

# SCREENING TEMPLATE

See [Guidance Notes](#) for further information on the 'why' 'what' 'when', and 'who' in relation screening, for background information on the relevant legislation and for help in answering the questions on this template (follow the links).

## (1) INFORMATION ABOUT THE POLICY/DECISION

### 1.1 Title of policy/decision

Directorate encompassing Equality, Good Relations and Economic Advice  
Organisation Structure Changes

### 1.2 Description of policy/decision

- Equality Directorate and Economic Policy Unit were merged with effect from 1 April 2010 to form one Directorate focusing on economic policy, social policy, equality and good relations.
- As a consequence, the number of posts reduced from 100 to 85 by 31 March 2010.

### 1.3 Main stakeholders affected

- Staff were primarily affected since the re-organisation directly impacted upon them.
- Trade unions continue to have an interest in ensuring that staff views are appropriately represented.
- There should be no detriment in service for external or internal stakeholders since the quality and level of service will be maintained and strengthened through better prioritisation of work.

### 1.4 Other policies/decisions with a bearing on this policy/decision

- Impact of other organisational changes within the department.
- Executive's Review of 2010/11 Spending Plans.

## 2) SCREENING THE POLICY/DECISION

### 2.1 In terms of groupings under Section 75, what is the make up of those affected by the policy/decision?

Whilst the Directorate encompassing Equality, Good Relations and Economic Advice is designed to service a wide-range of internal and external stakeholders, the changes are of an internal nature and as such, our service to customers is not expected to decrease but to improve. The focus therefore of this screening document is on the impact of the changes on staff.

The following table was completed using available data from the NICS Equality Report – Jan 2010, the OFMDFM Equality Profile Report as at 1 Jan 2008 and the NISRA Staff Attitudes Survey 2010<sup>1</sup>. It was not possible to use the S75 data gathered from the 15 staff who were selected for redeployment due to the small number of returns (11 in total) made to the S75 questionnaire and the need to treat the data in the strictest confidence. In other words, had we used this data, it may have been possible to identify the individuals involved.

<b>Group</b>	<b>Please provide details</b>
Gender	Equality Directorate + Economic Policy Unit Male 47% Female 53%  Dept Total Male 42.8% Female 57.2% (NICS female percentage 55.1%)  NICS Male 48.2% Female 51.8%
Age	Equality Directorate + Economic Policy Unit 16-34 35% 35-49 50% 50+ 25%

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<sup>1</sup> Source: NISRA extract from HRConnect.

<b>Group</b>	<b>Please provide details</b>
	<p>NICS</p> <p>16-24 5.4%</p> <p>25-34 25.2%</p> <p>35-49 44.5%</p> <p>50-59 21.5%</p> <p>60+ 3.4%</p>
Religion <sup>2</sup>	<p>Equality Directorate + Economic Policy Unit</p> <p>Protestant 55%</p> <p>Catholic 45%</p> <p>Dept Total</p> <p>Protestant 61.8%</p> <p>Catholic 38.2%</p> <p>NICS</p> <p>Protestant 50.9%</p> <p>Catholic 49.1%</p>
Political Opinion	Not available from NISRA survey.
Marital Status <sup>3</sup>	<p>Equality Directorate + Economic Policy Unit</p> <p>Single 34%</p> <p>Married 49%</p> <p>Other 10%</p> <p>Unknown 7%</p>
Dependent Status	<p>Equality Directorate + Economic Policy Unit</p> <p>With dependant(s) 58%</p> <p>Without dependant(s) 42%</p>
Disability	<p>Equality Directorate + Economic Policy Unit</p> <p>Disability declared<sup>4</sup> &lt;= 5.3%</p>

<sup>2</sup> Excludes staff whose community background is Not Determined.

<sup>3</sup> As recorded on HRConnect. Concerns have been raised in the past about the accuracy of marital status data (it is the individual's responsibility to update when required), and NISRA is unable to stand over the quality of the information.

<b>Group</b>	<b>Please provide details</b>
	<p>No disability declared <math>\geq 94.7\%</math></p> <p>Dept Total 4.1% with a disability (compared with 5.5% in the NICS)</p> <p>NICS Disability declared<sup>5</sup> <math>\leq 9\%</math> No disability declared <math>\geq 91\%</math></p>
Ethnicity <sup>6</sup>	<p>Equality Directorate + Economic Policy Unit</p> <p>White <math>\geq 91\%</math> Other<sup>7</sup> <math>\leq 9\%</math></p> <p>Dept Total 0.2% of staff from an ethnic minority background.</p> <p>NICS White 99.8% Other 0.2%</p>
Sexual Orientation	<p>Equality Directorate + Economic Policy Unit</p> <p>Heterosexual men and women <math>\geq 96\%</math> Gay men / lesbians / bisexual men and women <math>\leq 4\%</math></p>

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<sup>4</sup> Fewer than 10 staff had declared a disability.

<sup>5</sup> Fewer than 10 staff had declared a disability.

<sup>6</sup> Based on the 98 staff for whom ethnicity data were available.

<sup>7</sup> Fewer than 10 staff were from a minority ethnic group.

## **2.2 Is there any indication or evidence of higher or lower participation or uptake by different groups?**

Whilst the Directorate encompassing Equality, Good Relations and Economic Advice is designed to service a wide-range of internal and external stakeholders, the changes are of an internal nature and as such, our service to customers is not expected to decrease but to improve. The focus therefore of this screening document is on the impact of the changes on staff.

<b>Group</b>	<b>Yes / No / Don't Know</b>	<b>Please provide details</b>
Gender	No	The percentages of staff in each category within the Equality Directorate and Economic Policy Unit are broadly in line with those for the department and the NICS as a whole.
Age	No	As above.
Religion	No	As above.
Political Opinion	No	Not available from NISRA survey.
Marital Status	No	The percentages of staff in each category within the Equality Directorate and Economic Policy Unit are broadly in line with those for the department and the NICS as a whole.
Dependent Status	Don't Know	As above.
Disability	No	As above.
Ethnicity	No	As above.
Sexual Orientation	No	As above.

**2.3 Is there any indication or evidence that different groups have different needs, experiences, issues and priorities in relation to the policy/decision?**

<b>Group</b>	<b>Yes/No/ Don't Know</b>	<b>Please provide details</b>
Gender	No	The percentages of staff in each category within the Equality Directorate and Economic Policy Unit are broadly in line with those for the department and the NICS as a whole.
Age	No	As above.
Religion	No	As above.
Political Opinion	No	Not available from NISRA survey.
Marital Status	No	The percentages of staff in each category within the Equality Directorate and Economic Policy Unit are broadly in line with those for the department and the NICS as a whole.
Dependent Status	No	As above.
Disability	No	As above.
Ethnicity	No	As above.
Sexual Orientation	No	As above.

**2.4 Is it likely that the policy/decision will meet those needs?**

<b>Group</b>	<b>Yes/No/ Don't Know</b>	<b>Please briefly give details</b>
All Groups	N/A	Not applicable

**2.5 Is there an opportunity to better promote equality of opportunity or good relations by altering the policy/decision or working with others in government or in the larger community?**

<b>Group</b>	<b>Suggestions</b>
All Groups	No – Decisions about who would remain in the department and who would be redeployed were based primarily on business need assessed against the skills and experience which people had. People’s preferences were, as far as possible, taken into account including welfare issues.

**2.6 What changes to the policy/decision – if any – or what additional measures would you suggest to ensure that it promotes good relations?**

<b>Group</b>	<b>Suggestions</b>
Religion	Not applicable. Decisions about who would remain in the department and who would be redeployed were based primarily on business need assessed against the skills and experience which people had. People’s preferences were, as far as possible, taken into account including welfare issues.
Political Opinion	As above.
Ethnicity	As above.

**2.7 Have previous consultations with relevant groups, organisations or individuals indicated that particular policies create problems that are specific to them?** Also, please detail information used to answer any of the questions above (e.g. statistics; research reports; views of colleagues, service users, or other stakeholders).

No previous consultations.

**2.8 Please detail what data you will collect in the future in order to monitor the effect of the policy/decision on any of the groups under Section 75?**

We have completed the above tables using available data NICS Equality Report – Jan 2010, OFMDFM Equality Profile Report as at 1 Jan 2008 and the NISRA Staff Attitudes Survey 2010. We will continue to monitor the impact of reorganisation changes using NISRA data sources.

**(3) SHOULD THE POLICY/DECISION BE SUBJECT TO EQUALITY IMPACT ASSESSMENT?**

Equality impact assessment procedures are confined to those policies/decisions considered likely to have significant/major implications for equality of opportunity.

**If your screening has indicated that a policy/decision is likely to have an adverse differential impact, how would you categorise it?**

**Please tick.**

Significant/major impact	
Low impact	✓

**Do you consider that this policy/decision needs to be subjected to a full equality impact assessment?**

Yes	
No	✓

Please give reasons for your decision.

Decisions about who would remain in the department and who would be redeployed were based primarily on business need assessed against the skills and experience which people had. People's preferences were, as far as possible, taken into account including welfare issues.

We will monitor the profile of staff on an on-going basis for any differential impact upon the nine S75 categories.

#### **(4) DISABILITY DISCRIMINATION**

**4.1 Does the policy/decision in any way discourage disabled people from participating in public life or does it fail to promote positive attitudes towards disabled people?**

No

**4.2 Is there an opportunity to better promote positive attitudes towards disabled people or encourage their participation in public life by making changes to the policy/decision or introducing additional measures?**

No

**4.3 Please detail what data you will collect in the future in order to monitor the effect of the policy/decision with reference to the disability duties?**

We will use NISRA Staff Attitudes Survey for monitoring purposes.

## (5) CONSIDERATION OF HUMAN RIGHTS

### 5.1 Does the policy/decision affect anyone's Human Rights? [PLEASE COMPLETE THE TABLE BELOW]

ARTICLE	POSITIVE IMPACT	NEGATIVE IMPACT = human right interfered with or restricted	NEUTRAL IMPACT
Article 2 – Right to life			✓
Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment			✓
Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour			✓
Article 5 – Right to liberty & security of person			✓
Article 6 – Right to a fair & public trial within a reasonable time			✓
Article 7 – Right to freedom from retrospective criminal law & no punishment without law.			✓
Article 8 – Right to respect for private & family life, home and correspondence.			✓
Article 9 – Right to freedom of thought, conscience & religion			✓
Article 10 – Right to freedom of expression			✓
Article 11 – Right to freedom of assembly & association			✓
Article 12 – Right to marry & found a family			✓

Article 14 – Prohibition of discrimination in the enjoyment of the convention rights			✓
1 <sup>st</sup> protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property			✓
1 <sup>st</sup> protocol Article 2 – Right of access to education			✓

*If the effect you have identified is positive or neutral please move on to **Question 5.3**.*

**5.2 If you have identified a likely negative impact who is affected and how?**

N/A

*At this stage we would recommend that you consult with your line manager to determine whether to seek legal advice and to refer to Human Rights Guidance to consider:*

- *whether there is a law which allows you to interfere with or restrict rights*
- *whether this interference or restriction is necessary and proportionate*
- *what action would be required to reduce the level of interference or restriction in order to comply with the Human Rights Act (1998).*

**5.3 Outline any actions which could be taken to promote or raise awareness of human rights or to ensure compliance with the legislation in relation to the policy/decision.**

None

Policy / Decision Screened by: Dale Heaney

Date: 29 June 2010