



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:

Good Relations Action Plan (GRAP) 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)

Under section 75(2) of the Northern Ireland Act 1998, the Northern Ireland Assembly Commission, as the corporate body of the Assembly, must have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

The Good Relations Action Plan sets out how the Assembly Commission proposes to fulfil this duty over the 2025-30 period when providing the property, staff and services required for the Assembly to carry out its work. It aligns with the Assembly Commission's Corporate Strategy 2023-2028 which integrates Equality and Good Relations actions. The Corporate Strategy 2023-2028 sets out key priorities and objectives the Assembly Commission intends to deliver in carrying out the role of providing support and advice to the Assembly.

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

The policy is aimed at promoting good relations between persons of different religious belief, political opinion or racial group in line with our legal obligations under Section 75 of the Northern Ireland Act 1998.

Who initiated or wrote the policy?

The Equality and Good Relations Unit on behalf of the Northern Ireland 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 GRAP (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

### **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.

During the development of the GRAP (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 and included members of The Executive Office (TEO) sponsored Race Equality Sub-group, generally considered to be key stakeholders in the area. The aim of pre-consultation was to receive feedback in order to further develop the draft plan from a staff and building user perspective.

Findings indicated that Action 4 (to establish a minority ethnic stakeholder group) attracted most interest. 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 GRAP was presented to the Assembly Commission on 16 October 2024, and it agreed to issue the action plan for public consultation. A 12-week public consultation on the draft GRAP 2025-2030 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.

In total, 17 consultation responses to the public consultation were received via a public 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 GRAP (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/policies/good-relations-action-plan/good-relation-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 Good Relations Action Plan demonstrates how the Assembly Commission fulfils its duty to promote good relations between persons of different religious belief, political opinion or racial group when providing the property, staff and services required for the Assembly to carry out its work. 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 GRAP (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 GRAP (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 GRAP (2025-30) the Equality Unit worked with Assembly Business Areas in the development of actions relating to staff and building/service users.

The Equality Unit also considered information from a range of sources and activity where issues in relation to good relations were raised. The Equality Unit drew on feedback from Assembly Commission Business Areas, direct engagement with a range of community and voluntary groups and reviewed the previous GRAP (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.
- Relevant staff questionnaires and consultations.

- Section 75 staff data.
- Relevant feedback provided to individual Assembly Commission business areas from external sources.
- Actions undertaken, and currently being implemented, as part of the Corporate Plan were reviewed.
- Feedback from relevant staff training.
- Six-monthly monitoring reports of the Audit of Inequalities (AoI) and the GRAP 2022-2025 were reviewed.
- Relevant external research reports.
- Previous equality screenings.
- Previous work in relation to the Assembly Commission GRAPs e.g. via monitoring reports and a closure report.
- Reports and guidance by the ECNI on Good Relations Action Plans.

The Assembly Commission consulted on the GRAP plan between 11 November 2024 and 17 February 2025. The consultation report will be made available on the Assembly website. It will outline all comments received and responses provided by the Assembly Commission.

## **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.

## 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
6	31	29	1	61
7	58	26	1	85
8	53	30	4	87
Total	187	137	10	334

## 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.

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**

Ethnic Group 2021 Census:

White:	96.55%
Irish Traveller:	0.14%
Roma:	0.08%
Indian:	0.52%
Chinese:	0.50%
Filipino:	0.23%
Pakistani:	0.08%
Arab:	0.10%
Other Asian:	0.28%
Black African	0.42%
Black Other	0.16%
Mixed	0.76%
Other Ethnic Group:	0.19%



### **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.

<b>Category</b>	<b>Per cent (%) Survey</b>
White	98.5
Chinese	0.0
Irish Traveller	0.0
Roma	0.0
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**

2021 Census

0-15 years: 20.41%

16-24 years: 10.58%

25-34 years: 12.74%

35-44 years: 13.11%

45-54 years: 13.27%

55-64 years: 12.73%

65+ years: 17.15%

### HR data as at 1 May 2024.

#### Age profile of Assembly Commission employees

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>

#### Age profile by 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.

## 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
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.

## 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.

## 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	<b>15</b>
4	15	30	<b>45</b>
5	19	22	<b>41</b>
6	27	34	<b>61</b>
7	46	39	<b>85</b>
8	58	29	<b>87</b>

GRADE	MALE	FEMALE	TOTAL
TOTAL	173	161	334

## 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
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

### **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
<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.

## **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.

### **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: The Northern Ireland Assembly Commission, as the corporate body of the Assembly, must have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group. The GRAP is designed to have a positive beneficial impact for people with different religious beliefs.[Click or tap here to enter text.](#)

Impact Level: [Minor Impact](#)

### Political opinion

Needs/experiences/priorities/impacts: The Northern Ireland Assembly Commission, as the corporate body of the Assembly, must have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group. The GRAP is designed to have a positive impact to enable people with different political opinions to feel welcome in Parliament Buildings by promoting a democratic and parliamentary culture.[Click or tap here to enter text.](#)

Impact Level: [Minor Impact](#)

### Racial group

Needs/experiences/priorities/impacts: The Northern Ireland Assembly Commission, as the corporate body of the Assembly, must have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group. The GRAP is designed to have a positive beneficial impact for people in different racial groups.

Impact Level: [Minor Impact](#)

### Age

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

Impact Level: [None](#)

### 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: No likely impact on people with a disability.

Impact Level: [None](#)

Dependants

Needs/experiences/priorities/impacts: No likely impact on people with dependents.

Impact Level: [None](#)

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

## **Part 2 Screening Questions**

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

### **Section 75 category**

Religious belief

Issues: [As detailed above.](#)

Impact Level: [Minor Impact](#)

Political opinion

Issues: [As detailed above.](#)

Impact Level: [Minor Impact](#)

Racial group

Issues : [As detailed above.](#)

Impact Level: [Minor Impact](#)

Age

Issues: [As detailed above.](#)

Impact Level: [None](#)

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

[As detailed above.](#)

Impact Level: [None](#)

Dependants

Issues: [As detailed above.](#)

Impact Level:None

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

### **Section 75 category**

Religious belief

Issue: 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 DAP sets out actions and measures to meet the statutory duty.

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: The Northern Ireland Assembly Good Relations Action Plan includes a range of measures to promote good relations between persons of different religious belief, political opinion or racial group. A full list of actions is included in the Good Relations Action Plan 2025-2030.[Click or tap here to enter text.](#)

Impact Level: [Minor Impact](#)

Political opinion

Details of policy Impact: The Northern Ireland Assembly Good Relations Action Plan includes a range of measures to promote good relations between persons of different religious belief, political opinion or racial group. A full list of actions is included in the Good Relations Action Plan 2025-2030.[Click or tap here to enter text.](#)

Impact Level: [Minor Impact](#)

## Racial group

Details of policy Impact: The Northern Ireland Assembly Good Relations Action Plan includes a range of measures to promote good relations between persons of different religious belief, political opinion or racial group. A full list of actions is included in the Good Relations Action Plan 2025-2030.

Impact Level: [Minor Impact](#)

**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: The Northern Ireland Assembly Commission has consulted widely on the good relations measures when drafting the Good Relations Action Plan 2025-2030 and considered responses from consultees. Progress on the actions in the plan will be kept under review and updated if required.

If No, provide reasons: [Click or tap here to enter text.](#)

### Political opinion

If Yes, provide details: The Northern Ireland Assembly Commission has consulted widely on the good relations measures when drafting the Good Relations Action Plan 2025-2030 and considered responses from consultees. Progress on the actions in the plan will be kept under review and updated if required.

If No, provide reasons: [Click or tap here to enter text.](#)

### Racial group

If Yes, provide details: The Northern Ireland Assembly Commission has consulted widely on the good relations measures when drafting the Good Relations Action Plan 2025-2030 and considered responses from consultees. Progress on the actions in the plan will be kept under review and updated if required.

If No, provide reasons: [Click or tap here to enter text.](#)

## 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?

As detailed above in the 'Background to the Policy to be screened' section.

## **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 GRAP will not discourage disabled people from participating in public life.

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

No impact on opportunities for disabled people to participate in public life.

## **Additional considerations**

### **Multiple identities**

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

(For example; disabled minority ethnic people; disabled women; young Protestant men).

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

While the Good Relations Action Plan is concerned with religious belief, political opinion and racial group, 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 GRAP 2025-2030 is a statutory requirement and actions identified within the GRAP 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 GRAP (2025-2030), a monitoring report on progress of the will be presented to the Senior Management Team (SMT) every six months and the Assembly Commission each year through the Annual Equality Progress Report. These six-monthly and annual progress reports will be published on the Assembly website to ensure transparency and to allow the public to track progress on the implementation of the Good Relations 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 GRAP 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.