



Northern Ireland Assembly

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).

1. Policy Details

Name of the policy

Historic Anniversaries to be marked in the 2011-2015 Assembly Mandate:

2012

Sinking of the Titanic,
Launch of 'Perspectives on ...' Series,
Britain and Ireland Pre-1912: The Backdrop to a Decade of Centenaries and;
The Signing of the Ulster Covenant

2013

The Dublin lock-out/The rise of the Labour Movement and;
The Women's Suffrage Movement

2014

Outbreak of World War 1

To note: if the current mandate were to be extended until 2016, the Easter Rising Historic Anniversary will also be included in the programme of events and arrangements will be put in place for early in the new mandate to ensure an event is also organized to mark the Battle of the Somme.

Is this an existing, revised or a new policy?

New

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

The Speaker of the Northern Ireland Assembly William Hay MLA, as Chair of the Northern Ireland Assembly Commission, announced that the Commission has agreed an approach to commemorating a range of anniversaries to be marked within Parliament Buildings throughout the upcoming decade of centenaries. This initiative entitled "Perspectives On ..." is designed to reflect on our history and allow MLAs the opportunity to discuss the issues, give their own views and mark these events in an agreed way without causing controversy.

Events are aimed at MLAs and invited guests and are not open to the general public.

Historic Anniversaries as part of the "Perspectives on..." Series aim(s):

- To provide historical context and perspectives representing differing community historical views on each of the particular events being marked.
 - To show leadership by being inclusive, tolerant and respectful of our shared history and differing views on it.
 - To provide opportunities for discussion on differing views and perspectives to be given.
-

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

Yes No

If so, explain how.

Political opinion: The implementation of this policy encourages and provides an opportunity for two different perspectives on historic anniversaries to be discussed in a measured and sensitive tone.

Background

1. At its meeting of 28 February 2012, the Commission agreed the following approach to considering historic anniversaries:

Proposal: The Speaker brings a proposed list of historic anniversaries and an outline of events to mark them during 2012 to a future Commission meeting. This outline will be for discussion, amendment and approval by the Commission and will be required to be agreed as a package of dates on a consensual basis.

Events could be developed subject to the following criteria, again to be agreed by the Commission:

- a) *All events will be of a measured and sensitive tone concentrating on the historical fact.*
 - b) *All parties will be invited to events.*
 - c) *Events should take account of financial constraints.*
 - d) *The number of events in the year will be limited – only significant milestone anniversaries will be marked*
2. The Commission agreed the above approach in February 2012. Following this the Speaker's Engagement Liaison Group (which coordinates the Speaker's representational role) has met several times in relation to Historic Anniversaries. The Group normally comprises the Speaker's Office and officials from the Information and Outreach Directorate. However, for the purposes of these issues, it was expanded to involve officials responsible for Good Relations including the Clerk to the Commission and the Equality Manager. The role of the group was to assist the Speaker in developing an initial proposal for the Commission to consider.
 3. In developing these proposals officials reviewed a number of sources of information. These included the Assembly debate of 27 February 2012 and examining what other organisations were undertaking. This included Belfast City Council and the NI Community Relations Council.

The Speaker also wrote to the DETI and DCAL Ministers for any papers or initiatives the Executive might have which the Assembly may consider useful. The DCAL Minister replied on 4 April 2012 and the DETI Minister on 11 April 2012 and indicated that DCAL and DETI officials would be meeting over the coming months and would be keen to meet with Assembly officials. That did not come in time to assist in meeting the Commission's timeframe for 2012 events but Assembly officials will accept this offer for future events.

4. It is important to note that officials were conscious that these events are delicate matters on which it is was difficult for them to accurately appreciate the range of

views amongst parties on which anniversaries should be marked and how. In line with the Speaker's letter, anything proposed was an initial starting point for Commission discussion and was open for amendment and discussion by the Commission to achieve consensus.

Mitigating Measures

Those who would be impacted by the policy, namely the Assembly Commission and MLAs, were engaged through the following process:

- A special meeting of the Assembly Commission was convened on 19 April 2012 to discuss the issue of Historic Anniversaries and a paper was presented for consideration which outlined a series of dates to be marked by the Assembly and made proposals on a range of events.
- The Commission also considered proposed principles (see below) which would apply to marking historic anniversaries and agreed that further time was required to consider the detail of the recommendations.
- At its meeting on 8 May 2012, following consideration by Parties, the Commission agreed ten principles which would underpin the basis on which historic anniversaries will be marked by the Assembly.

The Commission further agreed that a consistent and co-ordinated approach should be adopted to such events to encapsulate the principles and that all events should be branded under the banner "Perspectives On" to acknowledge an approach to historic events on which there may be differing views.

- The Commission agreed that any addition to the dates, or change to the type of event or approaches for the Assembly to officially support historic anniversaries could only be agreed by the Commission by consensus.
- Events to mark the agreed list of Historic Anniversaries will only be attended by MLAs and invited guests.
- Any approaches on other events or initiatives on historic anniversaries beyond those agreed by the Commission could only proceed in Parliament Buildings if they were appropriate for the 3 signature policy or if they were approved by the Commission. To Note: The 3 Signature Policy states that "...such events must be sponsored by at least three MLAs, reflecting cross-community support."

Who initiated or wrote the policy?

Office of the Speaker

Who owns and who implements the policy?

The Office of the Speaker owns the policy. Implementation of the policy will be conducted by the Events Office and the Office of the Speaker.

The following principles will apply for the Northern Ireland Assembly Commission to mark historic anniversaries/events.

1. Official Northern Ireland Assembly events hosted by the Speaker to mark historic anniversaries should show leadership by being inclusive, tolerant and respectful of our shared history and differing views on it.
2. The anniversaries to be marked each mandate will be agreed by the Commission and the events to be held each year will be agreed by the Commission at its January meeting of that year. This will be agreed by consensus.
3. All events will be of a measured and sensitive tone avoiding divisiveness, controversy and confrontation.
4. All events and initiatives will be based in historical fact and consider the wider context of the time.
5. All Members will be invited to all events. Participation in these events is a decision for Members themselves.
6. Opportunities will be provided for discussion and differing views and perspectives to be given.
7. Northern Ireland Assembly policies on the conduct of events and visitors will equally apply to these events and all attending them.
8. Events will be agreed taking account of budgetary constraints.

9. Events to mark historic anniversaries at Parliament Buildings will only mark significant milestone anniversaries agreed by consensus by the Commission. These are not the main events to mark these occasions and are therefore not seeking to compete with the range of events organised by the Executive or others elsewhere in the community.
10. The programme of events will take a range of forms and will draw on external sources for assistance where necessary including academics, museums, and creative organisations.

2. Implementation factors

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

Yes No

If yes, are they

Financial

Legislative

x Compliance to the policy by Members. [Click here to enter text.](#)

3. Main stakeholders affected

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

other public sector organisations

voluntary/community/trade unions

Other, please specify: [Click here to enter text.](#)
Events are aimed at Members and invited guests.

4. Other policies with a bearing on this policy

What are these policies? Please list:

- Internal Good Relations Research Audit
- Northern Ireland Assembly Corporate Strategy 2012-2016
- Engagement Strategy for the NI Assembly 2009
- Good Relations Action Plan(s) 2011-2012 and 2012-2016
- Dignity at Work Policy
- Draft Visitors Policy



5. 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	Click here to enter text.
Political opinion	Assembly Commission Minutes Papers presented to the Assembly Commission on Historic Anniversaries Correspondence with DETI and DCAL NI Community Relations Council papers on Historic Anniversaries Belfast City Council minutes on the marking of Historic Anniversaries Assembly Commission Internal Good Relations Audit Research Advice from NI Equality Commission
Racial group	Click here to enter text.
Age	Click here to enter text.
Marital status	Click here to enter text.

Sexual orientation	Click here to enter text.
Men and women generally	Click here to enter text.
Disability	Click here to enter text.
Dependants	Click here to enter text.

6. 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	Click here to enter text.
Political opinion	<p>The implementation of a “Perspective on...” series representing differing historical views of each of the particular events.</p> <p>Consensus by the Assembly Commission on:</p> <ol style="list-style-type: none">1. What historical anniversaries are to be marked ; and2. Any addition to the dates noted, or change to the type of event or approaches for the Assembly to officially support historic anniversaries could only be agreed by the Commission by consensus.
Racial group	Click here to enter text.
Age	Click here to enter text.
Marital status	Click here to enter text.
Sexual orientation	Click here to enter text.
Men and women	Click here to enter text.

generally	
Disability	Click here to enter text.
Dependants	Click here to enter text.

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, you should consider your answers to the questions above.

In addition, the five screening questions below further assist you in assessing your policy and must be completed. Two of these questions require you to assess the level of impact of the proposed policy on “equality of opportunity” and “good relations”. The scale used when assessing this impact is either “None”, “Minor” or “Major”. The following paragraphs set out what each of these terms mean.

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

If your 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 your 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	Mitigating measures outlined above. The current Good Relations Strategy will be subject to an EQIA in 2013. Historic Anniversaries will be re-visited as part of this process as a means of monitoring progress.	Minor
Political opinion	Mitigating measures outlined above. The current Good Relations Strategy will be subject to an EQIA in 2013. Historic Anniversaries will be re-visited as part of this process as a means of monitoring progress.	Minor
Racial group	Details of impact.	Impact level.
Age	Details of impact.	Impact level.
Marital status	Details of impact.	Impact level.
Sexual orientation	Details of impact.	Impact level.
Men and women generally	Details of impact.	Impact level.

Disability	Details of impact.	Impact level.
Dependants	Details of impact.	Impact level.

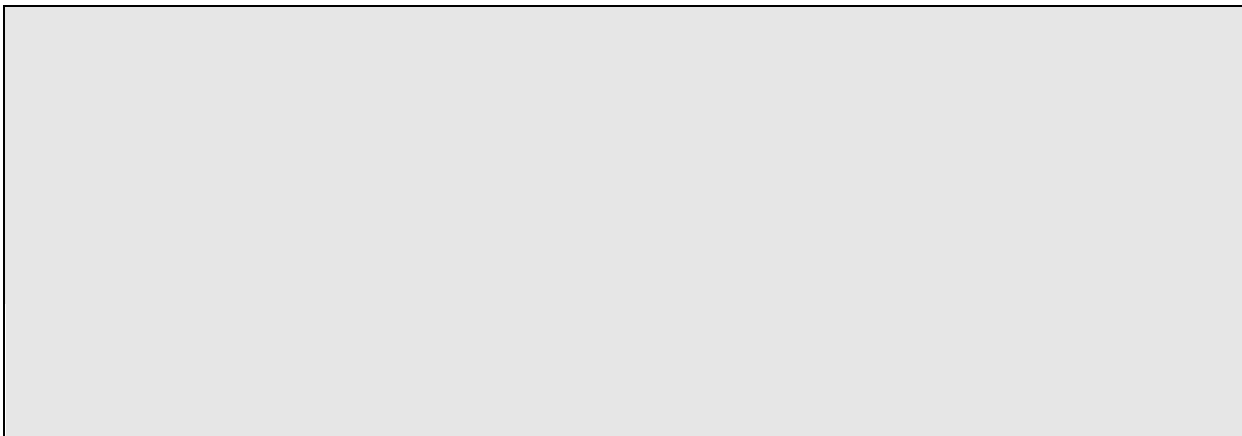
2 Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?		
Section 75 category	If Yes, provide details	If No, provide reasons
Religious belief	enter details	enter details
Political opinion	enter details	enter details
Racial group	enter details	enter details
Age	enter details	enter details
Marital status	enter details	enter details
Sexual orientation	enter details	enter details
Men and women generally	The Women's Suffrage Movement event was added to the list of historic anniversaries following discussions by the Assembly Commission.	enter details

Disability	enter details	enter details
Dependants	enter details	enter details

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	Details of impact.	Impact level.
Political opinion	The Historic Anniversaries events demonstrate a commitment by the Assembly Commission to Good Relations and provides an opportunity for discussion and differing views and perspectives to be given.	Major
Racial group	Details of impact.	Impact level.

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	enter details	Not within this context
Political opinion	enter details	Not within this context
Racial group	enter details	Not within this context

5 Disability Duties?
<p>Consider whether the policy:</p> <p>a) Discourages disabled people from participating in public life and fails to promote positive attitudes towards disabled people.</p> <p>The Commission has no Public Life positions.</p> <p>b) Provides an opportunity to better positive attitudes towards disabled people or encourages their participation in public life.</p> <p>Not applicable</p>



Additional considerations

Multiple identity

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities?

(For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).

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

We recognize that people have multiple identities. With this in mind events held will take into account additional needs for those with, e.g. disabilities and/or language needs etc.

We also recognize that Historic Anniversaries will fall into the area of Good Relations and the categories observed under Section 75(2). Mitigating measures, as described above, have been considered through the screening of this policy.

Part 3 Screening decision

1. If the decision is not to conduct an equality impact assessment (*none*), please provide details of the reasons.

Mitigating measures, described at *Section 1 Policy Details*, outlines actions put in place in order to ensure that impacts are minor in nature. As previously stated the Commission's Good Relations Strategy will be subjected to an EQIA and through this process this area will be re-visited in relation to monitoring its progress and outcomes.

2. If the decision is not to conduct an equality impact assessment, but the policy has minor equality impacts which can be mitigated/provided by an alternative policy, and therefore does not require an EQIA (*minor*), provide details of the reason for the decision with proposed changes/amendments for an alternative policy to be introduced.

Please see above.

3. If the decision is to subject the policy to an equality impact assessment (*major*), please provide details of the reasons.

Click here to enter text.

4. 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	Click
Social need	Click
Effect on people's daily lives	Click
Relevance to a public authority's functions	Click

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 CCSU in timetabling.

Details of the Equality Impact Assessment Timetable will be included in the quarterly Screening Report.

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

Yes No

If yes, please provide details

[Click here to enter text.](#)

Part 4 Monitoring

Effective monitoring will help identify any future adverse impact arising from the policy which may lead the Commission to conduct an equality impact assessment, as well as help with future planning and policy development.

The Equality Commission for NI (ECNI) recommends that where a policy has been amended or an alternative policy introduced, the public authority should monitor more broadly for adverse impact.

See ECNI Monitoring Guidance for use by Public Authorities (July 2007) pages 9-10, paragraphs 2.13 – 2.20

What data are required in the future to ensure effective monitoring?

<p>What are these policies? Please list:</p> <p>Feedback from historic anniversary events from those which the policy impacts on</p> <p>Good Relations Policy</p> <p>Members Survey</p> <p>Staff Survey</p> <p>Assembly Commission minutes</p> <p>Feedback from staff comment boxes</p>

Part 5 - Data Protection

1. If applicable, has legal advice been given due consideration?

Yes No N/A

2. Has due consideration been given to information security in relation to this policy?

Yes No

Part 6 - Approval and authorisation

Screened by:	Position/Job Title	Date
Mr Robin Ramsey	Advisor to the Speaker	May 2012
Mrs Maria Bannon	Equality Manager	
Mr Peter Hall	Head of Outreach and Education	
Dr Robert Barry	Senior Researcher	
Ms Louise Close	Outreach Manager	
Ms Frances Leneghan	Private Secretary to the Speaker	
Approved by:		
Office of the Speaker		

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.

A copy of the completed screening template and any other relevant associated documentation should be forwarded to the Equality team.

The Equality team will make the completed screening template available on our website as soon as possible following completion, and approval, and it will also be made available on request.