Main burial need is for the two main faiths within NI: Protestant and Roman Catholic. Other minority faiths such as Jewish, Muslim and Sikh. Occasional burial requests from some religions to be buried within 24 hours. The Council will accommodate where possible. |
| Political Opinion | Religion can be used as a proxy for political opinion. The Council will predominantly have more people from a unionist background. |
| Racial Group | The Council will try and accommodate all beliefs and cultures within their cemeteries. Chinese burials have been accommodated with the purchase of 2 burial plots side by side. There has been 1 Islamic burial in LCCC cemeteries, which was accommodated to ensure that the body was east facing. If individuals require support with language barriers this can be provided. |
| Age | Aging population in LCCC, which may indicate more deaths within. Also older population may have accessibility needs. |
| Marital Status | No different needs identified. |
| Sexual Orientation | No different needs identified. |
| Men & Women Generally | No noticeable gender difference in who uses our services. |
| Disability | Consideration relating to disability access needs around the Cemeteries and parking. Also consideration given how rules and regulations are presented and other information. Any adjustments needed will be addressed. Additional support can be provided if required. |
| Dependants | Families who attend cemeteries may have children in prams or disabled adults and this may present accessibility issues. |

While taking account of all the S.75 groups and the different beliefs/traditions involved, LCCC will take a universal and equitable application of these to ensure that all interment requests are treated in a fair and proportionate manner. Any works carried out to current or new cemeteries will be in line with all legislative and necessary guidance, such as DDA requirements.

Travelling Community burials have been accommodated within the cemetery already. Protestant and Catholic faiths have been traditionally buried in separate areas. However, given the current COVID19 Pandemic and the lack of grave space within LCCC cemeteries’, a decision has been approved that the 2 main Christian faith/religions will no longer be segregated. Presently, there are approx. 320 new burial plots available for purchase. This provides approx. 2.5 yrs. capacity left. (**See appendices**).

**Part 2. Screening questions**

1 What is the likely impact on equality of opportunity for those affected by this policy, for each of the Sec 75 equality categories? (minor/major/none)

|  |  |  |
| --- | --- | --- |
| Sec 75 Category | Details of policy impact | Level of impact (minor/major/none) |
| Religious Belief | No further segregation of Protestant & Catholic areas. All burials will be considered but no separate designated areas for different beliefs | Minor |
| Political Opinion | It is possible that some Parties may not be supportive of the principle of non-segregation. | Minor |
| Racial Group | No segregation of any race within LCCC cemeteries. | Minor |
| Age | Improving paths and signage my assist with accessibility issues. | Minor |
| Marital Status |  | None |
| Sexual Orientation |  | None |
| Men & Women Generally |  | None |
| Disability | Developing new Cemetery space may improve accessibility having a positive impact for service users. | Minor |
| Dependants |  | None |

Taking account of the S.75 groups, LCCC will take an equitable approach to all and therefore the likely impact on equality of opportunity is not an issue for any of the S.75 categories.

2 Are there opportunities to better promote equality of opportunity for people within the Sec 75 equality categories?

|  |  |  |
| --- | --- | --- |
| Sec 75 Category | IF Yes, provide details | If No, provide details |
| Religious Belief |  | Council currently provides for everyone and therefore no better opportunity to promote at this stage. |
| Political Opinion |  | No better opportunity at present. |
| Racial Group | Key information for cemeteries can be translated if English not first language. |  |
| Age |  | No, equality of opportunity for all |
| Marital Status |  | No, equality of opportunity for all |
| Sexual Orientation |  | No, equality of opportunity for all |
| Men & Women Generally |  | No, equality of opportunity for all |
| Disability | Ensuring all DDA adjustments are promoted and improving accessibility at cemeteries. |  |
| Dependants | Improving accessibility may also support parents or families with dependants. |  |

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 | No longer an issue. All religious beliefs to be accommodated sequentially going forward. No segregation of beliefs within burial ground | Minor/positive |
| Political Opinion | No segregation on basis of religious belief and consequently political opinion etc. All burial requests considered the same. No segregation of burial ground | Minor/positive |
| Racial Group | LCCC cemeteries are promoted as spaces for all. | Minor/positive |

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 details |
| Religious Belief | By promoting LCCC cemeteries as shared spaces that are available to residents and non-residents of all religious traditions, all political opinions and all races/ethnic backgrounds and paying attention to where cemeteries are located and how they are managed. |  |
| Political Opinion |  |
| Racial Group |  |

The strategy is applied universally across all the groups listed in S.75. The Council will ensure that any future cemetery development is a shared space for everyone which must be treated with dignity and respect by all.

**Additional considerations**

**Multiple identity**

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

|  |
| --- |
| The Council is aware that no one individual sits exclusively within just one of the S.75 designated groups. For example, we recognise that older people who will wish to visit cemeteries or access services may have a disability. |

**Part 3. Screening decision**

**Part 3. Screening decision**

Equality and good relations screening is used to identify whether there is a need to carry out a full equality impact assessment on a proposed policy or project. There are 3 possible outcomes:

1. **Screen out** - no need for a full equality impact assessment and no mitigations required because no negative impacts identified. This may be the case for a purely technical policy for example.
2. **Screen out with mitigation** - no need for a full equality impact assessment but some minor impacts identified which can easily be mitigated. Most activity will probably fall into this category.
3. **Screen in for full equality impact assessment** – potential for significant (and potentially negative) impact identified for one or more groups so proposal requires a more detailed impact assessment. [see Equality Commission guidance on justifying a screening decision.]

**Choose only one of these** and provide reasons for your decision and ensure evidence is noted/referenced for any decision reached

|  |  |
| --- | --- |
| **Screening Decision/Outcome** | **Reasons/Evidence** |
| Option 1  **Screen out** – no equality impact assessment and no mitigation required |  |
| Option 2  **Screen out with mitigation** – some potential impacts identified but they can be addressed with appropriate mitigation | Impacts identified are likely to be minor and/or positive and there are already some mitigation measures in place. We have therefore concluded that it is not necessary to conduct a full equality impact assessment at this time. |
| Option 3  **Screen in** for a full Equality Impact Assessment (EQIA) |  |

**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.

|  |
| --- |
| This strategy aims to consider the short, medium and longer term needs of cemetery provision across the Council. It aims to provide burial space for all groups and do so by taking into consideration and accommodating the needs of all S.75 groups. The Strategy will be kept under review and if any issues arise they will be considered. The Council will consult with service users and consider any requests made.  Mitigation Measures:   1. Improving accessibility at the cemeteries, which will include improvements to footpaths and signage. 2. Offering translation for individuals if their first language is not English. 3. Improved promotion of Cemeteries services. 4. Consultation with service users on ways of improving cemetery services. 5. Communication with communities if any new developments are proposed.   Areas that may need further consideration for mitigation in future include any significant change in burial trends/needs and public or political response to the proposals in this strategy or new developments. |

**Timetabling and prioritising** - Not applicable

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 |  |
|  |  |
| Total Rating Score |  |

Is the policy affected by timetables established by other relevant public authorities?

If yes, please provide details

|  |
| --- |
|  |

**Part 4. Monitoring**

The strategy will continually be monitored/reviewed. This is to highlight any changes to trends and/or demographics within the Council area and regionally which may have an impact on cemetery provision. Any future proposed developments will consider the needs of all S.75 groups and how any developments may impact their cultural beliefs and needs.

The strategy will be reviewed regularly to monitor and progress any improvements or promote good relations.

**Part 5 - Approval and authorisation**

|  |  |  |
| --- | --- | --- |
| **Screened by:** | **Position/Job Title** | **Date** |
| Gareth Lennox | Env. Health Manager | 12 September 2021 |
|  |  |  |
| Reviewed by: MMcS | Equality Officer | 17 September |
| **Approved by:** |  |  |
|  | Head of Service | 21 September  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.

**Appendix 1**

**Deaths within the L&CCC area 2008 – 2019**

|  |  |
| --- | --- |
| **Year** | **No. of Deaths** |
|  |  |
| 2008 | 1086 |
| 2009 | 1082 |
| 2010 | 1064 |
| 2011 | 1081 |
| 2012 | 1096 |
| 2013 | 1123 |
| 2014 | 1068 |
| 2015 | 1140 |
| 2016 | 1167 |
| 2017 | 1200 |
| 2018 | 1164 |
| 2019 | 1236 |

Source: NINIS (Making Life Better, 2008 - 2015) & Registrar General Annual Report 2016

Burials for at least some of the above could, for example, be in graveyards outside of the LCCC area as well as in the graveyards of particular Churches, local and elsewhere.

For those who choose cremation over burial then presently all cremations take place at Roselawn cemetery in Belfast.

**Cultural Aspects – Some Example Groups Summary**

|  |  |
| --- | --- |
| **Ethnic Group** | **Cultural Aspects** |
|  |  |
| Chinese Community | Funeral as per Buddhist or Christian beliefs.  Will purchase 2 grave plots in order to facilitate “centralised burial” of the deceased. |
|  |  |
| Irish Traveller Community | As per Christian beliefs. |
|  |  |
| Jewish Community | Orthodox Jews can only be buried (within 24 hours).  Progressive Jews allow cremation as well as burial. |
|  |  |
| Islamic (Muslim) Community | Buried within 24 hours.  Cremation is forbidden.  The deceased must face Mecca. |
|  |  |
| Sikh Community | A Sikh is cremated. |
|  |  |
| Hindu Community | A Hindu is cremated (within 24 hours). |

**Ethnic Groups in L&CCC (LGD 2014 based on 2011 Census)**

|  |  |  |
| --- | --- | --- |
| **Ethnic Group** | **Number** | **%** |
|  |  |  |
| White | 131623 | 97.61 |
| Chinese | 692 | 0.51 |
| Indian | 659 | 0.49 |
| Other Asian | 637 | 0.47 |
| Mixed | 558 | 0.41 |
| Black African | 209 | 0.15 |
| Other | 197 | 0.15 |
| Pakistani | 113 | 0.08 |
| Black other | 58 | 0.04 |
| Bangladeshi | 37 | 0.03 |
| Irish Traveller | 35 | 0.03 |
| Caribbean | 23 | 0.02 |
|  |  |  |
| Total Population\* | 134841 | 100 |
|  |  |  |

\*Usual Resident Population

Source: NISRA KS201NI

LCCC Cemeteries Information

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Cemetery** | **Open/**  **Closed** | **Acres** | **Hectares** | **New Graves Available** |
| Lisburn Cemetery | Open | 6.4 | 2.59 | No |
| Lisburn New Cemetery | Open | 10.16 | 4.11 | No |
| Lisburn New Cemetery Extension | Open | 22.93 | 9.28 | Yes |
| Blaris Old Graveyard | Open | 1.5 | 0.61 | No |
| Aghalee Graveyard | Open | 0.7 | 0.28 | No |
| Portmore Graveyard | Open | 1.0 | 0.42 | No |
| Templecormac Graveyard | Open | 0.35 | 0.14 | No |
| Trummery Graveyard | Open | 0.42 | 0.17 | No |
| Maghaberry (Friends) Graveyard | Open | 2.0 | 0.81 | No |
| Kilrush Cemetery | Closed | 1.4 | 0.57 | No |
| Tullyrusk Cemetery | Open | Interments only but no LCCC maintenance | | |

|  |  |  |  |
| --- | --- | --- | --- |
|  | **2028** | ***nos. increase/decrease*** | ***% increase/decrease*** |
| Total persons | 162,500 | *16,498* | *11.3* |
| Person 0-15 | 29,500 | *-88* | *-0.29* |
| Persons 16-64 | 96,600 | *5,625* | *6.18* |
| Persons 65+ | 36,400 | *10,961* | *43.08* |

The Projected Population Growth identifies the projected growth of population by the year 2028. There is a significant projected increase in the 65+ population. It could be assumed that this will increase the need for further cemetery provision as there will be an older population and therefore more deaths. The increase in population leads to an increase in housing demand. Population growth will have a bearing on deaths and therefore, need for further burial space.

**Total Number of Grave Plots sold by LCCC 2015–2021**

|  |  |
| --- | --- |
| **Financial Year** | **Total Number of New Grave Plots Sold** |
| 2015 – 2016 | 120 |
| 2016 – 2017 | 136 |
| 2017 – 2018 | 135 |
| 2018 – 2019 | 112 |
| 2019 – 2020 | 134 |
| 2020 – 2021 | 126 |

The total number of new grave plots sold by LCCC 2015-2021 have been fairly consistent over the years but as population rates increase, especially in the older population, there will be a need for more new burial plots.

**Total Number of Deaths within the LCCC area**

|  |  |
| --- | --- |
| **Year** | **Total Number of deaths in LCCC** |
| 2015 | 1140 |
| 2016 | 1167 |
| 2017 | 1200 |
| 2018 | 1164 |
| 2019 | 1236 |

**Screening Form (2010 Guidance)**

**(Taken from Section 75 of the Northern Ireland Act 1998 – A Guide for public authorities April 2010, Appendix 1)**

**Introduction – Notes to Aid Completion of the Screening Form**

The following notes are included in Appendix 1 of the Guidance and are an aid to assist completion of the screening form.

**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 tointroducemeasures 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.

Policy Scoping

* + Policy
  + Available data

Screening Questions

* Apply screening questions
* Consider multiple identities

Screening Decision None/Minor/Major

Mitigate

Publish Template

Re-consider screening

Publish Template

for information

Publish Template

EQIA

Monitor

**‘None’**

Screened out

**‘Major’**

Screened in for EQIA

**‘Minor’**

Screened out with mitigation

Concerns raised with evidence

Concerns raised with evidence re: screening 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).

Evidence to help inform the screening process may take many forms. Public authorities should ensure that their screening decision is informed by relevant data.

**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 (and which form part of the screening form).

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**

1. The policy is significant in terms of its strategic importance;
2. 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;
3. 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;
4. 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;
5. The policy is likely to be challenged by way of judicial review;
6. The policy is significant in terms of expenditure.

**In favour of ‘minor’ impact**

1. The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;
2. 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;
3. 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;
4. By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

**In favour of none**

1. The policy has no relevance to equality of opportunity or good relations.
2. 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 (questions 1-4) given in the screening form (Part 2) and indicate the level of impact on the group i.e. minor, major or none.

**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).*

**Part 3. Screening decision**

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.

**Timetabling and prioritising**

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.

**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.