

Screening flowchart and template *(taken from Section 75 of the Northern Ireland Act 1998 – A Guide for public authorities April 2010 (Appendix 1)).*

Introduction

Part 1. Policy scoping – asks public authorities to provide details about the policy, procedure, practice and/or decision being screened and what available evidence you have gathered to help make an assessment of the likely impact on equality of opportunity and good relations.

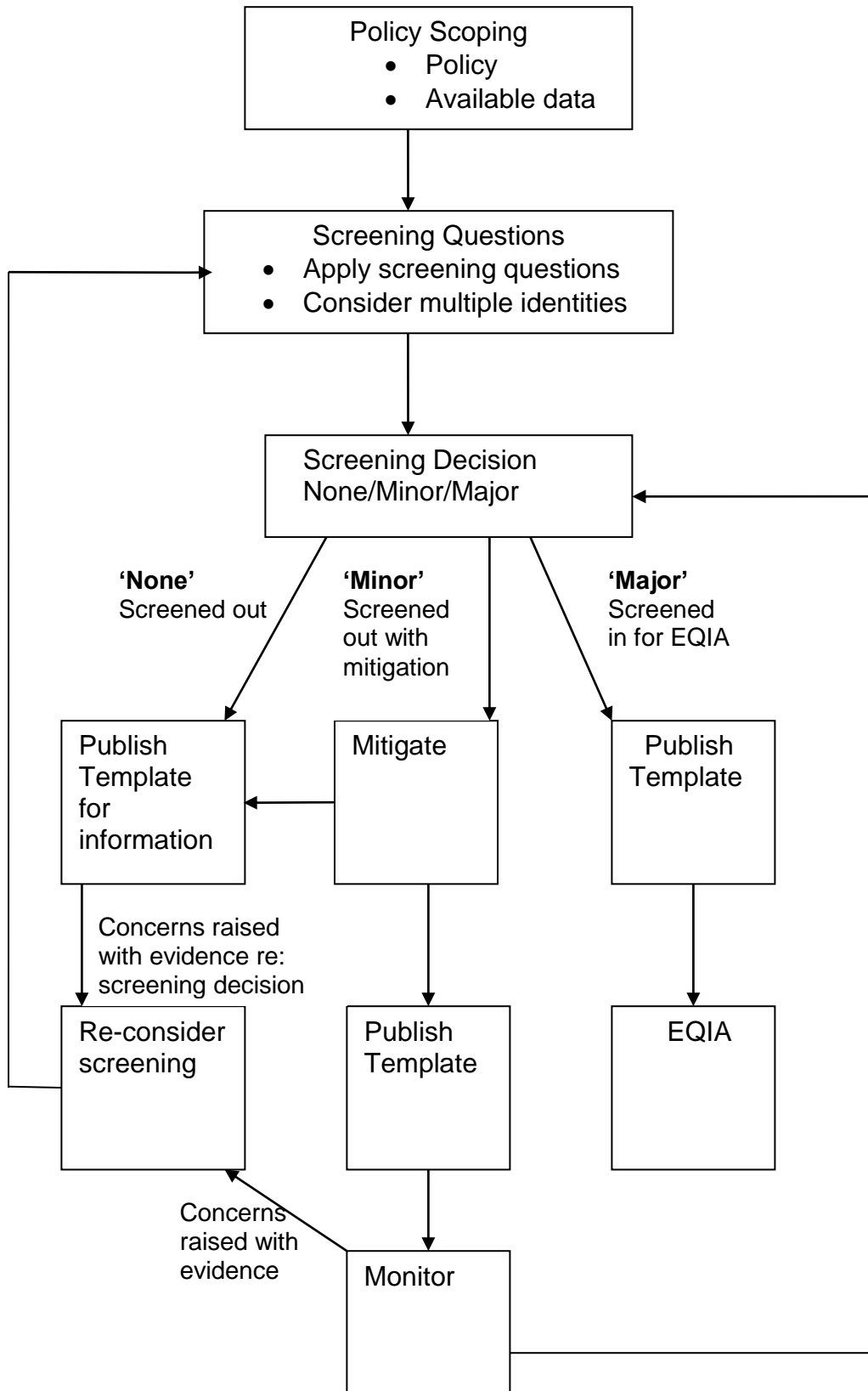
Part 2. Screening questions – asks about the extent of the likely impact of the policy on groups of people within each of the Section 75 categories. Details of the groups consulted and the level of assessment of the likely impact. This includes consideration of multiple identity and good relations issues.

Part 3. Screening decision – guides the public authority to reach a screening decision as to whether or not there is a need to carry out an equality impact assessment (EQIA), or to introduce measures to mitigate the likely impact, or the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

Part 4. Monitoring – provides guidance to public authorities on monitoring for adverse impact and broader monitoring.

Part 5. Approval and authorisation – verifies the public authority's approval of a screening decision by a senior manager responsible for the policy.

A screening flowchart is provided overleaf.



Section 75 of NI ACT

Statutory duty on public authorities.

(1) A public authority shall in carrying out its functions relating to Northern Ireland have due regard to the need to promote equality of opportunity—

- (a) between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- (b) between men and women generally;
- (c) between persons with a disability and persons without; and
- (d) between persons with dependants and persons without.

(2) Without prejudice to its obligations under subsection (1), a public authority shall in carrying out its functions relating to Northern Ireland have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

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

Together: Building a United Community – T:BUC Camps Programme

Is this an existing, revised or a new policy?

Existing – part of wider ‘Together: Building a United Community’ (T:BUC) Strategy

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

The T:BUC strategy outlines a vision of “a united community, based on equality of opportunity, the desirability of good relations and reconciliation - one which is strengthened by its diversity, where cultural expression is celebrated and embraced and where everyone can live, learn, work and socialise together, free from prejudice, hate and intolerance.” A commitment in the T:BUC Strategy includes “develop a Summer Camps/Summer Schools pilot programme with a focus on sport and developmental activities initially consisting of 100 summer school/camp projects to be run throughout summer 2015”.

The key outcomes of the T:BUC Camps Programme are as follows:

- ***Outcome 1 – Positive attitudinal change towards people from different backgrounds.***
- ***Outcome 2 – Sustained contact & friendships developed between young people from different backgrounds.***

- **Outcome 3 – Young people are more positive about shared activities (e.g. education, leisure).**
- **Outcome 4 – Better recognition of the role young people play in peace building.**
- **Outcome 5 – Young people feel that a safe environment has been created to enable sharing of experiences, skills and facilities.**
- **Outcome 6 – Young people have a better understanding and respect for cultural differences.**

From 2019/20 the TBUC Camps programme will only have 3 outcomes:

- **Outcome 1 – Positive attitudinal change towards people from different backgrounds.**
- **Outcome 2 – Sustained contact & friendships developed between young people from different backgrounds.**
- **Outcome 3 – Young people have a better understanding and respect for cultural differences.**

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

If so, explain how.

The programme is particularly expected to impact on children and young people between the ages of 11-19. The main aim of the programme is to improve community relations between the Protestant and Catholic communities by fostering new sustained friendships between young people from those two communities. Whilst applicants must demonstrate this and the majority of participants will be from the Protestant and Catholic communities, they are encouraged to be inclusive and recruit from all communities where possible. The programme is open to all.

The programme also has a wider effect on the family units of those young people and on the communities from which they come. The Programme is aimed across all genders, ethnicities, sexual orientations, and young people with or without disabilities.

Who initiated or wrote the policy?

The Office of the First Minister and Deputy First Minister, now The Executive Office (TEO).

Who owns and who implements the policy?

TEO owns the policy. The TBUC Camps Programme is administered by the Education 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

- financial
- legislative
- other, please specify _____

Main stakeholders affected

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

- staff
- service users
- other public sector organisations
- voluntary/community/trade unions
- other, please specify Wider Community is affected

Other policies with a bearing on this policy

- what are they?

Together: Building a United Community Strategy
Delivering Social Change
Children and Young People's Strategy
Community Safety Strategy
Child Poverty Strategy
Shared Neighbourhoods Programme
Shared Education
Urban and Rural Regeneration
Sports Strategy
Delivering Social Change

Racial Equality Strategy
Disability Strategy
Sexual Orientation Strategy
Gender Equality Strategy
Any other departmental policies or strategies with an impact on good relations

- who owns them?

The Executive Office
Department of Justice
Department for Communities
Department of Education
Department for the Economy
Department for Health
Department for Infrastructure
NI Housing Executive
Community Relations Council
Sport NI

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	<p>Public Consultation on the Draft Programme for Cohesion, Sharing and Integration was used when the T:BUC Strategy was implemented in 2013. At a programme level, comprehensive co-design processes for the T:BUC Camps Programme with wide range of stakeholders including community and voluntary sector, statutory sector and young people were undertaken in 2015 and 2016. The current model calls for extensive co-design and independent evaluation of the programme every three years. The next reviews are due to be conducted 2019.</p> <p>The programme is particularly expected to impact on children and young people between the ages of 11-19. The main aim of the programme is to improve community relations between the Protestant and Catholic communities by fostering new sustained friendships between young people from those two communities. Whilst applicants must demonstrate this and the majority of participants will be from the Protestant and Catholic communities, they are encouraged to be inclusive and recruit from all communities were possible. The programme is open to all.</p> <p>The programme also has a wider effect on the family units of those young people and on the communities from which they come. The Programme is aimed across all genders, ethnicities, sexual orientations, and young people with or without disabilities.</p> <p>In addition to co-design TEO and EA gather and collate information on applicants and participants detailing distribution of funds geographically, by sector (Youth, faith based groups, sports groups), community background etc. based on applications and individual evaluations of each project within the Programme.</p> <p>Police statistics on prevalence of hate crimes/incidents which are broken down by sectarian, homophobic, racial, disability related and other groups help inform the state of community relations, as well as NISRA good relations indicators, research by ARK and other academies, and feedback from other organisations delivery good relations works can all help inform the strategic decision making for this and other programmes</p>

	under the T:BUC strategy.
Political opinion	As above
Racial group	As above
Age	As above
Marital status	As above
Sexual orientation	As above
Men and women generally	As above
Disability	As above
Dependants	As above

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
<p>Religious belief</p>	<p>This is a Strategy for the benefit of all citizens, not one defined by reference to a particular category. The Strategy itself is not a “policy” in the strictest sense. It is a framework for policy actions to improve community relations generally. It contains specific recommendations and headline actions, these will be implemented by Government Departments and Local Government.</p> <p>The T:BUC Camps programme focuses on building new sustained friendships between the two traditional communities, Protestant and Catholic. It is however recognised that we are becoming a far more diverse society and diversity is promoted within the programme. It is a requirement of the programme that the majority of participants be from these two traditional communities but it is open to people of any religious belief. It should be noted that people identifying as being from a Catholic or Protestant community may not necessarily identify as having that religious belief.</p> <p>The programme is only open to young people aged 11 -19 years old. There are other good relations programmes within the T:BUC strategy that are open to people of all ages such as the District Councils Good Relations Programme and the Central Good Relations Funding Programmes.</p> <p>Improvement of community relations is at the heart of the programme. Increasing respect and tolerance, challenging stereotypes and prejudices, building friendships and improving attitudes are all key. These impact across all Section 75 groups. The needs experiences and priorities are constantly shifting. The good work delivered via this programme and other good relations programmes under T:BUC and by the community and voluntary sectors all help improve community relations. Other factors can negatively affect community relations and section groups. The ongoing evaluation and monitoring of the programme as well as ongoing research and feedback from other programmes and organisation help inform the strategic direction of the programme to ensure critical need is met wherever it arises and inclusion of hard to reach groups remains and the forefront of decision making.</p>

Political opinion	As above
Racial group	As above
Age	As above
Marital status	As above
Sexual orientation	As above
Men and women generally	As above
Disability	Reasonable adjustments for those with a disability will be considered
Dependants	Reasonable adjustments for those with dependants will be considered

Part 2. Screening questions

Introduction

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

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

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

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

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

In favour of a 'major' impact

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

In favour of 'minor' impact

- a) The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;
- b) The policy, or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated by

making appropriate changes to the policy or by adopting appropriate mitigating measures;

- c) Any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for particular groups of disadvantaged people;
- d) By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

In favour of none

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

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

Screening questions

1 What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? minor/major/none		
Section 75 category	Details of policy impact	Level of impact? minor/major/none
Religious belief	<p>The high level aims of this policy are to further the better relations between young people of differing community backgrounds which may include differing religious belief. Individual Camps will target young people from different communities, allowing them to integrate and encouraging the building of lasting relationships between them. The main focus of the programme is improving relations between the Protestant and Catholic communities.</p> <p>Applicants are however encouraged to recruit from all communities and to promote diversity between young people from diverse communities, not just our two traditional communities It should be noted that young people identifying as being from Catholic or Protestant communities is not necessarily them identifying their religious beliefs as Catholic or Protestant. Applicants are also advised that the content of the individual projects must not be faith based or promote any particular faith over another.</p>	Minor
Political opinion	<p>The high level aims of this policy are to further the better relations between young people of differing community backgrounds which may include differing political opinion. Individual Camps will target young people from different communities, allowing them to integrate and encouraging the building of lasting relationships between them. Applicants are advised that the content of the individual projects must not promote one political view or party above another.</p>	None
Racial group	<p>The high level aims of this policy are to further the better relations between young people of</p>	Minor

	<p>differing community backgrounds which may include differing racial groups. Individual Camps will target young people from different communities, allowing them to integrate and encouraging the building of lasting relationships between them. The main focus of the programme is improving relations between the Protestant and Catholic communities. Applicants are however encouraged to recruit from all communities to promote diversity between young people from diverse communities, not just our two traditional communities.</p>	
Age	<p>This policy is targeted specifically at children and young people between the ages of 11-19. The service users of the T:BUC Camps will be from this age group, though it is considered that through these young people, their wider family unit and community will also be impacted by the programme. The T:BUC Strategy acknowledges that to properly implement one aspect of S75(2) (Good Relations Duty), the other part of S75(1) (Equality Duty) must also be engaged. Therefore, while the high level aims of this policy will be aimed at the S75(2) categories, the S75(1) categories will impacted on. The age of the participants is relevant to this policy as they must be between a certain age range and no older.</p> <p>Other programmes delivered under the T:BUC Strategy such as the District Councils Good Relations Programme and the Central Good Relations Funding Programme are open to applicants of all ages.</p>	<p>Minor</p> <p>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.</p>
Marital status	<p>The main focus of this policy is on young people. Whilst the main focus is on improving community relations between the young people involved, these issues are not considered in isolation. To tackle issues of inequality we must improve equality of opportunity; by improving equality of opportunity for all, we make positive strides to address better community relations. The S75(1) categories will be impacted on but only in so far as marital status is a multiple identity category. However, if</p>	<p>None</p>

	<p>consultees/stakeholders have evidence that would suggest other or direct impacts on this group then we would, of course, consider this.</p>	
<p>Sexual orientation</p>	<p>The main focus of this policy is on young people. There is no restriction of opportunity related to sexual orientation. Whilst the main focus is on improving community relations between the young people involved, these issues are not considered in isolation. To tackle issues of inequality we must improve equality of opportunity; by improving equality of opportunity for all, we make positive strides to address better community relations. The S75(1) categories will be impacted on but only in so far as sexual orientation is a multiple identity category. However, if consultees/stakeholders have evidence that would suggest other or direct impacts on this group then we would, of course, consider this.</p>	<p>None</p>
<p>Men and women generally</p>	<p>The main focus of this policy is on young people. There is no restriction of opportunity related to gender. Whilst the main focus is on improving community relations between the young people involved, these issues are not considered in isolation. To tackle issues of inequality we must improve equality of opportunity; by improving equality of opportunity for all, we make positive strides to address better community relations. The S75(1) categories will be impacted on but only in so far as gender is a multiple identity category. However, if consultees/stakeholders have evidence that would suggest other or direct impacts on this group then we would, of course, consider this.</p>	<p>None</p>
<p>Disability</p>	<p>The main focus of this policy is on young people. There is no restriction of opportunity related to disability. Provisions are made to assist inclusion of young people with disabilities within the programme. Whilst the main focus is on improving community relations between the young people involved, these issues are not considered in isolation. To tackle issues of inequality we must improve equality of opportunity; by improving equality of opportunity for all, we make positive strides to</p>	<p>None</p>

	address better community relations. The S75(1) categories will impacted on but only in so far as disability is a multiple identity category. However, if consultees/stakeholders have evidence that would suggest other or direct impacts on this group then we would, of course, consider this.	
Dependants	The main focus of this policy is on young people. Whilst the main focus is on improving community relations between the young people involved, these issues are not considered in isolation. To tackle issues of inequality we must improve equality of opportunity; by improving equality of opportunity for all, we make positive strides to address better community relations. The S75(1) categories will impacted on but only in so far as having dependants is a multiple identity category. However, if consultees/stakeholders have evidence that would suggest other or direct impacts on this group then we would, of course, consider this. Reasonable adjustments for those with dependants will be considered.	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	The policy is designed to build relationships between young people from different community background with respect to religious belief. In order to create an environment where there is equality of opportunity between people of different religious beliefs, we must first move toward becoming a more tolerant and shared society, rather than one defined by division and sectarianism. By improving community relations, challenging stereotypes and removing prejudices within this group, we are taking steps in developing this environment. In this way the policy can be seen as indirectly promoting equality	

	of opportunity for people within this category.	
Political opinion	The policy is designed to build relationships between young people from different community background with respect to political opinion. In order to create an environment where there is equality of opportunity between people of different political opinion, we must first move toward becoming a more tolerant and shared society, rather than one defined by division and sectarianism. By improving community relations, challenging stereotypes and removing prejudices within this group, we are taking steps in developing this environment. In this way the policy can be seen as indirectly promoting equality of opportunity for people within this category.	
Racial group	The policy is designed to build relationships between young people from different community background with respect to racial groups In order to create an environment where there is equality of opportunity between people of different racial groups, we must first move toward becoming a more tolerant and shared society, rather than one defined by division and sectarianism. By improving community relations, challenging stereotypes and removing prejudices, we are taking steps in developing this environment. In this way the policy can be seen as indirectly promoting equality of opportunity for people within this category.	
Age		The policy is targeted specifically at young people between the ages of 11-19. Participants will be drawn from this age group and will seek to have a positive impact on community relations among people from this age group. The policy promotes equality of opportunity for young people

		<p>within this age bracket, as it is open to all of them, regardless of gender, marital status, sexual orientation, racial group, political opinion or religious belief. It is also open to all abilities, and to those with dependents and those without, providing that they are within the target age group as a whole. It should be noted that it is recommended that in individual camps this wide age group would be subdivided into three sections: age 11-13, 14-16, and 17-19. This reflects feedback from both stakeholders and young people that this breakdown would be preferable, from both a comfort level and a child protection point of view. It is considered that this will help to encourage young people to take part, this improving their chances of accessing the opportunities offered.</p>
Marital status		<p>The policy is targeted specifically at young people, regardless of their marital status. It will seek to have a positive impact on community relations on the whole, but is not aimed at those with differing marital status in particular. It appears, that this will be relevant only insofar as it is a multiple identity category.</p>
Sexual orientation		<p>The policy is targeted specifically at young people, regardless of their sexual orientation. It will seek to have a positive impact on community relations on the whole, but is not aimed at those with differing sexual orientation in particular. It appears that this will be relevant only insofar as it is a multiple identity category.</p>
Men and women		<p>The policy is targeted specifically at young people, regardless of their gender. It will seek to have a positive impact</p>

generally		on community relations on the whole, but is not aimed at those with differing gender in particular. It appears that this will be relevant only insofar as it is a multiple identity category.
Disability	<p>The policy is targeted specifically at young people, regardless of their level of disability. It will seek to have a positive impact on community relations on the whole, but is not aimed at those with differing disabilities in particular. Young people with disabilities do participate in the programme. Camps in the Community events involve bringing multiple project together for a residential. Equality of opportunity for young people with disabilities is prompted by facilitating those who may not be able to stay overnight. Within the programme itself this is accommodated by residential camps not having to involve overnight stays.</p>	
Dependants		<p>The policy is targeted specifically at young people, regardless of whether or not they have dependants. It will seek to have a positive impact on community relations on the whole, but is not targeted at those who have dependants or otherwise. It appears that this will be relevant only insofar as it is a multiple identity category.</p>

3 To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group? minor/major/none		
Good relations category	Details of policy impact	Level of impact minor/major/none
Religious belief	The high level aims of this policy are to further the better relations between community backgrounds which may include different religious belief groups. It aims to provide over 100 TBUC Camps each year to participants between the ages of 11-19. The Camps will bring young people together through shared interests such as sport or drama, enabling them to build relationships outside of their traditional communities. In this way the policy seeks to build better community relations between those with differing religious beliefs, and this should be a positive impact on this issue.	Minor
Political opinion	The high level aims of this policy are to further the better relations between community backgrounds which may include different political opinion groups. It aims to provide over 100 T:BUC Camps each year to participants between the ages of 11-19. The Camps will bring young people together through shared interests such as sport or drama, enabling them to build relationships outside of their traditional communities. In this way the policy seeks to build better community relations between those with differing political opinions, and this should be a positive impact on this issue.	Minor
Racial group	The high level aims of this policy are to further the better relations between community backgrounds which may include different racial groups. It aims to provide over 100 TBUC Camps each year to participants between the ages of 11-19. The Camps will bring young people together through shared interests such as sport or drama, enabling them to build relationships outside of their traditional communities. In this way the policy seeks to build better community relations between those with differing racial groups, and this should be a positive impact on this issue.	Minor

4 Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?		
Good relations category	If Yes , provide details	If No , provide reasons
Religious belief	Yes, the purpose of this policy is to promote good relations among young people between the ages of 11-19 through the T:BUC Camps programme. This is one of the Headline Actions of the Together: Building a United Community Strategy for good relations.	
Political opinion	Yes, the purpose of this policy is to promote good relations among young people between the ages of 11-19 through the T:BUC Camps programme. This is one of the Headline Actions of the Together: Building a United Community Strategy for good relations.	
Racial group	Yes, the purpose of this policy is to promote good relations among young people between the ages of 11-19 through the T:BUC programme. This is one of the Headline Actions of the Together: Building a United Community Strategy for good relations.	

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).

Yes. The TBUC Camps policy emerges from the Together: Building a United Community Strategy, which is the Executive's strategy for building better relations between different community backgrounds. As such, it impacts on all Section 75 categories in a multiple way. Although this policy is targeted specifically at young people between the ages of 11-19, it must be recognised that this age group will enclose a wide range of young people who will also fall into some of the other identities listed in Section 75. The wide range of this age group means that it is very possible for it to include those who are married and those who are not, those with dependents and those without, those with disabilities of varying kinds and those without, and so on. Although it is possible to look at each identity grouping individually, most people fall into multiple groups and therefore can be said to have multiple identities. A policy that affects one can thereby impact on all, to a greater or lesser extent. In the case of this policy, it is considered that it will result in positive impacts in terms of promoting good relations.

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

Annual programme evaluations detail the breakdown of Camps participants. There are young people, both male and female, from different communities such as Catholic, Protestant and Minority Ethnic communities. Some participants and groups are classed as having disabilities. Project evaluations will measure attitudinal changes of participants as well as other indicators aligned with the programme outcomes.

Part 3. Screening decision

If the decision is not to conduct an equality impact assessment, please provide details of the reasons.

It is not considered necessary to subject this policy to a full EQIA.

The purpose of the T:BUC Camps programme is to improve community relations, and as such it is not considered likely to have negative impacts on any of the Section 75 categories.

The decision to reduce the number of programme outcomes from 6 to 3 is meant to assist increased uptake of the programme particularly amongst groups with limited capacity by simplifying the application and assessment and reporting process.

If the decision is not to conduct an equality impact assessment the public authority should consider if the policy should be mitigated or an alternative policy be introduced.

It is not considered necessary to mitigate the policy or to introduce an alternative policy.

The intent of the policy is clearly one whose benefit is intended to be positive.

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.

As stated above It is not considered necessary to mitigate the policy or to introduce an alternative policy. The intent of the policy is clearly one whose benefit is intended to be positive.

The T:BUC Camps Programme has internal governance and evaluation processes. The voluntary and community sector has programme board representation. The programme is reviewed annually by the programme administrator, the Education Authority. Information is collated from individual project evaluations.

An independent evaluation and co-design process involving stakeholder engagement is carried out every three years. The programme board can approve recommendations from evaluations and co-design processes. It is via this mechanism that changes to the programme can be implemented, along with Accounting Officer or Ministerial Approval as required, should any opportunities be identified to better promote equality of opportunity and/or good relations.

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
Chris Kane	SO- TBUC Camps Programme	02/01/2019
Approved by:		
Donna Blaney	Grade 7	29/03/2019

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.