



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 our 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'."

## **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:

Draft Disability Action Plan (DAP) 2025-2030.

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

New Policy

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

The aim of the draft DAP (2025-2030) is to set out how the Assembly Commission will meet its duties under Section 49A of the Disability Discrimination Act 1995 (as amended by Article 5 of the Disability Discrimination (Northern Ireland) Order 2006) which aims to:

- *promote positive attitudes towards disabled people, and*
- *encourage participation by disabled people in public life.*

The law requires the Assembly Commission to carry out its functions giving due regard to the two specific duties noted above. The purpose of the draft DAP (2025-2030) is to outline the key actions that the Assembly Commission will deliver upon to make a difference to people with disabilities, including staff, and also to those who avail of services provided by the Assembly Commission.

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

It is expected that those most impacted by, and expected to benefit from, the DAP (2025-2030) are people with disabilities who use services provided by the Assembly Commission as well as staff and those applying for jobs with the Assembly Commission.

Who initiated or wrote the policy?

The Equality and Good Relations Unit on behalf of the Assembly Commission.

Directorate responsible for devising and delivering the policy?

The Equality and Good Relations Unit, which sits within the Corporate Services Directorate, is responsible for devising the draft DAP (2025-2030) and monitoring overall progress on behalf of the Assembly Commission. Individual business areas across the Assembly are responsible for delivering on actions relating to their business area as outlined in the action plan.

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 Assembly Commission must submit a DAP to the Equality Commission for Northern Ireland (ECNI) showing how it proposes to fulfil the disability duties in relation to its functions. The plan must contain certain key elements including an outline of the practical measures the Assembly Commission intends to take, the timescale over which these measures are to be implemented, performance indicators or targets and details of how the plan will be published.

During the development of the draft DAP (2025-2030), the Equality and Good Relations Unit conducted a review of all relevant data and engaged internally with Assembly Business Areas. A pre-consultation development exercise on the draft plan's proposed measures and actions was conducted from 6 - 20 June 2024 with members of the Assembly Commission's External Disability Advisory Group and NIPSA (the trade union representing Assembly Commission staff). The aim of pre-consultation was to receive feedback in order to further develop the draft plan from a staff and building user perspective, if necessary.

The pre-consultation survey provided early warning of the issues that may arise in the full consultation. It also provided an opportunity for Business Areas to consider issues raised by respondents and amend the actions where appropriate.

The draft DAP was presented to the Assembly Commission on 16 October 2024, and it agreed to issue the action plan for public consultation (an easy read version of the draft DAP was also made available on the Assembly website). A 12-week public consultation on the draft DAP 2025-30 was held from 11 November 2024 to 17 February 2025.

Advertisements were placed in the Belfast Telegraph, Newsletter and Irish News with details of how to respond to the consultation. Social media was also used to inform people that the consultation was under way. An email with details of the consultation was sent to Assembly Members, Assembly party support staff and Assembly Commission staff, as well as to section 75 consultees. Reminder emails, concerning the consultation closure date, were also issued to these groups.

As well as engagement with the public, there was also engagement internally with relevant business areas across the Assembly.

In total, 23 consultation responses to the public consultation were received via a Citizen-Space survey and via e-mail. A table containing consultee comments and the Assembly Commission's response will be published on the Assembly website alongside the DAP (2025-2030), once approved by the Assembly Commission. This will be found at the following link:

<https://www.niassembly.gov.uk/about-the-assembly/corporate-information/equality-and-good-relations/disability-action-plan-2025-2030/>

## **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:

[Click or tap here to enter text.](#)

### **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 Disability Action Plan demonstrates how the Assembly Commission, when carrying out its functions, must have due regard to promote positive attitudes towards people with a disability and encourage participation by people with a disability in public life. Consequently all of the above groups may be impacted upon.

### **Other policies with a bearing on this policy**

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

Many of the actions contained within the draft DAP (2025-2030) cross-reference with the Assembly Commission's Corporate Strategy 2023-28. Policies across Assembly Commission Business Areas underpin the Corporate Strategy, for example, HR, Education and Communication policies. These policies were considered during the development phase of the DAP (2025-2030).

### **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?

In the development of the draft DAP 2025-2030 the Equality Unit worked with Assembly Business Areas in the development of actions relating to staff and building/service users. The Equality Unit engaged with the Assembly's external Disability Advisory Group<sup>1</sup>, which consists of a range of external disability organisations.

The Equality Unit also considered information from a range of sources and activity where issues in relation to disability were raised. The Equality Unit reviewed the previous DAP (2022-25) via six-monthly monitoring reports and a closure report.

Other sources of equality data included:

- Northern Ireland Census 2021 data.
- Staff monitoring data<sup>2</sup> e.g. staff annual disability audit.
- Relevant staff questionnaires and consultations.
- Section 75 staff data.
- Relevant feedback provided to individual Assembly Commission Business Areas from external sources.
- Information on disability was gathered and reviewed from the actions taken on the implementation of the Accessibility Regulations Accessibility Regulations 2018.
- Actions undertaken, and currently being implemented, as part of the Corporate Plan were reviewed.
- Information from any complaints received and corrective action taken.
- Feedback from relevant staff training.
- Six-monthly monitoring reports of the Audit of Inequalities (AoI) and the DAP 2022-2025 were reviewed.
- Relevant external research reports.
- Reports from various disability organisations.
- Previous equality screenings.
- Previous work in relation to the Assembly Commission's 5 year review of its DAPs.
- Reports and guidance by the ECNI on Disability Action Plans.

The Assembly Commission consulted on the draft DAP between 11 November 2024 and 17 February 2025. The consultation report will be made available on the Assembly website. It will outline a summary of comments received and responses provided by the Assembly Commission.

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<sup>1</sup> <http://www.niassembly.gov.uk/about-the-assembly/corporate-information/policies/disability-advisory-group/>

<sup>2</sup> The data for Religious Belief; Gender and Age was taken from the annual **Equality Commission (Northern Ireland) monitoring return**. The data was at 1 May 2024 and covered all permanent Assembly Commission staff. The data for the remaining section 75 categories was taken from an **Assembly Commission Section 75 Survey** of Assembly Commission staff and the data was at 26 March 2024. It should be noted that a total of 195 responses were received to the survey representing 61 per cent of all permanent Assembly Commission staff.

## Section 75 category and details of evidence/information

### RELIGIOUS BELIEF

The 2021 Census of Northern Ireland found that:

Religion or Religion brought up in:

- 45.70% (869,754) of the population were either Catholic or brought up as Catholic.
- 43.48% (827,545) stated that they were Protestant or brought up as Protestant.
- 1.5% (28,515) of the population belonged to or had been brought up in other religions and Philosophies.
- 9.32% (177,361) neither belonged to, nor had been brought up in a religion.

**Disability:** Figures were not available as related to disability and religious belief

### Assembly Commission staff

**HR data as at 1 May 2024.**

Community background profile of Assembly Commission employees

Community Background	Number of staff	Percentage of staff
Protestant	187	56%
Roman Catholic	137	41%
Non-determined	10	3%

Community background profile by grade

Grade	Protestant	Roman Catholic	Non-determined	Total
1-3	7	8	0	15
4	18	25	2	45
5	20	19	2	41

Grade	Protestant	Roman Catholic	Non-determined	Total
6	31	29	1	61
7	58	26	1	85
8	53	30	4	87
<b>Total</b>	<b>187</b>	<b>137</b>	<b>10</b>	<b>334</b>

## POLITICAL OPINION

Nationality. The 2021 Census of Northern Ireland found that:

- British only – 31.86% (606,264)
- Irish only – 29.13% (554,415)
- Northern Irish only – 19.78% (376,444)
- British and Northern Irish only – 7.95% (151,327)
- Irish and Northern Irish only – 1.76% (33,581)
- British, Irish and Northern Irish – 1.47% (28,051)
- British and Irish only – 0.66% (11, 952)
- Other – 7.43% (141,328).

**Note:** Care should be taken in interpreting the figures on political opinion provided above, as the Northern Ireland Census 2021 did not contain a direct question on 'Political Opinion'. Instead, the figures above are extracted from the 'National Identity' question, and thus may not be an accurate reflection of the political views of the population.

**Disability: Figures were not available as related to disability and political opinion.**

Currently we do not have any data on the political opinion of our staff. The ECNI has advised that data on Religious Belief can be used as a proxy for political opinion.



## RACIAL GROUP

**Disability and Racial Group:** In the general population the 2021 Census indicated that 3.4% (65,600) of the usual resident population belonged to minority ethnic groups.

Figures from the 2021 Census provide the prevalence of disability among the following ethnic groups.

### Percentage of those whose disability limits their day to day activities a lot

- All – 11%
- Irish Traveller – 25%
- Roma – 14%
- White – 12%
- Chinese – 3%
- Indian – 2%
- Pakistani – 4%
- Filipino – 1%
- Arab – 7%
- Other Asian – 3%
- Black African – 3%
- Black Other – 3%
- Mixed – 5%

Looking at the 2021 Census figures for the ethnic composition of the general population alongside those of people *whose disability limits their day to day activities a lot*, it shows that, with the exception of Irish Travellers and the Roma, levels of long-term disability are lower amongst black and minority ethnic people when compared with their white counterparts.

### Assembly Commission Section 75 Staff Survey results as at 26 March 2024.

It should be noted that a total of 195 responses were received to the survey representing 61 per cent of all permanent Assembly Commission staff.

Category	Per cent (%) Survey
White	98.5
Chinese	0.0
Irish Traveller	0.0
Roma	0.0

Category	Per cent (%) Survey
Filipino	0.0
Indian	0.0
Asian	0.0
Arab	0.0
Black African	0.0
Black Other	0.0
Mixed Ethnic Group	0.0
Other Ethnic Group	0.0
Prefer not to say	1.5
<b>Total</b>	<b>100</b>

## AGE

Census 2021 of the Northern Ireland population found that the percentage of people in the following age categories who had disabilities which affected day to day activities a lot was:

0-15yrs 3%

16-24yrs 4%

25-34yrs 5%

35-44yrs 7%

45-54yrs 12%

55-64yrs 19%

65-74yrs 21%

75+ 35%

**Disability and Age:** The prevalence of disability increases with age, ranging from 3% among children to 35% among those who are aged 75 or over. As the population ages, so does the likelihood of having a disability that limits a person's day to day activities a lot.

Figures from Census 2021 for people who are limited a lot by their disability by gender are as follows:

**Male**

0-15 – 4%  
16-39 – 5%  
40-64 – 13%  
65 and over – 26%

**Female**

0 – 15 – 2%  
16-39 – 5%  
40-64 – 15%  
65 and over – 30%.

The figures highlight some gender differences: while the figures for both sexes are broadly comparable, female children (aged 0-15) are somewhat less likely to have a serious disability, while older female adults (aged 65+) are more likely to have a serious disability than their male counterparts.

## Assembly Commission staff. HR data as at 1 May 2024.

Breakdown of Assembly Commission employees by Age.

AGE	NUMBER
20 – 24	2
25 - 29	6
30 - 34	16
35 - 39	27
40 - 44	60
45 - 49	65
50 - 54	62
55 - 59	47
60 - 64	29
65+	20
<b>TOTAL</b>	<b>334</b>

Breakdown of Assembly Commission employees by Age and Grade.

GRADE	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
1-3	0	0	0	1	1	4	6	2	1	0	15
4	0	0	3	2	4	13	6	8	7	2	45
5	0	0	1	5	10	8	12	2	2	1	41
6	0	0	4	4	11	10	15	12	3	2	61
7	0	4	4	4	21	20	13	7	7	5	85
8	2	2	4	11	13	10	10	16	9	10	87
<b>TOTAL</b>	<b>2</b>	<b>6</b>	<b>16</b>	<b>27</b>	<b>60</b>	<b>65</b>	<b>62</b>	<b>47</b>	<b>29</b>	<b>20</b>	<b>334</b>

## MARITAL STATUS

### Census 2021

- 45.8% (693,250) of those aged 16 or over were either married or in a civil partnership
- 38.1% (576,706) were single
- 3.8% (57,272) were separated
- 6.0% (91,130) were divorced (or formerly in a civil partnership)
- 6.4% (96,384) were either widowed or a surviving partner.

### Marital Status and Disability (Census 2021)

The figures for those with a limiting long-standing illness or disability are as follows:

- Single (21.1%)
- Married / Civil Partnership (26.2%)
- Separated (40.7%)
- Divorced (45.3%)
- Widowed (65.8%)

In brief, widowed persons were the only category where the majority (65.8%) had a limiting long-standing disability.

### Assembly Commission Section 75 Staff Survey results as at 24 March 2024.

It should be noted that a total of 195 responses were received to the survey representing 61 per cent of all permanent Assembly Commission staff.

Category	Percentage (%)
Single	20.7
Married	65.8
Separated	2.6
Divorced	3.1
Civil partnership	1.6
Widow / widower	1.0
Other (please specify)	2.6

Category	Percentage (%)
Prefer not to say	2.6
<b>Total</b>	<b>100.0</b>

## SEXUAL ORIENTATION

There are currently very limited statistics that monitor the sexual orientation of the population in Northern Ireland. A new question on sexual orientation was introduced in Census 2021 for persons aged 16 and over. Results show that 90 per cent identify as 'straight or heterosexual', 2 per cent as 'gay, lesbian, bisexual, or other', and 8 per cent 'preferred not to say'. An earlier survey – The 2018 NI Life and Times Survey – found that 94 per cent of respondents identified as 'heterosexual' or 'straight'; 1 per cent as 'gay' or 'lesbian' (homosexual); 1 per cent as 'bisexual' and 1 per cent as 'Other' (3 per cent declined to answer). A commonly used estimate of LGBTQ+ people in the UK, accepted by Stonewall UK, is 5 to 7 per cent of the population.

### Sexual Orientation and Disability:

The figures from Census 2021 show that the proportions of each sexual orientation who have a limiting, long-term illness or disability are as follows:

Straight or heterosexual - 27.6%

Gay, lesbian, bisexual, other - 26.0%

Prefer not to say - 39.1%

### Assembly Commission Section 75 Staff Survey results as at 24 March 2024.

It should be noted that a total of 195 responses were received to the survey representing 61 per cent of all permanent Assembly Commission staff.

Category	Percentage (%)
Heterosexual	92.6
Other (Gay, Lesbian, Bisexual)	2.7
Prefer not to say	4.7
<b>Total</b>	<b>100.0</b>

## MEN AND WOMEN GENERALLY

The 2021 Census of Northern Ireland found that 50.8% of the population were female and 49.2% were male.

### Disability and Gender:

According to Census 2021, 24% of all people living in private households in Northern Ireland have some degree of disability which limits their day-to-day living. When broken down by age, 28.5% of adults (aged 16+) and 8.1% of children (aged 0-15) have a disability. There is a higher prevalence of disability among adult females, with 30.2% of females (aged 16+) indicating that they had some degree of disability compared with 26.7% of adult males:

- Adult females have a higher prevalence of disability than their male counterparts at every age;
- 10.1% of boys aged 15 and under were found to have a disability, compared with 6.1% of girls of the same age.

As noted above, Census 2021 revealed that 24% of all people living in private households in Northern Ireland have some degree of disability which limits their day-to-day living. Of this figure 11.5% indicated that they are limited 'a lot' by their disability and 12.9% indicated that they are limited 'a little'. There is a higher prevalence of females whose activities are 'limited a lot' by their disability (12.1% of females compared to 10.7% of males). However, this is to be expected given the longer life expectancy of females in Northern Ireland.

### HR data as at 1 May 2024.

Breakdown of Assembly Commission employees by Gender.

Gender	Number of staff	Percentage of staff (%)
Male	173	52
Female	161	48

Breakdown of Assembly Commission employees by Gender and Grade.

GRADE	MALE	FEMALE	TOTAL
1-3	8	7	15
4	15	30	45
5	19	22	41

GRADE	MALE	FEMALE	TOTAL
6	27	34	61
7	46	39	85
8	58	29	87
<b>TOTAL</b>	<b>173</b>	<b>161</b>	<b>334</b>

## DISABILITY

The term disability covers a wide range and combination of conditions. Multiple needs are evident across sensory, physical and learning disability groups.

Census 2021 asked respondents to list any long-term health conditions or disabilities they were suffering from. It was found that 35 per cent of the Northern Ireland population had at least one long-term health condition, as follows:

- 344,687 (18.1%) persons had one long-term health condition
- 151,512 (8.0%) persons had two long-term health conditions
- 81,075 (4.3%) persons had three long-term health conditions
- 46,166 (2.4%) persons had four long-term health conditions
- 36,365 (1.9%) persons had five long-term health conditions

The breakdown of the various long-term health conditions from Census 2021 is shown below:

Name	Count	Percent
Autism / Asperger Syndrome	35,367	1.9
Breathing (shortness of breath)	195,775	10.3
Emotional or Mental Health	165,130	8.7
Hearing (deafness, partial hearing loss)	109,459	5.8
Intellectual or Learning Disability	16,921	0.9
Learning Difficulty	59,889	3.1
Memory (confusion or memory loss)	37,789	2.0
Mobility/dexterity - Limits Physical Activity	207,588	10.9



Name	Count	Percent
Mobility - Requires Wheelchair	28,136	1.5
Pain or discomfort, long-term	220,331	11.6
Blindness or partial sight loss	33,957	1.8
Other Condition	167,751	8.8

### Disability and Well-being:

The Office for National Statistics (ONS) began measuring national well-being in 2010, and NISRA has participated in the programme since its inception. An individual's thoughts and feelings about their quality of life is an important aspect of their personal wellbeing. How satisfied people are with their lives, their levels of happiness and anxiety, and whether or not they think the things they do are worthwhile all have strong links with many elements of wellbeing, including health, employment and relationships.

The average life satisfaction score of people with disabilities is a population indicator included in the wellbeing framework which overarches the draft Programme for Government and the NICS Outcomes Delivery Plan. Four questions on well-being were added to the Labour Force Survey (LFS).

In 2019/20, the most recent occasion when a question on disability was included in the LFS, more than 31% of LFS respondents (aged 16+) had a disability and their average life satisfaction score has been consistently lower than that of those without a disability. In 2019/20, the average life satisfaction score of people with disabilities was 6.99 which was significantly lower than that of those without a disability (8.20). On average, people with a disability also report significantly lower ratings for worthwhile (7.36 compared with 8.33) and happiness (6.81 compared with 8.01) than those without a disability. The average anxiety score is higher for those with a disability than those without (4.14 compared with 2.56).

### Assembly Commission Section 75 Staff Survey results as at 24 March 2024.

It should be noted that a total of 195 responses were received to the survey representing 61 per cent of all permanent Assembly Commission staff.

Category	Per cent (%)
Yes	21.6
No	73.2
Don't know	2.6
Prefer not to say	2.6

Category	Per cent (%)
<b>Total</b>	<b>100.0</b>

Breakdown of Assembly Commission employees by Disability.

Category	Per cent (%)
Mental health condition	40.0%
Long term pain or discomfort	34.0%
Mobility impairment	20.0%
Hearing impairment	14.0%
Other	54.0%

N.B. Percentages do not add up to 100, as some respondents have more than one disability.

The Northern Ireland Assembly Commission commissioned Big Motive, a website design company, to conduct research to inform the redesign and redevelopment of its website. Big Motive's research took place between October 2023 and April 2024, and its Research Report included a review of accessibility of the Assembly website. The review identified a number of accessibility issues including:

- low contrast between text and background colours;
- presence and descriptiveness of alternative text on media; and
- missing form/input labels.

## DEPENDANTS

### Census 2021

11.7% (222,219) of the usually resident population provide unpaid care to family members, friends, neighbours or others because of long-term physical or mental ill-health/disabilities or problems related to old age.

3.6% (68,691) provided 50 hours' care or more.

30.7% (235,832) of households contained one or more dependent children.

44.9% (344,865) of households contained a least one person with a long – term health problem or a disability.

0.85% (3,286) of 0-15 year-olds are carers, based on the 2021 Census.

31% of all carers provide over 50 hours of care per week.

People providing high levels of unpaid care (50+ hours per week) are twice as likely to have a long-term disability (6.3%) than those carers without a disability (3.0%)

59% of carers are women; 41% are men.

### **Carers NI (2022)**

Every year over 70,000 people in Northern Ireland become carers, looking after family or friends who are older, disabled or seriously ill.

A Carers NI survey in 2022 (State of Caring) indicates that up to 1 in every 5 adults, or 222,000 people are providing care for a family member or friend. This is around 15,000 more than the corresponding Census 2011 figures (207,000) show.

### **Assembly Commission Section 75 Staff Survey results as at 24 March 2024.**

It should be noted that a total of 195 responses were received to the survey representing 61 per cent of all permanent Assembly Commission staff.

Category	Per cent (%)
No	36.5
Yes, for a child/children	49.2
Yes, for 1 or more adult dependents	24.9
Other	3.7
Prefer not to say	2.1

N.B. Percentages do not add up to 100, as some respondents have more than one caring responsibility.

### **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

### Religious belief

Needs/experiences/priorities/impacts: No likely impact on people of different religious beliefs.

Impact Level: **None**

### Political opinion

Needs/experiences/priorities/impacts: No likely impact on people of different political opinions.

Impact Level: **None**

### Racial group

Needs/experiences/priorities/impacts: No likely impact on people in different racial groups

Impact Level: **None**

### Age

Needs/experiences/priorities/impacts: There may be some minor positive impacts for people in the older age category due to the fact that there is a higher proportion of people with disabilities over the age of 55.

Impact Level: **Minor Impact**

### Marital status

Needs/experiences/priorities/impacts: No likely impact on people of different marital status.

Impact Level: **None**

### Sexual orientation

Needs/experiences/priorities/impacts: No likely impact on people with different sexual orientations.

Impact Level: **None**

### Men and women

Needs/experiences/priorities/impacts: Not likely to impact men or women differently.

Impact Level: [None](#)

## Disability

Needs/experiences/priorities/impacts: The draft DAP (2025-30) endeavours to encourage people with disabilities to participate in public life and to change attitudes toward people with disabilities. It is considered to have a positive impact.

The data outlined above was considered and helped to inform both the themes and content of the current draft DAP 2025-30.

In total, 23 consultation responses to the public consultation were received via a Citizen-Space survey and one via e-mail. The consultees comments and the Assembly Commission's response will be published alongside the approved DAP 2025-2030.

The research by Big Motive to inform the redesign and redevelopment of the Assembly Commission's website identified several key opportunities for improving the accessibility of the website, including colour, layout, metadata, file formats and navigation. Its recommendations were to:

- engage accessibility experts;
- involve users with disabilities;
- prioritise content accessibility, provide meaningful text alternatives for non-text content and ensure a logical reading order;
- provide a responsive design that accommodates various devices and screen sizes;
- enable keyboard navigation;
- maintain sufficient colour contrast;
- design forms with clear labels, proper error messages and logical tab order;
- include captions and transcriptions for videos, and provide alternative formats for audio content;
- test the website using assistive technologies e.g. screen readers and magnifiers;
- develop accessibility guidelines and training for content creators; and
- implement a system of continuous monitoring.

Impact Level: [Minor Impact](#)

## Dependants

Needs/experiences/priorities/impacts: Carers and those with dependents were taken in account in the development of the Draft DAP 2025-2030.

Impact Level: [Minor Impact](#)

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: [As detailed above.](#)

Impact Level: [None](#)

Political opinion

Issues: [As detailed above.](#)

Impact Level: [None](#)

Racial group

Issues :[As detailed above.](#)

Impact Level: [None](#)

Age

Issues: [As detailed above.](#)

Impact Level: [Minor Impact](#)

Marital status

Issues: [As detailed above.](#)

Impact Level: [None](#)

Sexual orientation

Issues: [As detailed above.](#)

Impact Level: [None](#)

Men and women generally

Issues: [As detailed above.](#)

Impact Level: [None](#)

Disability

The draft DAP 2025-30 is centred on people with disabilities and contains a range of measures to address impacts.

Impact Level: [Minor Impact](#)

Dependants

Issues: [As detailed above.](#)

Impact Level: [Minor Impact](#)

**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: [Click or tap here to enter text.](#)

Impact Level: [None](#)

Political opinion

Issue: [Click or tap here to enter text.](#)

Impact Level: [None](#)

## Racial group

Issue: Click or tap here to enter text.

Impact Level: [None](#)

## Age

Issue: Click or tap here to enter text.

Impact Level: [None](#)

## Marital status

Issue: Click or tap here to enter text.

Impact Level: [None](#)

## Sexual orientation

Issue: Click or tap here to enter text.

Impact Level: [None](#)

## Men and women generally

Issue: Click or tap here to enter text.

Impact Level: [None](#)

## Disability

Issue: The draft DAP sets out actions and measures to meet the statutory duty. For example, the Northern Ireland Assembly Commission is undertaking a project to replace its website with one that is user-centred, based on what people need, is easy to navigate, visually appealing and fit for purpose in terms of usability and accessibility.

Impact Level: [None](#)

## Dependants

Issue: Click or tap here to enter text.

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: [None](#)

Impact Level: [None](#)

Political opinion

Details of policy Impact: [None](#)

Impact Level: [None](#)

Racial group

Details of policy Impact: [None](#)

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: This Action Plan is centred on people with disabilities and will provide no opportunity to promote good relations between people of different religious beliefs.

Political opinion

If Yes, provide details: [Click or tap here to enter text.](#)

If No, provide reasons: As above

Racial group

If Yes, provide details: [Click or tap here to enter text.](#)

If No, provide reasons: As above.

## **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?

The draft Disability Action Plan was developed following internal consultation with relevant business areas across the Assembly Commission, including Human Resources, the Communications Office, the Education Service and Engagement Office.

During the preparation of the draft plan, the Equality and Good Relations Unit engaged with disability groups as part of a pre-consultation on the proposed measures and actions. The draft DAP was presented to the Assembly Commission on 16 October 2024, and it agreed to issue the action plan for full public consultation. The consultation ran for 12 weeks from 11 November 2024 to 17 February 2025.

As well as engagement with the public, there was also engagement internally with relevant business areas across the Assembly.

In total, 23 consultation responses to the public consultation were received via a Citizen-Space survey and one via e-mail. A table containing consultee comments and the Assembly Commission's response will be published on the Assembly website alongside the DAP (2025-2030), once approved by the Assembly Commission. This will be found at the following link:

<https://www.niassembly.gov.uk/about-the-assembly/corporate-information/equality-and-good-relations/disability-action-plan-2025-2030/>

## **Disability Duties**

Consider whether the policy:

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

The draft Disability Action Plan has been written specifically to comply with the Assembly Commission's obligation under Section 49A of the Disability Discrimination Act 1995 which requires the Assembly Commission in carrying out its functions to:

- Promote positive attitudes towards disabled people; and
- Encourage participation by disabled people in public life.

The draft DAP 2025-2030 aims to both encourage people to participate in any public life opportunities and it promotes positive attitudes towards people with disabilities.

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

The Disability Action Plan has been written specifically to comply with the Assembly Commission's obligation under Section 49A of the Disability Discrimination Act 1995 which requires the Assembly Commission in carrying out its functions to:

- Promote positive attitudes towards disabled people; and
- Encourage participation by disabled people in public life.

The DAP 2025-2030 aims to both encourage people to participate in any public life opportunities and it promotes positive attitudes towards people with disabilities.

## **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.

While the Disability Action Plan is concerned with disability, the Assembly Commission recognises that none of the section 75 categories operate in silos and that people have

multiple identities. Where issues identified in the action plan impact on other equality categories, appropriate action will be taken to ensure these issues are addressed.

### **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) i.e. 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 development of the draft DAP 2025-2030 is a statutory requirement and actions identified within the draft DAP all relate to measurable good practice and positive action over the next five years.

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.

[Click or tap here to enter text.](#)

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

[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?

As outlined in the draft DAP, a monitoring report on progress will be presented to the Senior Management Team (SMT) every six months and the Assembly Commission every year through the Annual Equality Progress Report. These six-monthly and annual reports will be published on the Assembly website to ensure transparency and to allow the public to track progress on the implementation of the Disability Action Plan.

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

Relevant data will be collected by business areas as related to the DAP actions.

## 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: Equality and Good Relations Unit

Position/Job Title: Equality Manager

Date: Monday, 31 March 2025

Approved by: Equality Manager

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 SMT and the Assembly Commission.

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