



Northern Ireland
Assembly

SECTION 75 SCREENING FORM

This link will take you to a full list of the Section 75 Statutory Equality Duties - <http://www.equalityni.org/S75duties>

The promotion of equality of opportunity entails more than the elimination of discrimination. It may also require proactive measures to be taken to maintain and secure equality of opportunity.

Section 75 (1) requires the Assembly Commission in carrying out its functions, powers and duties to have due regard to the need to promote equality of opportunity between:

- persons of different religious belief, political opinion, racial group, age, marital status, or sexual orientation
- men and women generally
- persons with a disability and persons without
- persons with dependants and persons without.

Without prejudice to the obligations set out above, the Commission is also required to:

- a) have regard to the desirability of promoting good relations between persons of different
 - religious belief
 - political opinion; or
 - racial group
- b) meet legislative obligations under the Disability Discrimination Order.

What is a policy?

The Equality Commission for Northern Ireland state in their guidance that the term 'policy' is used to denote any strategy, policy (proposed/amended/existing) or practice and/or decision, whether written or unwritten.

The Commission's Equality Scheme reflects the Equality Commission's definition of a policy and this should be applied in determining what needs to be screened. The Equality Scheme states:

"In the context of Section 75, 'policy' is very broadly defined and it covers all the ways in which we carry out or propose to carry out its functions in relation to Northern Ireland. In respect of this equality scheme, the term policy is used for any (proposed / amended / existing) strategy, policy initiative or practice and/or decision, whether written or unwritten and irrespective of the label given to it, e.g. 'draft', 'pilot', 'high level' or 'sectoral'."

If you are in doubt, please contact the Equality and Good Relations Unit for advice. Equality screening guidance notes are also available on Assist.

Please note that when carrying out your policy screening, you should consult the Equality Commission. It is advisable to do so as early as possible in the process to allow time for full discussion about any equality considerations. Contact details are available on AssIS (intranet for Assembly Staff) by following this link.

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 to 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.

Policy Details

Name of the policy to be screened/description:

[Northern Ireland Assembly Commission Closed Circuit Television \(CCTV\) policy](#)

Is this policy an existing, new or revised policy? (Please append policy to screening form)

[Revised Policy](#)

What is it trying to achieve? (brief outline of intended aims/outcomes of the policy)

[This policy is designed to outline the Northern Ireland Assembly Commission's \(henceforth referred to as the "Commission"\) approach to the operation of the CCTV system at Parliament Buildings, Stormont. It is structured to ensure that the CCTV system which forms part of the broader security operation at Parliament Buildings is operated within defined parameters, and fully complies with Data Protection principles and General Data Protection Regulations \(GDPR\). It also gives clear direction to staff as to how the CCTV system should be operated, and how any CCTV product or output should be viewed, retained and disposed of. The policy also takes account of the Human Rights Act 1998, the](#)

Regulation of Investigatory Powers Act 2000, and the CCTV Code of Practice produced by the Surveillance Camera Commissioner.

The CCTV System will be used reactively only as a proportionate response to identified problems, and then only in so far as it is both reasonable and necessary in a democratic society:

- in the interests of national security and public safety,
- for the prevention and detection of crime or disorder,
- for the protection of health and
- for the protection of the rights and freedoms of others.

Are any of the Section 75 categories which might be expected to benefit from the intended policy/decision? Please explain how.

No

Who initiated or wrote the policy?

Head of Usher Services

Directorate responsible for devising and delivering the policy?

Corporate Services

Was consultation carried out as part of this screening exercise?

☒ Yes

☐ No

The Equality Commission for Northern Ireland should be consulted when a policy is being screened: please indicate whether consultation has taken place.

☒ Yes

☒ No

Background to the Policy to be screened

Include details of any pre- consultations/consultations which have been conducted and whether the policy has previously been tabled at SMG/Assembly Commission meetings.

The CCTV system forms the primary technical component of the Commission's Security Management System (SMS) which is currently operational at Parliament Buildings. SMG and the Commission have been consulted, and approval has been given to replace the SMS with a new and more up to date system that will be referred to as the Parliament Buildings Security System (PBSS). The CCTV system will continue to operate as it presently does, though it will benefit from the introduction of new and more technologically advanced cameras and software. Building Services, Information Systems office and Procurement office have been consulted as has PSNI. Appropriate training is also regularly provided to all operators of the CCTV system with particular emphasis on data protection requirements, responsibilities of staff regarding showing respect for all, and briefings in relative to legislation, standards and guidelines.

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

☐ Other, please specify:

N/A

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 policy will impact upon all persons using or visiting Parliament Buildings.

Other policies with a bearing on this policy

What are these policies and who owns them? Please list:

The Commission's Data Protection, Information Assurance and Security policies.

Consideration of available data/research

(This means any data or information you currently hold in relation to the policy or have gathered during policy development). Evidence to inform the screening process may take many forms and should help you to decide who the policy might affect the most. It will also help ensure that your screening decision is informed by relevant data.

What evidence/information (both qualitative and quantitative) do you hold to inform your decision making process? For example, is there any evidence of higher or lower participation or uptake by different groups?

Section 75 category and details of evidence/information**Religious belief**

All relevant Usher Services staff who manage and operate the CCTV system at Parliament Buildings have undergone regular training in its use, and this includes having been fully briefed with regard to relevant legislation and their personal responsibilities as outlined within the CCTV, Data Protection and Information Assurance policies. Daily compliance checks are carried out by Assembly line management on the live use of the CCTV cameras as well as regular checks of recorded material. Line management also keep themselves fully up to date with CCTV development, innovation and lessons learnt within the broader Security industry. Experience and evidence over a 10 year period to date suggest that there have been no negative or detrimental impacts upon persons within any of the Section 75 categories, nor complaints made regarding the use of the CCTV system.

Political opinion

All relevant Usher Services staff who manage and operate the CCTV system at Parliament Buildings have undergone regular training in its use, and this includes having been fully briefed with regard to relevant legislation and their personal responsibilities as outlined within the CCTV, Data Protection and Information Assurance policies. Daily compliance checks are carried out by Assembly line management on the live use of the CCTV cameras as well as regular checks of recorded material. Line management also keep themselves fully up to date with CCTV development, innovation and lessons learnt within the broader Security industry. Experience and evidence over a 10 year period to date suggest that there have been no negative or detrimental impacts upon persons within any of the Section 75 categories, nor complaints made regarding the use of the CCTV system.

Racial group

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Age

All relevant Usher Services staff who manage and operate the CCTV system at Parliament Buildings have undergone regular training in its use, and this includes having been fully briefed with regard to relevant legislation and their personal responsibilities as outlined within the CCTV, Data Protection and Information Assurance policies. Daily compliance checks are carried out by Assembly line management on the live use of the CCTV cameras as well as regular checks of recorded material. Line management also keep themselves fully up to date with CCTV development, innovation and lessons learnt within the broader Security industry. Experience and evidence over a 10 year period to date suggest that there have been no negative or detrimental impacts upon persons within any of the Section 75 categories, nor complaints made regarding the use of the CCTV system.

Marital status

All relevant Usher Services staff who manage and operate the CCTV system at Parliament Buildings have undergone regular training in its use, and this includes having been fully briefed with regard to relevant legislation and their personal responsibilities as outlined within the CCTV, Data Protection and Information Assurance policies. Daily compliance checks are carried out by Assembly line management on the live use of the CCTV cameras as well as regular checks of recorded material. Line management also keep themselves fully up to date with CCTV development, innovation and lessons learnt within the broader Security industry. Experience and evidence over a 10 year period to date suggest that there have been no negative or detrimental impacts upon persons within any of the Section 75 categories, nor complaints made regarding the use of the CCTV system.

Sexual orientation

All relevant Usher Services staff who manage and operate the CCTV system at Parliament Buildings have undergone regular training in its use, and this includes having been fully briefed with regard to relevant legislation and their personal responsibilities as outlined within the CCTV, Data Protection and Information Assurance policies. Daily compliance checks are carried out by Assembly line management on the live use of the CCTV cameras as well as regular checks of recorded material. Line management also keep themselves fully up to date with CCTV development, innovation and lessons learnt within the broader Security industry. Experience and evidence over a 10 year period to date suggest that there have been no negative or detrimental impacts upon persons within any of the Section 75 categories, nor complaints made regarding the use of the CCTV system.

Men and women generally

All relevant Usher Services staff who manage and operate the CCTV system at Parliament Buildings have undergone regular training in its use, and this includes having been fully briefed with regard to relevant legislation and their personal responsibilities as outlined within the CCTV, Data Protection and Information Assurance policies. Daily compliance checks are carried out by Assembly line management on the live use of the CCTV cameras as well as regular checks of recorded material. Line management also keep themselves fully up to date with CCTV development, innovation and lessons learnt within the broader Security industry. Experience and evidence over a 10 year period to date suggest that there have been no negative or detrimental impacts upon persons within any of the Section 75 categories, nor complaints made regarding the use of the CCTV system.

Disability

All relevant Usher Services staff who manage and operate the CCTV system at Parliament Buildings have undergone regular training in its use, and this includes having been fully briefed with regard to relevant legislation and their personal responsibilities as outlined within the CCTV, Data Protection and Information Assurance policies. Daily compliance checks are carried out by Assembly line management on the live use of the CCTV cameras as well as regular checks of recorded material. Line management also keep themselves fully up to date with CCTV development, innovation and lessons learnt within the broader Security industry. Experience and evidence over a 10 year period to date suggest that there have been no negative or detrimental impacts upon persons within any of the Section 75 categories, nor complaints made regarding the use of the CCTV system.

Dependants

All relevant Usher Services staff who manage and operate the CCTV system at Parliament Buildings have undergone regular training in its use, and this includes having been fully briefed with regard to relevant legislation and their personal responsibilities as outlined within the CCTV, Data Protection and Information Assurance policies. Daily compliance checks are carried out by Assembly line management on the live use of the CCTV cameras as well as regular checks of recorded material. Line management also keep themselves fully up to date with CCTV development, innovation and lessons learnt within the broader Security industry. Experience and evidence over a 10 year period to date suggest that there have been no negative or detrimental impacts upon persons within any of the Section 75 categories, nor complaints made regarding the use of the CCTV system.

Current Assessment of Impact

Having looked at the data/information you have collected in the question above, what does this tell you are the needs, experiences and priorities for the people who fall into the groups below, in relation to your policy? And what is the actual or likely impact on equality of opportunity for those affected by the policy. (major/minor/none) (See appendix 1 for information on levels of impact).

Section 75 category

The CCTV System will be operated with respect for all individuals, recognising their right to be free from inhuman or degrading treatment, and will avoid discriminating on any grounds such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status.

The CCTV System will also be operated in such a way as to avoid any infringement of individual privacy, and this will be reflected within the Data Privacy Impact Assessment (DPIA) notices.

Religious belief

Needs/experiences/priorities/impacts: It is concluded that the policy will have no bearing as regards the specific needs, experiences and priorities of persons within the equality and good relations categories, nor is it likely to have any negative impact on equality of opportunity.

Impact Level: None

Political opinion

Needs/experiences/priorities/impacts: It is concluded that the policy will have no bearing as regards the specific needs, experiences and priorities of persons within the equality and good relations categories, nor is it likely to have any negative impact on equality of opportunity.

Impact Level: None

Racial group

Needs/experiences/priorities/impacts: It is concluded that the policy will have no bearing as regards the specific needs, experiences and priorities of persons within the equality and good relations categories, nor is it likely to have any negative impact on equality of opportunity.

Impact Level: None

Age

Needs/experiences/priorities/impacts: It is concluded that the policy will have no bearing as regards the specific needs, experiences and priorities of persons within the equality and good relations categories, nor is it likely to have any negative impact on equality of opportunity.

Impact Level: None

Marital status

Needs/experiences/priorities/impacts: It is concluded that the policy will have no bearing as regards the specific needs, experiences and priorities of persons within the equality and good relations categories, nor is it likely to have any negative impact on equality of opportunity.

Impact Level: None

Sexual orientation

Needs/experiences/priorities/impacts: It is concluded that the policy will have no bearing as regards the specific needs, experiences and priorities of persons within the equality and good relations categories, nor is it likely to have any negative impact on equality of opportunity.

Impact Level: None

Men and women

Needs/experiences/priorities/impacts: It is concluded that the policy will have no bearing as regards the specific needs, experiences and priorities of persons within the equality and good relations categories, nor is it likely to have any negative impact on equality of opportunity.

Impact Level: None

Disability

Needs/experiences/priorities/impacts: It is concluded that the policy will have no bearing as regards the specific needs, experiences and priorities of persons within the equality and good relations categories, nor is it likely to have any negative impact on equality of opportunity.

Impact Level: None

Dependants

Needs/experiences/priorities/impacts: It is concluded that the policy will have no bearing as regards the specific needs, experiences and priorities of persons within the equality and good relations categories, nor is it likely to have any negative impact on equality of opportunity.

Impact Level: None

If you do not have enough data to tell you about potential or actual impacts, you may need to generate more data to distinguish what groups are potentially affected by your policy.

Part 2 Screening Questions

What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories?

Section 75 category

Religious belief

Issues: The policy is not likely to have any bearing on equality of opportunity for people within this category

Impact Level: None

Political opinion

Issues: The policy is not likely to have any bearing on equality of opportunity for people within this category

Impact Level: None

Racial group

Issues: The policy is not likely to have any bearing on equality of opportunity for people within this category

Impact Level: None

Age

Issues: The policy is not likely to have any bearing on equality of opportunity for people within this category

Impact Level: None

Marital status

Issues: The policy is not likely to have any bearing on equality of opportunity for people within this category

Impact Level: None

Sexual orientation

Issues: The policy is not likely to have any bearing on equality of opportunity for people within this category

Impact Level: None

Men and women generally

Issues: The policy is not likely to have any bearing on equality of opportunity for people within this category

Impact Level: None

Disability

Issues: The policy is not likely to have any bearing on equality of opportunity for people within this category

Impact Level: [None](#)

Dependants

Issues: [The policy is not likely to have any bearing on equality of opportunity for people within this category](#)

Impact Level: [None](#)

Are there any actions which could be taken to reduce or mitigate any adverse impact which has been identified or opportunities to better promote equality of opportunity for people within the section 75 categories?

Section 75 category

Religious belief

Issue: [No, as the policy simply outlines and determines how the Commission carries out the CCTV operation at Parliament Buildings in line with Data Protection principles](#)

Impact Level: [None](#)

Political opinion

Issue: [No, as the policy simply outlines and determines how the Commission carries out the CCTV operation at Parliament Buildings in line with Data Protection principles](#)

Impact Level: [None](#)

Racial group

Issue: [No, as the policy simply outlines and determines how the Commission carries out the CCTV operation at Parliament Buildings in line with Data Protection principles](#)

Impact Level: [None](#)

Age

Issue: [No, as the policy simply outlines and determines how the Commission carries out the CCTV operation at Parliament Buildings in line with Data Protection principles](#)

Impact Level: [None](#)

Marital status

Issue: No, as the policy simply outlines and determines how the Commission carries out the CCTV operation at Parliament Buildings in line with Data Protection principles

Impact Level:None

Sexual orientation

Issue: No, as the policy simply outlines and determines how the Commission carries out the CCTV operation at Parliament Buildings in line with Data Protection principles

Impact Level:None

Men and women generally

Issue: No, as the policy simply outlines and determines how the Commission carries out the CCTV operation at Parliament Buildings in line with Data Protection principles

Impact Level:None

Disability

Issue: No, as the policy simply outlines and determines how the Commission carries out the CCTV operation at Parliament Buildings in line with Data Protection principles

Impact Level:None

Dependants

Issue: No, as the policy simply outlines and determines how the Commission carries out the CCTV operation at Parliament buildings in line with Data Protection principles

Impact Level:None

To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?

Good relations category

Religious belief

Details of policy Impact: The policy is essentially a procedural document reflecting the daily management and operation of the CCTV system, and thus has no direct effect or negative impact upon any Section 75 categories.

Impact Level:None

Political opinion

Details of policy Impact: The policy is essentially a procedural document reflecting the daily management and operation of the CCTV system, and thus has no direct effect or negative impact upon any Section 75 categories.

Impact Level:None

Racial group

Details of policy Impact: The policy is essentially a procedural document reflecting the daily management and operation of the CCTV system, and thus has no direct effect or negative impact upon any Section 75 categories.

Impact Level:None

Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

Section 75 category

Religious belief

If Yes, provide details: Click or tap here to enter text.

If No, provide reasons: The policy is essentially a procedural document reflecting the daily management and operation of the CCTV system, and thus has no direct effect or negative impact upon any Section 75 categories.

Political opinion

If Yes, provide details: Click or tap here to enter text.

If No, provide reasons: The policy is essentially a procedural document reflecting the daily management and operation of the CCTV system, and thus has no direct effect or negative impact upon any Section 75 categories.

Racial group

If Yes, provide details: Click or tap here to enter text.

If No, provide reasons: The policy is essentially a procedural document reflecting the daily management and operation of the CCTV system, and thus has no direct effect or negative impact upon any Section 75 categories.

Consultation

Tell us about who you have talked to about your proposals, either internally or externally and who you have formally or informally consulted, to help you decide if the policy needs further equality investigation?

Head of Usher Services has had discussions with PSNI, and also internally with staff from IS, Building Services and Procurement offices. No issues or concerns arose during those discussions

Disability Duties

Consider whether the policy:

- a) Discourages disabled people from participating in public life and fails to promote positive attitudes towards disabled people.

It is concluded that the policy and the operation of the CCTV system does not discourage disabled people in any way from participating in public life, nor does it fail to promote positive attitude towards disabled people.

- b) Provides an opportunity to better positive attitudes towards disabled people or encourages their participation in public life.

It is also concluded that the policy given its nature and purpose, does not contain anything therein that might be used to promote a more positive attitude towards disabled people or encourage their participation in public life.

Additional considerations

Multiple identities

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).

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

It is not concluded that there is likely to be any impact upon people with multiple identities

Part 3 Screening decision

Through screening, an assessment is made of the likely impacts; either major, minor or none, of the policy on equality of opportunity and/or good relations for the relevant categories. Completion of screening should lead to one of the following three outcomes: check the appropriate box:

☒ 'Screened out' i.e. the likely impact is none and no further action is required.

☐ 'Screened out' with mitigation i.e. the likely impact is minor and measures will be taken to mitigate the impact or an alternative policy will be proposed.

☐ 'Screened in' for an equality impact assessment (EQIA) ie the likely impact is major and the policy will now be subject to an EQIA.

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

The decision not to conduct an EQIA is essentially on the basis that the policy is very much a procedural one, with no direct effect or adverse impact upon any of the Section 75 categories.

If the decision is not to conduct an equality impact assessment, but the policy has minor equality impacts, please provide details of the reasons for this decision and of any proposed mitigating measures or proposed alternative policy.

Not applicable in light of above.

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

Not applicable in light of above.

Timetabling and prioritising for EQIA

Complete this section only if your business area/directorate plans to conduct two or more EQIAs.

[N/A - Section not completed as no EQIA is planned](#)

Factors to be considered in timetabling and prioritising policies for equality impact assessment:

N/A

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 ¹ | |
| Social need | Choose an item. |
| Effect on people's daily lives | Choose an item. |
| Relevance to a public authority's functions | Choose an item. |

Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for equality impact assessment.

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

☐ Yes

☐ No

If yes, please provide details

[Click or tap 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

Please detail how you will monitor the effect of the policy?

Head of Usher Services will broadly monitor the policy on an ongoing basis and take on board and consider any feedback that is submitted.

What data is required in the future to ensure effective monitoring of the policy?

Click or tap here to enter text.

Part 5 Data Protection

If applicable, has legal advice been given due consideration?

☐ Yes

☐ No

☒ N/A

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

☒ Yes

☐ No

Part 6 Approval and authorisation

Screened by: [Ken Eccles](#)

Position/Job Title: [Head of Usher Services](#)

Date: [Thursday, 16 December 2021](#)

Approved by: [Richard Stewart](#)

The policy lead should sign and date the policy under the 'screened by' heading. It should then be countersigned by an approver. The Approver should be the senior manager responsible for the policy which would normally be Head of Business. In instances where a screening decision concludes that an EQIA is required then the screening form should be countersigned by the Director instead of the Head of Business.

There are of course a range of issues which may fall within the scope of being novel, contentious or politically sensitive and could only be taken forward following consultation with the Assembly Commission. Where policy screening highlights novel, contentious or politically sensitive issues, once approved by the Director, should be forwarded to the Clerk/Chief Executive for review, prior to proceeding to SMG and the Assembly Commission.

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

ADDITIONAL INFORMATION TO INFORM THE ANNUAL PROGRESS REPORT TO THE EQUALITY COMMISSION

1. Please provide details of any measures taken to enhance the level of engagement with individuals and representative groups.

Click or tap here to enter text.

2. In developing this policy/decision were any changes made as a result of equality issues raised during:
 - a) pre-consultation/engagement;
 - b) formal consultation;
 - c) the screening process; and/or
 - d) monitoring/research findings.

If so, please provide a brief summary including how the issue was identified, what changes were made, and what will be the expected outcomes/impacts for those affected.

Click or tap here to enter text.

3. Does this policy/decision include any measure(s) to improve access to services including the provision of information in accessible formats? If so, please provide a short summary.

Click or tap here to enter text.

Appendix 1 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 screening questions above further assist you in assessing your policy and must be completed. Some 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.