

Equality & Disability Duties Screening Template

December 2023 version



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. This section also includes two questions related to the Disability Duties.

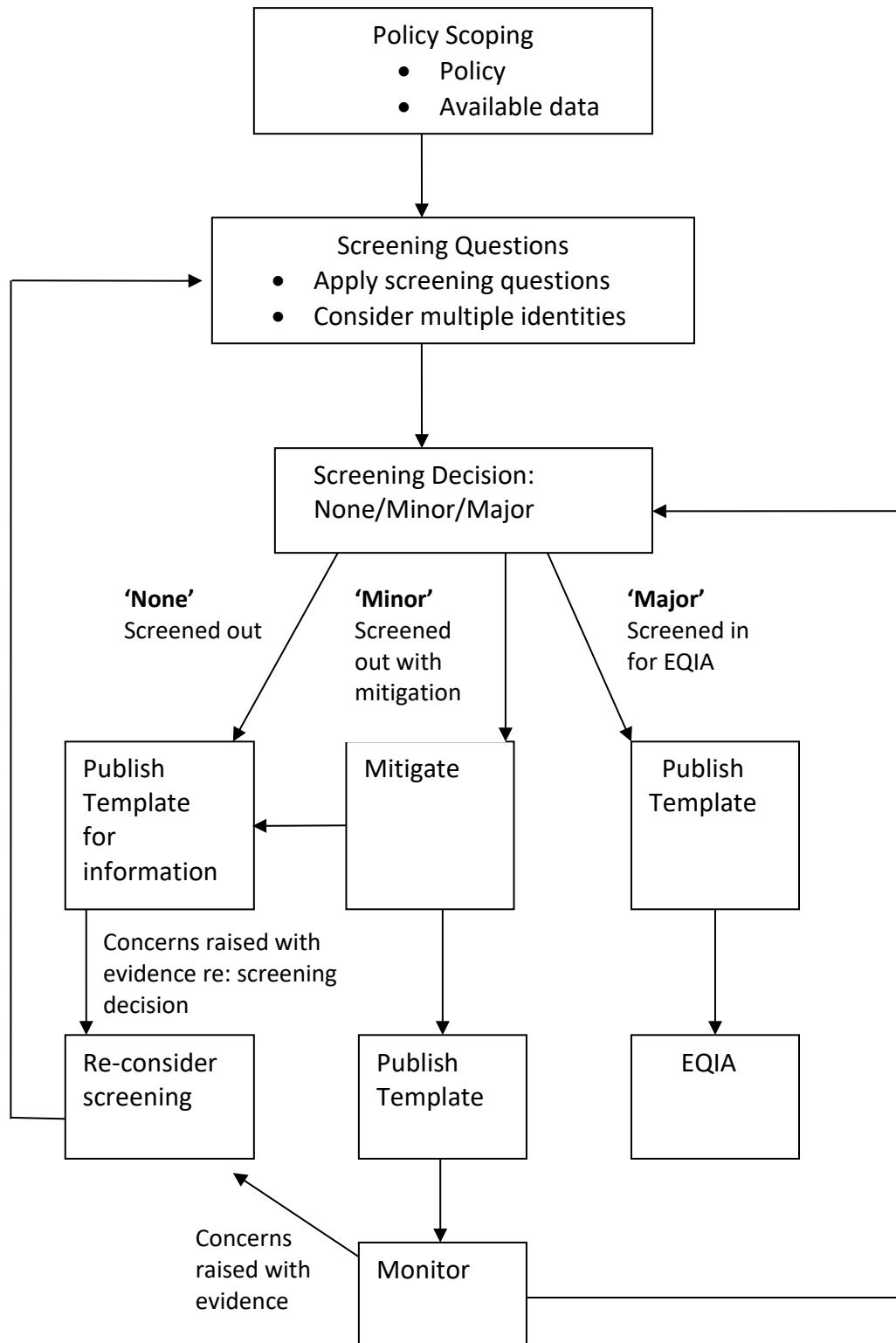
Part 3. Screening decision – guides the public authority to reach a screening decision as to whether or not there is a need to carry out an equality impact assessment (EQIA), or to introduce measures to mitigate the likely impact, or the introduction of an alternative policy to better promote equality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

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

Part 5. Consideration of Human Rights – please note this is not a Human Rights Screening form but rather a prompt that impacts on Human Rights should be considered.

Part 6. 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 below.



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

Mandatory sheep carcase classification and price reporting.

Is this an existing, revised or new policy?

Existing

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

In Northern Ireland, the classification and price reporting of beef and pig carcasses is mandatory but currently a voluntary arrangement is in place with abattoirs, with respect to sheep. Moving to a mandatory system could improve accuracy and consistency of sheep classification in NI; improve detail on price reporting for NI flock; and allow for innovation in sheep classifying.

Are there any Section 75 categories which might be expected to benefit from the intended policy? ☐ Yes ☒ No (select as appropriate)

If so, explain how.

Who initiated or wrote the policy?

DAERA

Who owns and who implements the policy?

DAERA

Implementation factors

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision? ☐ Yes ☒ No (select as appropriate)

If yes, are they (please select as appropriate)

Financial ☐

Legislative ☐

other, please specify:

Main stakeholders affected

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

Staff ☒

Service users ☐

Other public sector organisations ☒

Voluntary/community/trade unions ☐

Other, please specify

Slaughterhouse staff

Other policies with a bearing on this policy

What are they?

Mandatory classification and price reporting for beef and pigs

Who owns them?

DAERA

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. The Commission has produced this guide to [signpost to S75 data](#).

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

Please ensure all data used is the most current and up to date available. You should verify this by contacting the Departmental Statisticians.

Religious belief evidence/information:

No data specifically on the branch in question. NICS People Survey 2020 states DAERA is 46% Catholic, 37% Protestant, 3% Other and 14% No Religion.

No data available on religious beliefs of the other public sector organisation.

The Continuous Household Survey 2022/23 states that 41% of participating adults within the NI population are Catholic, 43% Protestant, 14% Other or No Religion, and 2% could not be determined.

No data on slaughterhouses specifically. The NI Rural Development Programme 2014-2020 Section 75 Report 2021 states that the rural community in general is 47% Catholic and 45% Protestant.

The two public consultations asked respondents if there is any impact on S75 groups that we have not considered. No responses on this matter were provided.

Political Opinion evidence/information:

Staff – No data specifically on the branch in question or DAERA/NICS in general. Results of Northern Ireland Life and Times 2024 survey on NI population were 30% Unionist, 30% Nationalist, 40% Neither/Other/Don't Know. In the 2024 General Election (57% turnout in NI), 41% of NI voters voted for Unionist parties, 39% voted Nationalist, 21% voted Other.

No data available on political opinion of the other public sector organisation. Same data as applied to staff can be applied here.

No data on slaughterhouses specifically. The NI Rural Development Programme 2014-2020 Section 75 Report 2021 states rural community in general is 27% Nationalist, 39% Unionist, 34% Other.

The two public consultations asked respondents if there is any impact on S75 groups that we have not considered. No responses on this matter were provided.

Racial Group evidence/information:

No data specifically on the branch in question. NICS People Survey 2020 states DAERA is over 99% White.

No data available on racial group of the other public sector organisation.

Results of Northern Ireland Life and Times 2024 survey on NI population were 95% white.

No data on slaughterhouses specifically. The NI Rural Development Programme 2014-2020 Section 75 Report 2021 states rural community in general is 99% white.

The two public consultations asked respondents if there is any impact on S75 groups that we have not considered. No responses on this matter were provided.

Age evidence/information:

No data specifically on the branch in question. NICS People Survey 2020 states in DAERA, 39% are 16-44; 61% are 45+.

No data available on age of the other public sector organisation. Data from the 2021 NI Census is that the NI population is 19% under 15, 31% 15-39, 32% 40-64, and 17 65+. Staff would be in the middle two groups.

No data on slaughterhouses specifically. The NI Rural Development Programme 2014-2020 Section 75 Report 2021 states rural community in

general (excluding those under 16) is 51% 16-44, 49% Over 45, however it can be assumed that the % working in this industry would be weighted towards the younger age group.

The two public consultations asked respondents if there is any impact on S75 groups that we have not considered. No responses on this matter were provided.

Marital Status evidence/information:

No data specifically on the branch in question or the NICS in general or the other public sector organisation. Results of Northern Ireland Life and Times 2024 survey on NI population were 47% were married.

No data on slaughterhouses specifically. The NI Rural Development Programme 2014-2020 Section 75 Report 2021 states rural community in general is 55% married.

The two public consultations asked respondents if there is any impact on S75 groups that we have not considered. No responses on this matter were provided.

Sexual Orientation evidence/information:

No data specifically on the branch in question. NICS People Survey 2020 states in DAERA, 98% identify as heterosexual.

No data available on age of the other public sector organisation or slaughterhouse staff. Results of Northern Ireland Life and Times 2024 survey on NI population were 92% were heterosexual, 3% homosexual, 3% bisexual, 1% gave another answer.

The two public consultations asked respondents if there is any impact on S75 groups that we have not considered. No responses on this matter were provided.

Men & Women generally evidence/information:

No data specifically on the branch in question. NICS People Survey 2020 states in DAERA, 53% are Female and 47% Male.

No data available on the other public sector organisation. Results of Northern Ireland Life and Times 2024 survey on NI population were that the NI population is 51% female, 49% Male

No data on slaughterhouses specifically. The NI Rural Development Programme 2014-2020 Section 75 Report 2021 states rural community in general is 50% Men, 50% Women.

The two public consultations asked respondents if there is any impact on S75 groups that we have not considered. No responses on this matter were provided.

Disability evidence/information:

No data specifically on the branch in question. NICS People Survey 2020 states in DAERA, 15% of staff have a condition that reduces their ability to carry out day-to-day activities

No data available on the other public sector organisation. The NI Rural Development Programme 2014-2020 Section 75 Report 2021 that 31% of the NI population has a disability, however it can be assumed the % working in the public sector organisation would be lower than this.

No data on slaughterhouses specifically. The NI Rural Development Programme 2014-2020 Section 75 Report 2021 states that 26% of the rural community in general has a disability, however it can be assumed that the % working in this industry would be lower.

The two public consultations asked respondents if there is any impact on S75 groups that we have not considered. No responses on this matter were provided.

Dependants evidence/information:

No data specifically on the branch in question. NICS People Survey 2020 states in DAERA, 54% of staff have caring responsibilities for a child and 58% care for an elderly or ill person.

No data available on the other public sector organisation. The NI Rural Development Programme 2014-2020 Section 75 Report 2021 that 33% of the NI population cares for a child, 10% for an adult with a disability, and 9% for the elderly.

No data on slaughterhouses specifically. The NI Rural Development Programme 2014-2020 Section 75 Report 2021 states that 26% of the rural community in general 37% care for a child, 12% care for an adult with a disability and 10% care for the elderly.

The two public consultations asked respondents if there is any impact on S75 groups that we have not considered. No responses on this matter were provided.

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 of the needs, experiences and priorities for each of the Section 75 categories below:

Religious belief

DAERA and the other public body staff are highly unlikely to have any specific needs, experiences or priorities regarding a move from voluntary to

mandatory sheep carcase classification and price reporting on the basis of differing religious belief.

Slaughterhouses that currently process more than 1000 sheep per week (on average over a year) are already using the proposed system on a voluntary basis. The experience of this is unlikely to differ between those of different religious belief, nor would moving to a mandatory system address any specific needs or priorities for different religious groups.

Political Opinion

DAERA and the other public body staff are highly unlikely to have any specific needs, experiences or priorities regarding a move from voluntary to mandatory sheep carcase classification and price reporting on the basis of differing political opinion.

Slaughterhouses that currently process more than 1000 sheep per week (on average over a year) are already using the proposed system on a voluntary basis. The experience of this is unlikely to differ between those of different political opinion, nor would moving to a mandatory system address any specific needs or priorities for those of differing political opinion.

Racial Group

DAERA and the other public body staff are likely to be predominantly white and are highly unlikely to have any specific needs, experiences or priorities regarding a move from voluntary to mandatory sheep carcase classification and price reporting on the basis of racial group.

Slaughterhouses that currently process more than 1000 sheep per week (on average over a year) are already using the proposed system on a voluntary basis. It is likely that the vast majority of those affected will be white and it is highly unlikely that the proposed policy have any impact on their experience of

the existing voluntary system nor to have any specific needs or priorities by virtue of their racial group.

Age

DAERA staff are highly unlikely to have any specific needs, experiences or priorities regarding a move from voluntary to mandatory sheep carcase classification and price reporting on the basis of age. Much of the work in applying the change will be legislative/policy-based and different age groups are unlikely to have any differing needs, experience or priorities as regards this.

The other public body staff are also unlikely to have differing needs or priorities across age groups as they will largely be carrying out the same duties under a mandatory system as under the current voluntary system. Slaughterhouses that currently process more than 1000 sheep per week (on average over a year) are already using the proposed system on a voluntary basis. While it could be expected that age differentials might require different workloads, the workload should not change in moving from a voluntary to a mandatory system. The experience of this is unlikely to differ between those of different age group, nor would moving to a mandatory system address any specific needs or priorities for different age groups.

Marital status

DAERA and the other public body staff are highly unlikely to have any specific needs, experiences or priorities regarding a move from voluntary to mandatory sheep carcase classification and price reporting on the basis of differing marital status.

Slaughterhouses that currently process more than 1000 sheep per week (on average over a year) are already using the proposed system on a voluntary

basis. The experience of this is unlikely to differ between who are married/ in a civil partnership and those who are not, nor would moving to a mandatory system address any specific needs or priorities for these groups.

Sexual orientation

DAERA and the other public body staff are highly unlikely to have any specific needs, experiences or priorities regarding a move from voluntary to mandatory sheep carcase classification and price reporting on the basis of differing sexual orientation.

Slaughterhouses that currently process more than 1000 sheep per week (on average over a year) are already using the proposed system on a voluntary basis. While there is no data on the sexual orientation of those in the rural community, the experience of this is unlikely to differ between those of different sexual orientation, nor would moving to a mandatory system address any specific needs or priorities for different groups.

Men and Women Generally

Men and women in DAERA and the other public body are highly unlikely to have any specific needs, experiences or priorities regarding a move from voluntary to mandatory sheep carcase classification and price reporting.

Slaughterhouses that currently process more than 1000 sheep per week (on average over a year) are already using the proposed system on a voluntary basis. The experience of this is unlikely to differ between men and women, nor would moving to a mandatory system address any specific needs or priorities for different age groups.

Disability

None likely for DAERA staff. However, if additional needs arise, they can be managed by redistribution of other work

Staff from the other public body are unlikely to have differing needs or priorities as they will largely be carrying out an expanded version of the same duties under a mandatory system as under the current voluntary system and they will be funded for this role to ensure sufficient staff cover.

Since slaughterhouses above the proposed throughput exemption are already classifying and price reporting using this system on a voluntary basis, there should be no specific needs, experiences or priorities for any staff with disabilities.

Dependants

None likely for DAERA staff. However, if additional needs arise, they can be managed by redistribution of other work

Staff from the other public body are unlikely to have differing needs or priorities as they will largely be carrying out an expanded version of the same duties under a mandatory system as under the current voluntary system and they will be funded for this role to ensure sufficient staff cover.

Since slaughterhouses above the proposed throughput exemption are already classifying and price reporting using this system on a voluntary basis, there should be no specific needs, experiences or priorities for any staff with dependants.

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.

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

- 1) The policy has no relevance to equality of opportunity or good relations.

- 2) 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?** Please provide details of the likely policy impacts and determine the level of impact for each S75 categories below i.e. either minor, major or none.

Details of the likely policy impacts on *Religious belief*:

Sheep carcase classification and price reporting rules will apply to all abattoirs involved in the processing of sheep carcasses with a throughput in excess of 1000 sheep per week (based on annual average), all of which are already using this system on a voluntary basis. Therefore no differential or negative impacts on this Section 75 category are anticipated on the public body staff or abattoir staff, neither of which are likely to vary much from general NI population as regards religion. Evidence indicates there may be slightly more Catholics in DAERA however the anticipated workload will be minimal. The two public consultations asked respondents if there is any impact on S75 groups

that we have not considered. No responses on this matter were provided.

What is the level of impact? Minor ☐ Major ☐ None ☒

(select as appropriate)

Details of the likely policy impacts on *Political Opinion*:

There is unlikely to be much variance between staff within DAERA, the other public body or abattoirs with the NI population in general. Sheep carcase classification and price reporting rules will apply to all abattoirs involved in the processing of sheep carcasses with a throughput in excess of 1000 sheep per week (based on annual average), all of which are already using this system on a voluntary basis. Therefore no differential or negative impacts on this Section 75 category are anticipated on any staff within. The two public consultations asked respondents if there is any impact on S75 groups that we have not considered. No responses on this matter were provided.

What is the level of impact? Minor ☐ Major ☐ None ☒

(select as appropriate)

Details of the likely policy impacts on *Racial Group*:

Staff within DAERA, the other public body or abattoirs are likely to be predominantly white, but any racial minorities should have no differing needs, experiences or priorities anyway as regards this area. Sheep carcase classification and price reporting rules will apply to all abattoirs involved in the processing of sheep carcasses with a throughput in excess of the threshold detailed, all of which are already using this

system on a voluntary basis so therefore no differential or negative impacts on this Section 75 category are anticipated. The two public consultations asked respondents if there is any impact on S75 groups that we have not considered. No responses on this matter were provided.

What is the level of impact? Minor ☐ Major ☐ None ☒
(select as appropriate)

Details of the likely policy impacts on *Age*:

Sheep carcass classification and price reporting rules will apply to all abattoirs involved in the processing of sheep carcasses with a throughput in excess of the threshold detailed, all of which are already using this system on a voluntary basis. There should therefore be no additional impact on staff within the other public body or abattoirs. Staff within DAERA are likely to be older than average however, the anticipated workload will be minimal. The two public consultations asked respondents if there is any impact on S75 groups that we have not considered. No responses on this matter were provided.

What is the level of impact? Minor ☐ Major ☐ None ☒
(select as appropriate)

Details of the likely policy impacts on *Marital Status*:

Those in the rural community are more likely to be married than the rest of the population in NI and this may therefore also be true of abattoir workers. However, sheep carcass classification and price reporting rules will apply to all abattoirs involved in the processing of sheep carcasses

with a throughput in excess of the threshold detailed, all of which are already using this system on a voluntary basis and therefore this should mean no increased workload for abattoir workers. There's no data to suggest DAERA or the other public body staff are more likely to be married or unmarried, but any impact on these staff will be minimal. Therefore no differential or negative impacts on this Section 75 category are anticipated. The two public consultations asked respondents if there is any impact on S75 groups that we have not considered. No responses on this matter were provided.

What is the level of impact? Minor ☐ Major ☐ None ☒
(select as appropriate)

Details of the likely policy impacts on *Sexual Orientation*:

There is no data to suggest a significantly greater or lesser amount of heterosexual people amongst DAERA, the other public body or abattoir staff. Sheep carcass classification and price reporting rules will apply to all abattoirs involved in the processing of sheep carcasses with a throughput in excess of the threshold detailed, all of which are already using this system on a voluntary basis, therefore any impact on these staff of particular sexual orientation will be minimal. Therefore no differential or negative impacts on this Section 75 category are anticipated. The two public consultations asked respondents if there is any impact on S75 groups that we have not considered. No responses on this matter were provided.

What is the level of impact Minor ☐ Major ☐ None ☒
(select as appropriate)

Details of the likely policy impacts on *Men and Women*:

Sheep carcase classification and price reporting rules will apply to all abattoirs involved in the processing of sheep carcasses with a throughput in excess of the threshold detailed, all of which are already using this system on a voluntary basis. There should therefore be no additional impact on staff within the other public body or abattoirs. Staff within DAERA are more likely to be female, however the impact of this work will be minimal. The two public consultations asked respondents if there is any impact on S75 groups that we have not considered. No responses on this matter were provided.

What is the level of impact? Minor ☐ Major ☐ None ☒

(select as appropriate)

Details of the likely policy impacts on *Disability*:

Staff within DAERA, the other public body or abattoirs are probably less likely to have a disability than the general NI populace. Sheep carcase classification and price reporting rules will apply to all abattoirs involved in the processing of sheep carcasses with a throughput in excess of the threshold detailed, all of which are already using this system on a voluntary basis. Therefore any impact on those staff who do have a disability will be low. Therefore no differential or negative impacts on this Section 75 category are anticipated. The two public consultations asked respondents if there is any impact on S75 groups that we have not considered. No responses on this matter were provided.

What is the level of impact? Minor ☐ Major ☐ None ☒

(select as appropriate)

Details of the likely policy impacts on *Dependants*:

Sheep carcase classification and price reporting rules will apply to all abattoirs involved in the processing of sheep carcasses with a throughput in excess of the threshold detailed, all of which are already using this system on a voluntary basis. There should therefore be no additional impact on staff within the other public body or abattoirs. Staff within DAERA are very likely to have dependants but the impact will be minimal. The two public consultations asked respondents if there is any impact on S75 groups that we have not considered. No responses on this matter were provided.

What is the level of impact? ☐ Major ☐ None ☒

(select as appropriate)

2. Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?

☐ Yes ☒ No (select as appropriate)

Detail opportunities of how this policy could promote equality of opportunity for people within each of the Section 75 Categories below:

Religious Belief - If Yes, provide details:

(insert text here)

If No, provide reasons:

Sheep carcase classification and price reporting rules will apply to all abattoirs that process more than 1000 sheep per week (based on

annual average). There will be no opportunity to promote equality of opportunity.

Political Opinion - If Yes, provide details:

(insert text here)

If No, provide reasons:

Sheep carcase classification and price reporting rules will apply to all abattoirs that process more than 1000 sheep per week (based on annual average). There will be no opportunity to promote equality of opportunity.

Racial Group - If Yes, provide details:

(insert text here)

If No, provide reasons:

Sheep carcase classification and price reporting rules will apply to all abattoirs that process more than 1000 sheep per week (based on annual average). There will be no opportunity to promote equality of opportunity.

Age - If Yes, provide details:

(insert text here)

If No, provide reasons:

Sheep carcase classification and price reporting rules will apply to all abattoirs that process more than 1000 sheep per week (based on

annual average). There will be no opportunity to promote equality of opportunity.

Marital Status - If Yes, provide details:

(insert text here)

If No, provide reasons

Sheep carcase classification and price reporting rules will apply to all abattoirs that process more than 1000 sheep per week (based on annual average). There will be no opportunity to promote equality of opportunity.

Sexual Orientation - If Yes, provide details:

(insert text here)

If No, provide reasons:

Sheep carcase classification and price reporting rules will apply to all abattoirs that process more than 1000 sheep per week (based on annual average). There will be no opportunity to promote equality of opportunity.

Men and Women generally - If Yes, provide details:

(insert text here)

If No, provide reasons:

Sheep carcase classification and price reporting rules will apply to all abattoirs that process more than 1000 sheep per week (based on

annual average). There will be no opportunity to promote equality of opportunity.

Disability - If Yes, provide details:

(insert text here)

If No, provide reasons:

Sheep carcase classification and price reporting rules will apply to all abattoirs that process more than 1000 sheep per week (based on annual average). There will be no opportunity to promote equality of opportunity.

Dependants - If Yes, provide details:

(insert text here)

If No, provide reasons:

Sheep carcase classification and price reporting rules will apply to all abattoirs that process more than 1000 sheep per week (based on annual average). There will be no opportunity to promote equality of opportunity.

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

Please provide details of the likely policy impact and determine the level of impact for each of the categories below i.e. either minor, major or none.

Details of the likely policy impacts on *Religious belief*:

Mandatory sheep carcase classification and price reporting will apply to all those involved in the processing of sheep at abattoirs which process in excess of the threshold. Therefore this will have no impact on good relations between people of different religious belief, political opinion or racial group.

What is the level of impact? Minor ☐ Major ☐ None ☒
(select as appropriate)

Details of the likely policy impacts on *Political Opinion*:

Mandatory sheep carcase classification and price reporting will apply to all those involved in the processing of sheep at abattoirs which process in excess of the threshold. Therefore this will have no impact on good relations between people of different religious belief, political opinion or racial group.

What is the level of impact? Minor ☐ Major ☐ None ☒
(select as appropriate)

Details of the likely policy impacts on *Racial Group*:

Mandatory sheep carcase classification and price reporting will apply to all those involved in the processing of sheep at abattoirs which process in excess of the threshold. Therefore this will have no impact on good relations between people of different religious belief, political opinion or racial group.

What is the level of impact? Minor ☐ Major ☐ None ☒

(select as appropriate)

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

Detail opportunities of how this policy could better promote good relations for people within each of the Section 75 Categories below:

***Religious Belief* - If Yes, provide details:**

(insert text here)

If No, provide reasons:

Mandatory sheep carcase classification and price reporting will apply to all those involved in the processing of sheep at abattoirs which process in excess of the threshold. There are no opportunities to better promote good relations between people of different religious belief.

***Political Opinion* - If Yes, provide details:**

(insert text here)

If No, provide reasons:

Mandatory sheep carcase classification and price reporting will apply to all those involved in the processing of sheep at abattoirs which process in excess of the threshold. There are no opportunities to better promote good relations between people of different political opinion.

Racial Group - If Yes, provide details:

(insert text here)

If No, provide reasons:

(Mandatory sheep carcase classification and price reporting will apply to all those involved in the processing of sheep at abattoirs which process in excess of the threshold. There are no opportunities to better promote good relations between people of different racial group.

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? If so, please detail below.

(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.

Sheep carcase classification and price reporting rules will apply to all abattoirs involved in the processing of sheep carcases with a throughput in excess of the threshold detailed, all of which are using a similar system on a voluntary basis. Therefore there should be no impact on people with multiple identities.

DAERA also has legislative obligations to meet under the **Disability Discrimination Order**. Questions 5 - 6 relate to these.

Consideration of Disability Duties

- 5. Does this proposed policy or decision provide an opportunity for DAERA to better promote positive attitudes towards disabled people?**

Mandatory sheep carcase classification and price reporting will apply to all those involved in the processing of sheep at abattoirs which process in excess of the threshold. There are no opportunities to better promote positive attitudes towards people with disabilities.

- 6. Does this proposed policy or decision provide an opportunity to actively increase the participation by disabled people in public life?**

Mandatory sheep carcase classification and price reporting will apply to all those involved in the processing of sheep at abattoirs which process in excess of the threshold. It does not change current practices and therefore does not present an opportunity to actively increase the participation of people with disabilities.

Part 3. Screening decision (Please delete as appropriate)

1. “Screened in” for equality impact assessment.
2. “Screened out” with mitigation or an alternative policy proposed to be adopted.
3. “Screened out” without mitigation or an alternative policy proposed to be adopted.

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

DAERA consulted with stakeholders on the introduction of mandatory classification and price reporting of sheep. This is currently undertaken on a voluntary basis by abattoirs. The two public consultations asked respondents if there is any impact on S75 groups that we have not considered. No responses on this matter were provided.

Any policy changes made to sheep carcase classification and price reporting would follow existing law in relation to beef and pig carcase classification and price reporting and would apply equally to all abattoirs involved in the processing of sheep carcasses with a throughput in excess of the threshold detailed or those below that threshold who choose to classify sheep.

There are no differential impacts on any section 75 groups or implication relating to good relations, human rights or disability duties.

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 - please provide details.

(insert text here)

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

(insert text here)

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: [A Practical Guide to 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? ☐ Yes ☒ No (select as appropriate)

If so, **give the reasons** to support your decision, together with the proposed changes/amendments or alternative policy.

(insert text here)

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	
Total score	

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? ☐ Yes ☐ No (select as appropriate)

If yes, please provide details.

(insert text here)

Part 4. Monitoring

Section 75 places a requirement on DAERA to have equality monitoring arrangements in place in order to assess the impact of policies and services etc; and to help identify barriers to fair participation and to better promote equality of opportunity. Please note the following excerpt from The Equality Commission for Northern Ireland in relation to monitoring:

A system must be established to monitor the impact of the policy in order to find out its effect on relevant groups. The results of ongoing monitoring must be reviewed on an annual basis. The public authority is required to publish the results of this monitoring. And they must be included in the public authorities' annual review on progress to the Equality Commission. The Equality Scheme must specify how and where such monitoring information will be published. It is therefore essential that monitoring is carried out in a systematic manner and that the results are widely and openly published.

If the monitoring and analysis of results over a two year period show that the policy results in greater adverse impact than predicted, or if opportunities arise which would allow for greater equality of opportunity to be promoted, the public authority must ensure that the policy is revised to achieve better outcomes for the relevant equality groups.

Further advice on monitoring can be found at: [ECNI Monitoring Guidance for Public Authorities](#)

Outline what data you will collect in the future in order to monitor the impact of this policy or decision on equality, good relations and disability duties.

Equality:

The mandatory system will be similar to existing law in relation to beef and pig carcase classification and price reporting that apply across the EU. As the slaughterhouses above the proposed throughput exemption are already classifying and price reporting using this system on a voluntary basis, it is unlikely there will be any impact on equality. Views on equality were sought in the two consultations but there was no response to these questions. We will contact key stakeholders two years after implementation to ask if there has been any unforeseen impact on equality.

Good Relations:

The mandatory system will be similar to existing law in relation to beef and pig carcase classification and price reporting that apply across the EU. As the slaughterhouses above the proposed throughput exemption are already classifying and price reporting using this system on a voluntary basis, it is unlikely there will be any impact on good relations. Views on equality were sought in the two consultations but there was no response to these questions. We will contact key stakeholders two years after

implementation to ask if there has been any unforeseen impact or opportunities regarding good relations.

Disability Duties:

The mandatory system will be similar to existing law in relation to beef and pig carcase classification and price reporting that apply across the EU. As the slaughterhouses above the proposed throughput exemption are already classifying and price reporting using this system on a voluntary basis, it is unlikely there will be any impact on good relations. Views on equality were sought in the two consultations but there was no response to these questions. We will contact key stakeholders two years after implementation to ask if there has been any unforeseen impact regarding disability duties.

Part 5. Consideration of Human Rights

- 7. The Human Rights Act (HRA) 1998 brings the European Convention on Human Rights (ECHR) into UK law and it applies in N Ireland. Indicate below by deleting Yes/No as appropriate, any potential adverse impacts that the policy or decision may have in relation to human rights issues.**

See Annex A for brief synopsis on each of the Human Rights Articles & Protocols.

Right to Life	Article 2	No
Prohibition of torture, inhuman or degrading treatment	Article 3	No

Prohibition of slavery and forced labour	Article 4	No
Right to liberty and security	Article 5	No
Right to a fair and public trial	Article 6	No
Right to no punishment without law	Article 7	No
Right to respect for private and family life, home and correspondence	Article 8	No
Right to freedom of thought, conscience and religion	Article 9	No
Right to freedom of expression	Article 10	No
Right to freedom of peaceful assembly and association	Article 11	No
Right to marry and to found a family	Article 12	No
The prohibition of discrimination	Article 14	No
Protection of property and enjoyment of possessions	Protocol 1 Article 1	No
Right to education	Protocol 1 Article 2	No
Right to free and secret elections	Protocol 1 Article 3	No

8. Please explain any adverse impacts on human rights that you have identified.

None

9. Please indicate any ways which you consider the policy positively promotes human rights.

N/A

Part 6 - Approval and authorisation

Before signing off this screening template please confirm that you have completed all the actions listed below.

I can confirm that all the actions listed below have been completed -

- I have explained any technical issues in plain English (easily understood by a 12 year old)
- I have used the most relevant, current & up to date data available
- I have added evidence and explained my assessments in full
- I have provided a brief note to justify my decision to 'Screen In' or 'Screen Out'
- A copy of this screening template and the final decision has been sent to the Equality Unit for their consideration before it has been forwarded for sign-off

Screening assessment completed by (Staff Officer level or above) -

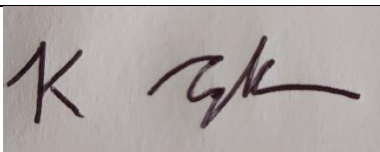
Name: Kieran Coghlan

Grade: DP

Branch: Food Security, Beef, Pigs and Sheep Policy

Date: 04 July 2025

Signature: please insert a scanned image of your signature.

A scanned image of a handwritten signature in black ink. The signature appears to be 'K Coghlan'.

Screening decision approved by (must be Grade 3/Deputy Secretary or above) -

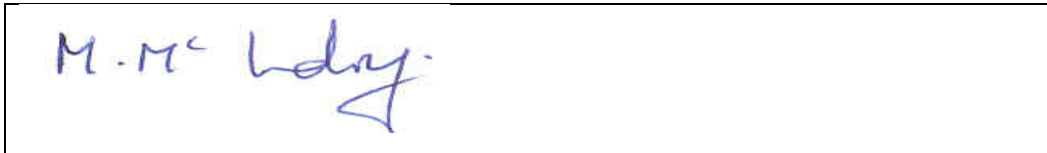
Name: Martin McKendry

Grade: 3

Branch: FFRAG

Date: 7 August 2025

Signature: please insert a scanned image of your signature.

A rectangular box containing a handwritten signature in blue ink. The signature appears to be 'M. McKendry'.

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.

Please save the final signed version of the completed screening form in the CM container (AE2-19-11940) below as soon as possible after completion and forward the CM link to Equality Branch at equality@daera-ni.gov.uk. The screening form will be placed on the DAERA website and a link provided to the Department's Section 75 consultees.

For more information about equality screening, contact:

DAERA Equality Unit

Capacity, Capability, Equality & Diversity Branch

Jubilee House

111 Ballykelly Road

LIMAVADY

BT49 9HP

Email: equality@daera-ni.gov.uk

Tel: 028 7744 2027



Department of
**Agriculture, Environment
and Rural Affairs**
www.daera-ni.gov.uk

An Roinn
**Talmhaíochta, Comhshaoil
agus Gnóthaí Tuaithe**

Depairtment o'
**Fairmin, Environment
an' Kintra Matthers**

Annex A

Synopsis of Human Rights Act Articles & Protocols

ARTICLE 2

Right to life

1. Everyone's right to life shall be protected by law. No one shall be deprived of his life intentionally save in the execution of a sentence of a court following his conviction of a crime for which this penalty is provided by law.
2. Deprivation of life shall not be regarded as inflicted in contravention of this Article when it results from the use of force which is no more than absolutely necessary:
 - a. In defense of any person from unlawful violence;
 - b. In order to effect a lawful arrest or to prevent the escape of a person lawfully detained;
 - c. In action lawfully taken for the purpose of quelling a riot or insurrection.

ARTICLE 3

Prohibition of torture

No one shall be subjected to torture or to inhuman or degrading treatment or punishment.

ARTICLE 4

Prohibition of slavery and forced labour

1. No one shall be held in slavery or servitude.
2. No one shall be required to perform forced or compulsory labour.
3. For the purpose of this Article the term “forced or compulsory labour” shall not include:
 - a. Any work required to be done in the ordinary course of detention imposed according to the provisions of Article 5 of this Convention or during conditional release from such detention;
 - b. Any service of a military character or, in case of conscientious objectors in countries where they are recognised, service exacted instead of compulsory military service;
 - c. Any service exacted in case of an emergency or calamity threatening the life or well-being of the community;
 - d. Any work or service which forms part of normal civic obligations.

ARTICLE 5

Right to liberty and security

1. Everyone has the right to liberty and security of person. No one shall be deprived of his liberty save in the following cases and in accordance with a procedure prescribed by law:
 - a. The lawful detention of a person after conviction by a competent court;
 - b. The lawful arrest or detention of a person for non-compliance with the lawful order of a court or in order to secure the fulfilment of any obligation prescribed by law;
 - c. the lawful arrest or detention of a person effected for the purpose of bringing him before the competent legal authority on reasonable suspicion of having committed an offence or when it is reasonably

- considered necessary to prevent his committing an offence or fleeing after having done so;
- d. the detention of a minor by lawful order for the purpose of educational supervision or his lawful detention for the purpose of bringing him before the competent legal authority;
 - e. The lawful detention of persons for the prevention of the spreading of infectious diseases, of persons of unsound mind, alcoholics or drug addicts or vagrants;
 - f. The lawful arrest or detention of a person to prevent his effecting an unauthorised entry into the country or of a person against whom action is being taken with a view to deportation or extradition.
2. Everyone who is arrested shall be informed promptly, in a language which he understands, of the reasons for his arrest and of any charge against him.
3. Everyone arrested or detained in accordance with the provisions of paragraph 1(c) of this Article shall be brought promptly before a judge or other officer authorised by law to exercise judicial power and shall be entitled to trial within a reasonable time or to release pending trial. Release may be conditioned by guarantees to appear for trial.
4. Everyone who is deprived of his liberty by arrest or detention shall be entitled to take proceedings by which the lawfulness of his detention shall be decided speedily by a court and his release ordered if the detention is not lawful.
5. Everyone who has been the victim of arrest or detention in contravention of the provisions of this Article shall have an enforceable right to compensation.

ARTICLE 6

Right to a fair trial

1. In the determination of his civil rights and obligations or of any criminal charge against him, everyone is entitled to a fair and public hearing within a reasonable time by an independent and impartial tribunal established by law. Judgment shall be pronounced publicly but the press and public may be excluded from all or part of the trial in the interest of morals, public order or national security in a democratic society, where the interests of juveniles or the protection of the private life of the parties so require, or to the extent strictly necessary in the opinion of the court in special circumstances where publicity would prejudice the interests of justice.
2. Everyone charged with a criminal offence shall be presumed innocent until proved guilty according to law.
3. Everyone charged with a criminal offence has the following minimum rights:
 - a. To be informed promptly, in a language which he understands and in detail, of the nature and cause of the accusation against him;
 - b. To have adequate time and facilities for the preparation of his defense;
 - c. To defend himself in person or through legal assistance of his own choosing or, if he has not sufficient means to pay for legal assistance, to be given it free when the interests of justice so require;
 - d. To examine or have examined witnesses against him and to obtain the attendance and examination of witnesses on his behalf under the same conditions as witnesses against him;

- e. To have the free assistance of an interpreter if he cannot understand or speak the language used in court.

ARTICLE 7

No punishment without law

1. No one shall be held guilty of any criminal offence on account of any act or omission which did not constitute a criminal offence under national or international law at the time when it was committed. Nor shall a heavier penalty be imposed than the one that was applicable at the time the criminal offence was committed.
2. This Article shall not prejudice the trial and punishment of any person for any act or omission which, at the time when it was committed, was criminal according to the general principles of law recognised by civilised nations.

ARTICLE 8

Right to respect for private and family life

1. Everyone has the right to respect for his private and family life, his home and his correspondence.
2. There shall be no interference by a public authority with the exercise of this right except such as is in accordance with the law and is necessary in a democratic society in the interests of national security, public safety or the economic well-being of the country, for the prevention of disorder or crime, for the protection of health or morals, or for the protection of the rights and freedoms of others.

ARTICLE 9

Freedom of thought, conscience and religion

1. Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief and freedom, either alone or in community with others and in public or private, to manifest his religion or belief, in worship, teaching, practice and observance.
2. Freedom to manifest one's religion or beliefs shall be subject only to such limitations as are prescribed by law and are necessary in a democratic society in the interests of public safety, for the protection of public order, health or morals, or for the protection of the rights and freedoms of others.

ARTICLE 10

Freedom of expression

1. Everyone has the right to freedom of expression. This right shall include freedom to hold opinions and to receive and impart information and ideas without interference by public authority and regardless of frontiers. This Article shall not prevent States from requiring the licensing of broadcasting, television or cinema enterprises.
2. The exercise of these freedoms, since it carries with it duties and responsibilities, may be subject to such formalities, conditions, restrictions or penalties as are prescribed by law and are necessary in a democratic society, in the interests of national security, territorial integrity or public safety, for the prevention of disorder or crime, for the protection of health or morals, for the protection of the reputation or rights of others, for

preventing the disclosure of information received in confidence, or for maintaining the authority and impartiality of the judiciary.

ARTICLE 11

Freedom of assembly and association

1. Everyone has the right to freedom of peaceful assembly and to freedom of association with others, including the right to form and to join trade unions for the protection of his interests.
2. No restrictions shall be placed on the exercise of these rights other than such as are prescribed by law and are necessary in a democratic society in the interests of national security or public safety, for the prevention of disorder or crime, for the protection of health or morals or for the protection of the rights and freedoms of others. This Article shall not prevent the imposition of lawful restrictions on the exercise of these rights by members of the armed forces, of the police or of the administration of the State.

ARTICLE 12

Right to marry

Men and women of marriageable age have the right to marry and to found a family, according to the national laws governing the exercise of this right.

ARTICLE 14

Prohibition of discrimination

The enjoyment of the rights and freedoms set forth in this Convention shall be secured without discrimination on any ground 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.

Protocol 1

ARTICLE 1

Protection of property

Every natural or legal person is entitled to the peaceful enjoyment of his possessions. No one shall be deprived of his possessions except in the public interest and subject to the conditions provided for by law and by the general principles of international law.

The preceding provisions shall not, however, in any way impair the right of a State to enforce such laws as it deems necessary to control the use of property in accordance with the general interest or to secure the payment of taxes or other contributions or penalties.

Protocol 1

ARTICLE 2

Right to education

No person shall be denied the right to education. In the exercise of any functions which it assumes in relation to education and to teaching, the State shall respect the right of parents to ensure such education and teaching in conformity with their own religious and philosophical convictions.

Protocol 1

ARTICLE 3

Right to free elections

The High Contracting Parties undertake to hold free elections at reasonable intervals by secret ballot, under conditions which will ensure the free expression of the opinion of the people in the choice of the legislature.

For further information:

Equality Unit,
Equality & Diversity Branch
Department of Agriculture, Environment and Rural Affairs (DAERA)
Jubilee House
111 Ballykelly Road
Ballykelly
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