

Section 75 Policy Screening Form

Part 1. Policy scoping

The first stage of the screening process involves scoping the policy under consideration. The purpose of policy scoping is to help prepare the background and context and set out the aims and objectives for the policy, being screened. At this stage, scoping the policy will help identify potential constraints as well as opportunities and will help the policy maker work through the screening process on a step by step basis.

Public authorities should remember that the Section 75 statutory duties apply to internal policies (relating to people who work for the authority), as well as external policies (relating to those who are, or could be, served by the authority).

Information about the policy

Name of the policy

Focus on Food – A Partnership Strategy for the Food Industry in Northern Ireland – May 2010

Is this an existing, revised or a new policy?

Revised policy

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

The food industry is Northern Ireland's largest manufacturing industry and makes a substantial contribution to the economy. Against this background the previous food strategy Fit For Market was published in November 2004 and set out the environment within which the NI agri food industry was operating as well as setting out 31 recommendations for the development of the industry. A Food Strategy Implementation Partnership in collaboration with Government largely completed delivery of the Fit For Market strategy by 2007. New structural arrangements consisting of an Industry Advisory Panel (IAP) and an Interdepartmental Group (IDG) from DETI, Invest NI, DARD and DEL were then established in May 2008 to further develop and update this work.

These arrangements were enhanced with the development of this new strategy Focus on Food, which provides a framework for DETI's, DARD's and the IAP's shared vision of a successful food industry, capable of growing and competing within both the domestic and international marketplace.

This vision will be delivered by five cross-departmental project teams which will develop and implement a series of projects in response to gaps and/or industry needs – these projects will be open to agri food businesses across Northern Ireland.

The outcomes of this strategy will be measured based on: Return on Capital Employed, Productivity (GVA per full-time employee and GVA per £1,000 of Capital Employed) and External Sales as a % of turnover. Targets have been agreed and set for year one by the industry against each of these measures. Targets for future years are being discussed.

Are there any Section 75 categories which might be expected to benefit from the intended policy? If so, explain how.

No

Who initiated or wrote the policy?

The Strategy was developed by the Industry Advisory Panel appointed by the DETI and DARD Ministers, and by the Interdepartmental Group comprising DETI/Invest NI, DARD, DEL.

Who owns and who implements the policy?

The Strategy is owned by the industry, DETI and DARD. Implementation of the strategy is done through the five cross-departmental project teams which each have members from Invest NI, DARD (and CAFRE), and one representative from the IAP to ensure industry input. In addition there is representation from DOE and DEL on the appropriate project team.

Implementation factors

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

Yes.

If yes, are they

- financial
- legislative
- other, please specify An industry crisis such as Foot and Mouth or Dioxins would have a negative impact on the industry's ability to perform and thus meet the performance targets.

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 The NI agri food industry

Other policies with a bearing on this policy

- what are they?
Invest NI Corporate Plan
DARD Business Plan
- who owns them?
Invest NI
DARD

Available evidence

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

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

Section 75 category	Details of evidence/information
Religious belief	This policy has been informed by accumulated evidence from the agri food industry. Projects are developed based on feedback from the industry.
Political opinion	This policy has been informed by accumulated evidence from the agri food industry. Projects are developed based on feedback from the industry.
Racial group	This policy has been informed by accumulated evidence from the agri food industry. Projects are developed based on feedback from the industry.
Age	This policy has been informed by accumulated evidence from the agri food industry. Projects are developed based on feedback from the industry.
Marital status	This policy has been informed by accumulated evidence from the agri food industry. Projects are developed based on feedback from the industry.
Sexual	This policy has been informed by accumulated evidence from the agri food industry. Projects are

orientation	developed based on feedback from the industry.
Men and women generally	This policy has been informed by accumulated evidence from the agri food industry. Projects are developed based on feedback from the industry.
Disability	This policy has been informed by accumulated evidence from the agri food industry. Projects are developed based on feedback from the industry.
Dependants	This policy has been informed by accumulated evidence from the agri food industry. Projects are developed based on feedback from the industry.

Needs, experiences and priorities

Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Specify details for each of the Section 75 categories

Section 75 category	Details of needs/experiences/priorities
Religious belief	No specific needs identified. Flexibility to accommodate individual circumstances.
Political opinion	No specific needs identified. Flexibility to accommodate individual circumstances.
Racial group	No specific needs identified. Flexibility to accommodate individual circumstances.

Age	No specific needs identified. Flexibility to accommodate individual circumstances.
Marital status	No specific needs identified. Flexibility to accommodate individual circumstances.
Sexual orientation	No specific needs identified. Flexibility to accommodate individual circumstances.
Men and women generally	No specific needs identified. Flexibility to accommodate individual circumstances.
Disability	No specific needs identified. Flexibility to accommodate individual circumstances.
Dependants	No specific needs identified. Flexibility to accommodate individual circumstances.

Part 2. Screening questions

Introduction

In making a decision as to whether or not there is a need to carry out an equality impact assessment, the public authority should consider its answers to the questions 1-4 which are given on pages 66-68 of this Guide.

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

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

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

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

In favour of a 'major' impact

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

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

In favour of 'minor' impact

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

In favour of none

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

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

Screening questions

1 What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? minor/major/none		
Section 75 category	Details of policy impact	Level of impact? minor/major/none
Religious belief	None	None
Political opinion	None	None
Racial group	None	None
Age	None	None
Marital status	None	None
Sexual orientation	None	None
Men and women generally	None	None
Disability	None	None
Dependants	None	None

2 Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?		
Section 75 category	If Yes , provide details	If No , provide reasons
Religious belief	No	This strategy is for the entire agri food industry and all categories within it however the project teams will be flexible in the development of any projects to ensure individual circumstances are accommodated.
Political opinion	No	This strategy is for the entire agri food industry and all categories within it however the project teams will be flexible in the development of any projects to ensure individual circumstances are accommodated.
Racial group	No	This strategy is for the entire agri food industry and all categories within it however the project teams will be flexible in the development of any projects to ensure individual

		circumstances are accommodated.
Age	No	This strategy is for the entire agri food industry and all categories within it however the project teams will be flexible in the development of any projects to ensure individual circumstances are accommodated.
Marital status	No	This strategy is for the entire agri food industry and all categories within it however the project teams will be flexible in the development of any projects to ensure individual circumstances are accommodated.
Sexual orientation	No	This strategy is for the entire agri food industry and all categories within it however the project teams will be flexible in the development of any projects to ensure individual circumstances are accommodated.

Men and women generally	No	<p>This strategy is for the entire agri food industry and all categories within it however the project teams will be flexible in the development of any projects to ensure individual circumstances are accommodated.</p>
Disability	No	<p>This strategy is for the entire agri food industry and all categories within it however the project teams will be flexible in the development of any projects to ensure individual circumstances are accommodated.</p>
Dependants	No	<p>This strategy is for the entire agri food industry and all categories within it however the project teams will be flexible in the development of any projects to ensure individual circumstances are accommodated.</p>

3 To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group? minor/major/none		
Good relations category	Details of policy impact	Level of impact minor/major/none
Religious belief	None	None
Political opinion	None	None
Racial group	None	None

4 Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?		
Good relations category	If Yes , provide details	If No , provide reasons
Religious belief	No	This strategy is for the entire agri food industry and all categories within it.
Political opinion	No	This strategy is for the entire agri food industry and all categories within it.

Racial group	No	This strategy is for the entire agri food industry and all categories within it.
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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.

No adverse impacts have been identified therefore there is no need to undertake an equality impact assessment.

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.

This strategy will continue to be monitored, in particular as it is implemented and projects are developed by the project teams. If adverse factors are identified measures will be taken to mitigate them.

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

None.

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

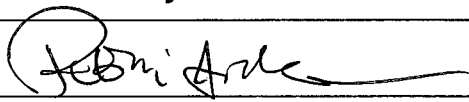
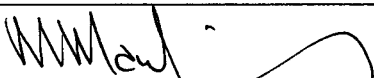
Part 4. Monitoring

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.

Part 5 - Approval and authorisation

Screened by:	Position/Job Title	Date
	Manager	18/3/10
Approved by:		
	Director	24:08:10

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.

