



PUBLIC PROSECUTION SERVICE

Section 75

EQUALITY SCREENING FORM

Revised October 2013

FORM CONTENTS

	Page No
The Legal Background.....	3
Introduction	3
Screening decisions.....	5
Screening and good relations duty.....	5
Part 1	
Definition of a Policy	6
Overview of Policy Proposals	6
Policy Scoping	6
Information about the Policy	7
Implementation Factors	7
Main stakeholders affected	8
Other policies with a bearing on this policy	8
Available evidence	9
Needs, experiences and priorities.....	10
Part 2(a)	
Human Rights Impact Assessment	11
Part 2(b)	
Obligations under the Disability Discrimination Order	14
Part 3	
Screening Questions.....	15
Introduction	15
In favour of a 'major' impact.....	15
In favour of a 'minor' impact.....	16
In favour of 'none'	17
Screening questions	18
Additional considerations	21
Multiple identity	21
Part 4	
Screening decision.....	22
Mitigation	23
Timetabling and prioritising	24
Part 5	
Monitoring	25
Part 6	
Final Approval and Endorsement.....	26
Annex	
A - Main Groups identified as relevant to the Section 75 categories.....	28

PPS POLICY EQUALITY SCREENING FORM

The Legal Background

Under section 75 of the Northern Ireland Act 1998, the PPS is required **to have due regard to the need to promote equality of opportunity:**

- between person of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- between men and women generally;
- between persons with a disability and persons without; and,
- between persons with dependants and persons without¹.

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

- **have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group; and**
- **meet legislative obligations under the Disability Discrimination Order and the Human Rights Act.**

Introduction

1. This form should be read in conjunction with the Equality Commission's revised Section 75, "A Guide for Public Authorities" April 2010 and available via the following link [S75 Guide for Public Authorities April 2010](#). **Staff should complete a form for each new or revised policy for which they are responsible (see page 6 for a definition of policy in respect of section 75).**
2. The purpose of screening is to identify those policies that are likely to have an impact on equality of opportunity and/or good relations, and will help improve the organisation's service provision through a systematic review of all services, policies, procedures, practices and/or decisions. It will also help determine whether an Equality Impact Assessment (EQIA) is necessary.

¹A list of the main groups identified as being relevant to each of the section 75 categories is at Annex A of the document.

Screening should be introduced at an early stage when developing or reviewing a policy.

3. The lead role in the screening of a policy should be taken by the policy decision-maker who has the authority to make changes to that policy and should involve, in the screening process:
 - other relevant team members;
 - those who implement the policy;
 - staff members from other relevant work areas; and
 - key stakeholders.

4. The first step in the screening exercise, is to gather evidence and relevant data to inform the screening decisions. Relevant data may be either quantitative or qualitative or both (this helps to indicate whether or not there are likely equality of opportunity and/or good relations impacts associated with a policy). Relevant information will help to clearly demonstrate the reasons for a policy being either 'screened in' for an equality impact assessment or 'screened out' from an equality impact assessment.

5. Screening provides an assessment of the likely impact, whether 'minor' or 'major', of its policy on equality of opportunity and/or good relations for the relevant categories. In some instances, screening may identify the likely impact is none.

6. The absence of evidence does not indicate that there is no likely impact but if none is available, it may be appropriate to consider subjecting the policy to an EQIA.

7. The Equality Commission has developed a series of four questions, included in Part 3 of this screening form with supporting sub-questions, which should be applied to all policies as part of the screening process. The questions should assist in identifying those policies that are likely to have an impact on equality of opportunity and/or good relations.

Screening decisions

8. Completion of screening should lead to one of the following three outcomes. The policy has been:
 - i. 'screened in' for equality impact assessment;
 - ii. 'screened out' with mitigation or an alternative policy proposed to be adopted; or
 - iii. 'screened out' without mitigation or an alternative policy proposed to be adopted.

Screening and good relations duty

9. The Equality Commission recommends that a policy is 'screened in' for equality impact assessment if the likely impact on **good relations** is 'major'. While there is no legislative requirement to engage in an equality impact assessment in respect of good relations, this does not necessarily mean that equality impact assessments are inappropriate in this context.

Staff should complete a form for each of new or revised policy for which they are responsible (see page 6 for a definition of policy in respect of section 75).

If you have any questions regarding the screening exercise or S75 in general please contact the Equality Officer in Central Management Unit at the address given below.

Part 1

Definition of Policy

There have been some difficulties in defining what constitutes a policy in the context of section 75. To be on the safe side it is recommended that you consider any new initiatives, proposals, schemes or programmes as policies or changes to those already in existence. It is important to remember that even if a full EQIA has been carried out in an “overarching” policy or strategy, it will still be necessary for the policy maker to consider if further screening or an EQIA needs to be carried out in respect of those policies cascading from the overarching strategy.

Overview of Policy Proposals

The aims and objectives of the policy must be clear and terms of reference well defined. You must take into account any available data that will enable you to come to a decision on whether or not a policy may or may not have a differential impact on any of the s75 categories.

Policy Scoping

10. 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.
11. 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
PPS/PSNI Victim & Witness Care Unit (VWCU) Pilot Project (covering Belfast Magistrates' Court, Crown Court, County Court & Youth Court) April 2013.
The establishment of a two-site solution to service the full rollout of VWCU services across the whole of Northern Ireland by March 2014.
Is this an existing, revised or a new policy?
This is a new policy to cover the services provided by the Victim and Witness Care Unit.
What is it trying to achieve? (intended aims/outcomes)
The Unit aims to: Improve the provision of information and services to victims and witnesses of crime (including bereaved relatives) Ensure all victims are treated in accordance with the NI Victims Code of Practice Raise prosecution witness attendance rates at Court Drive down the level of cracked and/or ineffective trials
Are there any Section 75 categories which might be expected to benefit from the intended policy? If so, explain how.
All victims and witnesses will have the benefit of the improved service delivered by the Unit, through the single, named point of contact to the completion of needs assessments at three stages throughout the process.
Who initiated or wrote the policy?
The establishment of the VWCU is a joint initiative by PPS and PSNI, with the support of the Department of Justice (DOJ).
Who owns and who implements the policy?
The Unit will be is operated and managed jointly by PPS and PSNI, with project governance provided by the Project Board There is also operational representation from Victim Support Northern Ireland

who will be is co-located in the Unit to provide specialist advice and signposting to other services to victims and witnesses.

Implementation factors

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

If yes, are they

- financial
- legislative
- other, please specify _____

Financial

The coverage of the pilot programme will be established within existing PPS and PSNI resources. It is anticipated that additional resources will be required for additional phases and eventual rollout of the Unit.

Legislative

The legal rights of victims and witnesses will continue to be upheld and supported through the operation of the Unit at all times.

Main stakeholders affected

13. 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 _____

Other policies with a bearing on this policy

- what are they?

PPS Victims & Witnesses Policy
PPS Policy for Prosecuting Cases of Domestic Violence
PPS Policy for Prosecuting Cases of Rape
PPS Hate Crime Policy
PPS Code for Prosecutors
DOJ Victims Strategy 2013-2015

- who owns them?

By individual organisations

Available evidence

14. Evidence to help inform the screening process may take many forms. Public authorities should ensure that their screening decision is informed by relevant data.
15. What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for each of the Section 75 categories.

Section 75 Category	Details of evidence/information
All	<p>Research in other jurisdictions points to the positive role such a Unit can provide in offering advice, support and assistance to those who engage with the criminal justice system as victims and witnesses. For many the experience can be stressful, and the provision of a single point of contact within the criminal justice system has been shown to help promote positive and continual engagement. Vulnerable and/or intimidated victims and witnesses, including those with particular needs (e.g. language translation, mobility) may benefit from the provision of this service.</p> <p>Having visited a WCU in Bradford and examined the other models used in England and Wales it became clear that the unique environment in Northern Ireland would be able to provide an extended range of service for witnesses over and above that found in England and Wales.</p> <p>In order to address the key issues for victims the Victim and Witness Care unit in Northern Ireland</p>

	<p>(VWCU-NI) must begin at an earlier stage in the process and carry on at to a later stage in the process and become genuinely a single contact point system for victims throughout the process.</p> <p>In order to fully understand the potential impact of such services on victims and witnesses, VWCU Project Board representation was agreed with Victim Support Northern Ireland (VSNI).</p> <p>NPSCC and VSNI were also consulted on the redrafting of letters to Victims and Witnesses which were implemented alongside the VWCU pilot. These letters will be issued as the VWCU rollout progresses.</p> <p>One key service provided by the Unit is the option for victims / witnesses to make contact with the Unit through their preferred and safest means (telephone, email, letter and potentially text).</p> <p>Regarding accommodation it was not been possible to identify a central site which was suitable.</p> <p>There were a number of alternative accommodation options considered by the Project Board with a two-site solution chosen as the preferred option for the following reasons:</p> <ul style="list-style-type: none">• Effective use of existing estate;• Management of potential staff redeployments. <p>Reports have shown that the key issues for witnesses relate to; poor communication, delay in case progression and of a feeling of isolation. In particular the experience of victims (injured</p>
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parties) has remained static over a series of surveys (NIVAWS), especially in the areas of anxiety over court appearances and cross-examination. The 2011 Criminal Justice Inspectorate (CJINI) report concluded:

"CHANGING the ethos of the criminal justice system in Northern Ireland so that it becomes more service centred in how it engages with victims and witnesses would be a major step forward in reducing continuing levels of dissatisfaction.

While there have been improvements in the way the criminal justice system treats victims and witnesses, Criminal Justice Inspection Northern Ireland remains concerned about the significant minority who are dissatisfied." (CJINI The care and treatment of victims and witnesses in the criminal justice system in Northern Ireland December 2011)

The Chief Inspector further concluded:

"The Inspectors heard numerous accounts from victims and witnesses who spoke of 'delays' in the system, poor communication and updating on case progression, a lack of co-ordination between the agencies and a general lack of support as people progress through the justice system.

"The treatment of victims and witnesses is a complex and difficult area for justice organisations, but the time has come for us to create more of a criminal justice 'service' that focuses to a greater extent on all the stakeholders in a crime, addressing individual needs, as well as finding someone guilty or not-guilty."

The report urges justice organisations in Northern Ireland to make an extra effort to be responsive, engage with and deal with the issues raised by victims and their

	<p><i>families as they undertake their work.</i></p> <p><i>“At a strategic level there are six recommendations, amongst which, a need was identified for improved co-ordination across the justice agencies and ‘victims champions’ within each justice organisation. The Report recommended the establishment of Witness Care Units (WCUs) like those already working in England and Wales.”</i></p> <p>Following a Community / Voluntary Sector outreach event in April 2013, VWCU Project representatives have had further engagement with:</p> <p>Belfast Domestic Violence Partnership; DOJ Victim Information Unit.</p>
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Needs, experiences and priorities

16. Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Specify details for each of the Section 75 categories.

Section 75 Category	Details of evidence/information
Religious belief	
Political opinion	
Racial group	<p>Those whose first language is not English may benefit from the coordination of language translation services through a single point of contact.</p> <p>The need for indicating the availability of alternative formats is recognised and will be reviewed as the project rolls out.</p>
Age	<p>Elderly and young people may especially welcome a single point of contact to alleviate anxiety.</p> <p>As part of the project design phase, letters to Victims and Witnesses were redrafted taking the view of organisations such as VSNI. These letters will issue as the VWCU rollout progresses.</p>
Marital status	
Sexual orientation	
Men and Women generally	
Disability	<p>Those witnesses with learning difficulties, or mental health concerns, (including their carers) may especially welcome a single point of contact</p>

	<p>to alleviate anxiety. Those with mobility issues may be provided with timely and better quality information about access to and from court and where possible, the Unit will make arrangements directly with NICTS.</p> <p>As part of the project design phase, letters to Victims and Witnesses were redrafted taking the view of organisations such as VSNI. These letters will be issued as the VWCU rollout progresses.</p> <p>A core function of the Unit is the identification of vulnerability/intimidation issues and particular needs of individuals through a formal 3-stage needs assessment process and the provision of information through a preferred means of contact.</p>
Dependants	The VWCU will correspond with those acting on behalf of victims / witnesses of crime such as parents / guardians.

Part 2(a)

17. HUMAN RIGHTS IMPACT ASSESSMENT

Articles as identified by European Convention of Human Rights.

- Article 2 - Right to life
- Article 3 - Prohibition of torture, inhuman or degrading treatment
- Article 4 - Prohibition of slavery and forced labour
- Article 5 - Right to liberty and security
- Article 6 - Right to fair and public trial
- Article 7 - Right to no punishment with law
- Article 8 - Right to respect for private and family life, home and correspondence
- Article 9 - Right to freedom of thought, conscience and religion
- Article 10 - Right to freedom of expression
- Article 11 - Rights to freedom of assembly and association
- Article 12 – Right to marry and to found a family
- Article 14 – The prohibition of discrimination
- Protocol 1 Article 1 – Protection of Property
- Protocol 1 Article 2 - Right to education

Definitions of degree of risk of infringement of each article:

High risk – It is foreseeable that this policy is very likely to breach this Article.

Medium risk – This policy is likely, in certain circumstances, to breach this Article.

Low risk – It is possible, though very unlikely, that this policy will breach this Article.

18. Indicate any potential Human Rights implications associated with this policy, the perceived degree of risk (see above) and who the victim may be.

	Has this policy the potential to infringe the rights (Please Tick)		If yes indicate here the degree of risk – High, Medium or Low (See definitions above)	If yes indicate here who the potential victim(s) would be
	Yes	No		
Article 2		No		
Article 3		No		
Article 5		No		
Article 6		No		
Article 8		No		
Article 9		No		
Article 10		No		
Article 11		No		
Article 12		No		
Article 14*		No		
Article 1 of Protocol 1		No		
Article 2 of Protocol 1		No		

19. Outline any justification for any infringements identified:

20. Are any alternatives available which may not infringe Human Rights?

Yes

No

If yes, and the decision has been taken NOT to pursue the alternatives, please give a rationale for this decision.

21. Outline any action which could be taken to reduce the level of infringement.

22. Are there actions that can be taken that would promote human rights?

Yes

No

Please specify:

Part 2(b)

OBLIGATIONS UNDER THE DISABILITY DISCRIMINATION ORDER

Under section 49A of the Disability Discrimination Act 1995, public authorities, when carrying out their functions must have due regard to the need to:

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

Questions 5 and 6 below relate to these two areas.

Consideration of Disability Duties

23. Does this proposed policy / decision provide an opportunity for PPS to better promote positive attitudes towards disabled people?

Yes - Those with physical disability or mental health issues will be assisted by the structured needs assessments which will be available at key points in the prosecution process and the enhanced services provided in response to those assessments.
Information is provided to victims / witnesses through a preferred means of contact.

24. Does this proposed policy / decision provide an opportunity for PPS to actively increase the participation by disabled people in public life?

The provision of enhanced services to those with disabilities may result in the ability to increase participation in and understanding of the criminal justice system / prosecution process.

Part 3

SCREENING QUESTIONS

Introduction

25. In making a decision as to whether or not there is a need to carry out an equality impact assessment, consider questions 1-4 listed below.
26. If the conclusion is **none** in respect of all of the Section 75 equality of opportunity and/or good relations categories, then the decision maybe to screen the policy out. If a policy is 'screened out' as having no relevance to equality of opportunity or good relations, give details of the reasons for the decision taken.
27. If the 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.
28. If the 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:
- introduce measures to mitigate the adverse impact; or
 - the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

Factors that would indicate a conclusion in favour of a 'major' impact

29. (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.

Factors that would indicate a conclusion in favour of ‘minor’ impact

30. (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.

Factors that would indicate a conclusion in favour of none

- 31.(a) The policy has no relevance to equality of opportunity or good relations.
- (b) The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity or good relations for people within the equality and good relations categories.
32. 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

<p>1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? Minor/Major/None</p>		
Section 75 category	Details of policy impact	Level of impact? Minor/Major/None
Religious belief	<p>The Unit may help meet any special religious requirements attached to court attendance.</p> <p>In relation to staff, the establishment of a two-site solution is being considered within the context of the needs of individual Section 75 groups within the PPS/PSNI staff complement.</p>	Minor (+ve)
Political opinion	None	
Racial group	<p>The Unit may help facilitate translation for those whose first language is not English.</p> <p>The need for indicating the availability of alternative formats is recognised and will be reviewed as the project rolls out.</p>	Minor (+ve)
Age	Older and younger people may have greater anxiety attaching to the prosecution process and in the practicalities around court	Minor (+ve)

	attendance. The single point of contact may help alleviate concerns.	
Marital status	None	
Sexual orientation	None	
Men and Women generally	None	
Disability	<p>Those with physical disability or mental health issues will be assisted by the needs assessments and the enhanced service provided in response.</p> <p>In relation to staffing, the Unit will be located within PPS premises which are DDA compliant.</p>	Minor (+ve)
Dependants	<p>The Unit may be able to facilitate court arrangements which will support the needs of dependants of those attending court (e.g. children and elderly relatives).</p> <p>The potential impact on this grouping will be better understood once Expressions of Interest have been received for posts within the VWCU.</p>	Minor (+ve)

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

Section category	75 If Yes, provide details	If No, provide reasons
All	The Unit should help provide a more positive experience of the criminal justice system judicial process for all victims and witnesses.	

<p>3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group? Minor/Major/None</p>		
Good relations category	Details of policy impact	Level of impact Minor/Major/None
Religious belief	None	
Political opinion	None	
Racial group	None	

<p>4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?</p>		
Good relations category	If Yes, provide details	If No, provide reasons
All		Contact between people within these categories is limited in relation to the operations of the Unit

Additional considerations

Multiple Identity

33. 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?

As referred to above

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

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

As referred to above

Part 4

Screening decision

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

The Unit has been established to help and support victims and witnesses who engage with the N-I criminal justice system. As such, there is no process attached to the operation of the VWCU which is likely to have a detrimental impact on any Section 75 category or grouping, instead the service may help these individuals engage in a positive manner with the PPS, PSNI and the wider criminal justice community.

36. If the decision is not to conduct an equality impact assessment, consider if the policy should be mitigated or an alternative policy be introduced.

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

38. Further advice on equality impact assessment may be found in a separate Commission publication: Practical Guidance on Equality Impact Assessment.

Mitigation

39. 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.
40. Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity and/or good relations?
41. If so, give the **reasons** to support your decision, together with the proposed changes/amendments or alternative policy.

The VWCU is currently running as a pilot across courts within Belfast. As fundamental decisions are taken as to the further rollout of the services, the need for EQIA will be revisited.

This will include analysis of monitoring data gathered through questionnaires for an assessment of adverse effects. Further to this scrutiny a decision will be made as to what Section 75 actions are most appropriate prior to the rolling out of the services across Northern Ireland.

A detailed evaluation of the project will be undertaken at various stages including a questionnaire covering a range of categories of victims and witnesses will be issued in order to understand the impact of the Unit and learn lessons moving forward within the implementation.

A Monthly Management meeting has been established to bridge the gap between VWCU operations and the Project Board. In addition, operational management undertake monthly staff meetings to provide further

communication, address issues, etc.

Timetabling and prioritising

42. Factors to be considered in timetabling and prioritising policies for equality impact assessment.
43. 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.
44. 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	

45. 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.
46. Is the policy affected by timetables established by other relevant public authorities?
47. If yes, please provide details.

Part 5

Monitoring

48. Public authorities should consider the guidance contained in the Commission's Monitoring Guidance for Use by Public Authorities (July 2007).
49. The Commission recommends that where the policy has been amended or an alternative policy introduced, the public authority should monitor more broadly than for adverse impact (See Benefits, P.9-10, paras 2.13 – 2.20 of the Monitoring Guidance).
50. Effective monitoring will help the public authority identify any future adverse impact arising from the policy which may lead the public authority to conduct an equality impact assessment, as well as help with future planning and policy development.

Part 6

Approval and authorisation

Screened by:	Position/Job Title	Date
	PPS VWCU Project Manager	08 October 2013
Approved by:(Branch Grade 7)		
	PPS VWCU Project Manager	08 October 2013
I am satisfied that this policy has been properly screened for both equality impact and human rights infringement, and I agree with the screening decision made. Authorised by:(Head of Division)		
	SAD Resources and Change	08 October 2013

Note: A copy of the Screening Template should be made easily accessible on the public authority's website as soon as possible following completion. This will be undertaken by the Equality Officer on receipt as per below. Hard copies should also be made available on request.

The screening exercise is now complete.

When you have completed the form please retain a record in your branch and send a signed copy for information to:

Equality and Corporate Governance Officer

Central Management Unit

11th Floor

Linum Chambers

2 Bedford Square

Bedford Street

BT2 7BS

 44882

and e-mail an electronic version to anna.scott@ppsni.gsi.gov.uk

If any EQIA **is** required, the Equality Officer should be contacted for further advice if necessary.

Further information on equality, including a copy of the PPS Equality Scheme, yearly progress reports on equality to the Equality Commission for Northern Ireland, information on data sources and other useful links may be found on the PPS Intranet under the Equality Scheme section.

Annex A

MAIN GROUPS IDENTIFIED AS RELEVANT TO THE SECTION 75 CATEGORIES

Category	Main Groups
Religious belief	Protestants; Catholics; people of other religious belief; people of no religious belief
Political opinion	Unionists generally; Nationalists generally; members/supporters of any political party
Racial group	White people; Chinese; Irish Travellers; Indians; Pakistanis; Bangladeshis; Black Africans; Afro Caribbean people; people of mixed ethnic group, other groups
Men and Women generally	Men (including boys); women (including girls); trans-gender and trans-sexual people
Marital/Civil Partnership status	Married people; unmarried people; divorced or separated people; widowed people; civil partnerships
Age	For most purposes, the main categories are: children under 18; people aged between 18 and 65. However the definition of age groups will need to be sensitive to the policy under consideration. For example, for some employment policies, children under 16 could be distinguished from people of working age
Persons with a disability and persons without	Persons with a physical, sensory or learning disability as defined in Schedules 1 and 2 of the Disability Discrimination Act 1995.
Persons with dependants and persons without	Persons with primary responsibility for the care of a child; persons with personal responsibility for the care of a person with a disability; persons with primary responsibility for a dependent elderly person.
Sexual orientation	Heterosexuals; bisexual people; gay men; lesbians