

Equality and Human Rights Screening Template

Environmental Management Policy

The NIGALA is required to address the 4 questions below in relation to all its policies. This template sets out a proforma to document consideration of each question.

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)
2. Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?
3. To what extent is the policy likely to impact on good relations between people of a different religious belief, political opinion or racial group?
(minor/major/none)
4. Are there opportunities to better promote good relations between people of a different religious belief, political opinion or racial group?

SCREENING TEMPLATE

See [Guidance Notes](#) for further information on the 'why' 'what' 'when', and 'who' in relation to screening, for background information on the relevant legislation and for help in answering the questions on this template.

1. INFORMATION ABOUT THE POLICY OR DECISION

1.1 Title of policy or decision

Environmental Management Policy

1.2 Description of policy or decision:

- **What is it trying to achieve (aims and objectives)?**
- **How will this be achieved (key elements)?**
- **What the key constraints (for example financial, legislation or other)?**

The NIGALA aims to ensure that its core business activities are aligned with its commitment to reducing the environmental impact. To facilitate the achievement of this overall objective, NIGALA will:

- Fully comply with all environmental regulations as a minimum level of performance in adopting and implementing principles of environmental protection and sustainability;
- Foster environmental awareness within all staff and encourage the education and training of staff in environmental issues and the effects of activities;
- Monitor progress and review environmental performances on an annual basis by application of the Environmental Management Controls Assurance Standard and strive to improve performance against this standard.

Areas of specific application

The NIGALA approach to environmental management will focus specifically on:

Recycling & Waste

- Monitoring waste/recycling performance and be able to report ongoing improvements.

Transport

- Staff should be encouraged to keep mileage to a minimum.
- NIGALA should report on the uptake of its home working schemes which inevitably reduces travelling to work and thus saves money in addition to helping reduce the “carbon foot-print”.

Procurement

- Make use of local suppliers and contractors where possible in order to reduce NIGALA’s “carbon foot-print”.
- Consider whole life costs when making purchases.
- Implement low carbon procurement practices.

Energy Consumption

- Raise awareness of energy consumption amongst staff and seek to minimise both consumption and cost.

1.3 Main stakeholders affected (internal and external)

NIGALA board members

NIGALA staff

1.4 Other policies or decisions with a bearing on this policy or decision.

- **What are they?**
- **Who owns them?**
- The NIGALA has a Health & Safety Officer who oversees Health and Safety compliance and procedures within the Agency.
- The NIGALA Recycling & Waste Management Policy also applies to Environmental Management.
- The NIGALA holds a spreadsheet to record Waste Disposal and Environmental Performance.

2. CONSIDERATION OF EQUALITY AND GOOD RELATIONS ISSUES AND EVIDENCE USED

2.1 Data Gathering

What information did you use to inform this equality screening? For example previous consultations, statistics, research, Equality Impact Assessments (EQIAs), complaints. Provide details of how you involved stakeholders, views of colleagues, services users, staff side or other stakeholders.

NIGALA staff data March 2018
NI Census 2011

2.2 Quantitative Data

Who is affected by the policy or decision? Please provide a statistical profile. Note if policy affects both staff and service users, please provide profile for both.

Category	What is the makeup of the affected group (%)? Are there any issues or problems? For example, a lower update that needs to be addressed or greater involvement of a particular group?
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Gender

NIGALA staff data at March 2018:

Male	12.50%
Female	87.50%

Census 2011 figures for NI report just over 50% of the 16-64 age group is female whilst 49.52% is male.

Age

NIGALA staff data at March 2018:

16-24	0%
25-29	1.56%

30-34	4.69%
35-39	10.94%
40-44	9.38%
45/49	15.63%
50-54	26.56%
55-59	25.00%
60-64	6.25%
>=65	0%

2011 Census figures for NI are as follows:

0-15	379,378	20.95%
16-19	101,589	5.61%
20-24	126,036	6.96%
25-29	124,044	6.85%
30-44	373,943	20.65%
45-49	347,687	19.21%
60-64	94,346	5.21%
65-74	145,593	8.04%
75-84	86,740	4.79%
85-89	21,187	1.17%
90 and over	10,141	0.56%

Religion

NIGALA staff data at March 2018:

Perceived Protestant	0%
Protestant	1.56%
Perceived Roman Catholic	4.69%
Roman Catholic	10.94%
Neither	9.38%
Perceived Neither	15.63%
Not assigned	26.56%

Population - Census 2011 figures on religion:

	<table border="1"> <tr> <td>Catholic</td> <td>738,033</td> <td>40.76%</td> </tr> <tr> <td>Presbyterian Church in Ireland</td> <td>345,101</td> <td>19.06%</td> </tr> <tr> <td>Church of Ireland</td> <td>248,821</td> <td>13.74%</td> </tr> <tr> <td>Methodist Church in Ireland</td> <td>54,253</td> <td>3%</td> </tr> <tr> <td>Other Christian (including Christian related)</td> <td>104,380</td> <td>5.76%</td> </tr> <tr> <td>Other Religions</td> <td>183,164</td> <td>10.11%</td> </tr> <tr> <td>Religion not stated</td> <td>122,252</td> <td>6.75%</td> </tr> </table>	Catholic	738,033	40.76%	Presbyterian Church in Ireland	345,101	19.06%	Church of Ireland	248,821	13.74%	Methodist Church in Ireland	54,253	3%	Other Christian (including Christian related)	104,380	5.76%	Other Religions	183,164	10.11%	Religion not stated	122,252	6.75%													
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Marital Status	<p>NIGALA staff data at March 2018:</p> <table border="1"> <tr> <td>Divorced</td> <td>0%</td> </tr> </table>	Divorced	0%																																
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Married/Civil Partnership	57.81%
Other	3.13%
Separated	0%
Single	28.13%
Unknown	10.94%
Widow/er	0%
Not Assigned	0%

NI Population Statistics * (2011)

- 47.56% (680, 840) of those aged 16 or over were married
- 36.14% (517, 359) were single
- 0.09% (1288) were registered in same-sex civil partnerships
- 9.43% (134, 994) were either divorced, separated or formerly in a same-sex partnership
- 6.78% (97, 058) were either widowed or a surviving partner

Dependent Status

NIGALA staff data at March 2018:

Yes	4.69%
Not assigned	92.19%
No	3.13%

NI Census Statistics

- 11.81% (213, 863) 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.
- 3.11% (56, 318) provided 50 hours care or more.
- 33.86% (238, 129) of households contained dependent children.
- 40.29% (283, 350) contained a least one person with a long – term health problem or a disability

Carers NI Statistics:

- 1 in every 8 adults is a carer
- There are approximately 207,000 carers in Northern Ireland
- Any one of us has a 6.6% chance of becoming a carer in any year
- One quarter of all carers provide over 50 hours of care per week
- People providing high levels of care are twice as likely to be permanently sick or disabled than the average person
- 64% of carers are women; 36% are men.

Disability

NIGALA staff data at March 2018:

Yes	1.56%
Not assigned	10.94%
No	87.50%

NI Population Statistics*

More than one person in five (300,000) people in Northern Ireland has a disability.

Census 2011 data for the population as a whole highlights a wide range of disabilities and long-term conditions, taking on board, however, that some of these will be less prevalent amongst younger age brackets. The data is not yet available broken down by age group.

Long-term health problem or disability			
	All usual residents		Number
Northern Ireland	1,810,863	Day-to-day activities limited a lot	215,232

		Day-to-day activities limited a little	159,414
		Day-to-day activities not limited	1,436,217
		Type of long-term condition	% of population
		Deafness or partial hearing loss	5.14
		Blindness or partial sight loss	1.7
		Communication Difficulty	1.65
		Mobility of Dexterity Difficulty	11.44
		A learning, intellectual, social or behavioural difficulty.	2.22
		An emotional, psychological or mental health condition	5.83
		Long – term pain or discomfort	10.10
		Shortness of breath or difficulty breathing	8.72
		Frequent confusion or memory loss	1.97
		A chronic illness (such as cancer, HIV, diabetes, heart disease or epilepsy).	6.55
		Other condition	5.22
		No Condition	68.57
Ethnicity	NIGALA staff data at March 2018:		
	Not assigned	89.06%	
	White	10.94%	
	Other		
	Black African		
	Indian		
	Chinese		

NI Population Statistics* (Census 2011)		
	N	%
White	1778449	98.21%
Chinese	6303	0.35%
Irish Traveller	1301	0.07%
Indian	6198	0.34%
Pakistani	1091	0.06%
Bangladeshi	540	0.03%
Other Asian	4998	0.28%
Black Caribbean	372	0.02%
Black African	2345	0.13%
Black other	899	0.05%
Mixed	6014	0.33%
Other	2353	0.13%

Sexual Orientation	NIGALA staff data at March 2018:	
	Do not wish to answer	1.56%
	Not assigned	90.63%
	Opposite sex	7.81%
	Both Sexes	
	Same sex	

2.3 Qualitative Data	
What are the different needs, experiences and priorities of each of the categories in relation to this policy or decision and what equality issues emerge from this? Note if policy affects both staff and service users, please discuss issues for both.	
Category	Needs and Experiences
Gender	There is no data to suggest that the needs and experiences of service users differ on the basis of gender.
Age	There is no data to suggest that the needs and experiences of service users differ on the basis of age.

Religion	There is no data to suggest that the needs and experiences of service users differ on the basis of religion.
Political Opinion	There is no data to suggest that the needs and experiences of service users differ on the basis of political opinion.
Marital Status	There is no data to suggest that the needs and experiences of service users differ on the basis of marital status.
Dependent Status	There is no data to suggest that the needs and experiences of service users differ on the basis of dependent status.
Disability	Issues relating to accessible information for people with disabilities are considered in our Accessible Formats Policy.
Ethnicity	Issues relating to accessible information for people with disabilities are considered in our Accessible Formats Policy.
Sexual Orientation	There is no data to suggest that the needs and experiences of service users differ on the basis of sexual orientation.

2.4 Multiple Identities

Are there any potential impacts of the policy or decision on people with multiple identities? For example: disability minority ethnic people; young Protestant men; and young lesbians, gay and bisexual people.

None identified

2.5 Making Changes Based on the equality issues you identified in 2.2 and 2.3, what changes did you make or do you intend to make in relation to policy or decision in order to promote equality of opportunity?	
In developing the policy or decision what did you do or change to address the equality issues you identified?	What do you intend to do in future to address the quality issues you identified?
N/A	N/A

2.6 Good Relations What changes to the policy or decision – if any – or what additional measures would you suggest to ensure that it promotes good relations? (Refer to guidance notes for guidance on impact.)		
Group	Impact	Suggestions
Religion	N/A	N/A
Political Opinion	N/A	N/A
Ethnicity	N/A	N/A

3. SHOULD THE POLICY OR DECISION BE SUBJECT TO A FULL EQUALITY IMPACT ASSESSMENT?

A full equality impact assessment (EQIA) is usually confined to those policies or decisions considered to have major implications for equality of opportunity.

How would you categorise the impacts of this decision or policy? (Refer to guidance notes for guidance on impact.)

Please tick:

Major impact	
Minor impact	
No further impact	x

Do you consider that this policy or decision needs to be subjected to a full equality impact assessment?

Please tick:

Yes	
No	x

Please give reasons for your decisions:

This policy is technical in nature and has no impact on equality of opportunity and/or good relations for people within the equality and good relations categories.

4. CONSIDERATION OF DISABILITY DUTIES

4.1 In what ways does the policy or decision encourage disabled people to participate in public life and what else could you do to do so?

How does the policy or decision currently encourage disabled people to participate in public life?	What else could you do to encourage disabled people to participate in public life?

4.2 In what ways does the policy or decision promote positive attitudes towards disabled people and what else could you do to do so?	
How does the policy or decision currently promote positive attitudes towards disabled people?	What else could you do to promote attitudes towards disabled people?

5. CONSIDERATION OF HUMAN RIGHTS

5.1 Does the policy or decision affect anyone's Human Rights? Complete for each of the articles.	
Article	Yes/No
Article 2: Right to Life	No
Article 3: Right to freedom from torture, inhuman or degrading treatment or punishment.	No
Article 4: Right to freedom from slavery, servitude and forced or compulsory labour.	No
Article 5: Right to liberty and security of person.	No
Article 6: Right to a fair and public trial within a reasonable time.	No
Article 7: Right to freedom from retrospective criminal law and no punishment without law.	No
Article 8: Right to respect for private and family life, home and correspondence.	No
Article 9: Right to freedom of thought, conscience and religion.	No

Article 10: Right to freedom of expression.	No
Article 11: Right to freedom of assembly and association.	No
Article 12: Right to marry and found a family.	No
Article 14: Prohibition of discrimination in the enjoyment of the convention rights.	No
1 st protocol Article 1: Right to a peaceful enjoyment of possessions and protection of property.	No
1 st protocol Article 2: Right of access to education.	No

If you have answered no to all of the above please move on to Question 6 on Monitoring.

5.2 If you have answered yes to any of the Articles in 5.1, does the policy or decision interfere with any of these rights? If so, what is the interference and who does it impact upon?			
List the Article Number	Interfered with? Yes/No	What is the interference and who does it impact upon?	Does this raise legal issues?* Yes/No

*It is important to speak to your line management on this and if necessary seek legal opinion to clarify this.

5.3 Outline any actions which could be taken to promote or raise awareness of human rights or to ensure compliance with the legislation in relation to the policy or decision.

6. MONITORING

6.1 What data will you collect in the future in order to monitor the effect of the policy or decision on any of the categories (for equality of opportunity or good relations, disability duties and human rights)?		
Equality & Good Relations	Disability Duties	Human Rights

Approved Lead Officer: Sean Brown

Position: Head of Corporate Services

Date: 3 April 2019

Policy/Decisions Screened by: Sinéad Casey

Any request for this document in another format or language will be considered.