

# Equality and Human Rights Screening Template

The PHA 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.

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)

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

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)

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

**PHA Rural Needs 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 are the key constraints? (for example financial, legislative or other)**

The Rural Needs Act (Northern Ireland) 2016 came into operation for Government Departments and District Councils on 1 June 2017 and for public authorities including the **Public Health Agency (PHA) on 1 June 2018.**

The purpose of the Act is to ensure that public authorities have '**due regard**' to the social and economic needs of people in rural areas and to provide a mechanism for ensuring greater transparency in relation to how public authorities consider rural needs when developing, adopting, implementing or revising policies, strategies and plans and when designing and delivering public services. The Act seeks to help deliver fairer and more equitable treatment for people in rural areas which will deliver better outcomes and make rural communities more sustainable.

#### **Aims of the Policy are:**

To assist PHA staff understand their statutory responsibilities under the Act, and to provide guidance on undertaking a proportionate Rural Needs Impact Assessment as a mechanism for ensuring rural needs are appropriately taken into account.

To set out the steps and templates required for undertaking a Rural Needs Impact Assessment and the roles and responsibilities of those involved.

To ensure that evidence of the consideration of the Act is produced along with the associated monitoring and reporting requirements.

### **1.3 Main stakeholders affected (internal and external)**

**For example staff, actual or potential service users, other public sector organisations, voluntary and community groups, trade unions or professional organisations or private sector organisations or others**

PHA Staff

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

- **what are they?**
- **who owns them?**

Rural Needs Act (NI) 2016 – Department of Agriculture, Environment and Rural Affairs (DAERA)

**(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, service users, staff side or other stakeholders.**

Staff Monitoring Data

**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.**

<b>Category</b>	<b><i>What is the makeup of the affected group? ( %) Are there any issues or problems? For example, a lower uptake that needs to be addressed or greater involvement of a particular group?</i></b>	
Gender	Male	19.49%
	Female	80.51%
Age	16-24	0.00%
	25-29	4.33%
	30-34	11.19%
	35-39	14.08%
	40-44	16.97%
	45-49	20.58%
	50-54	16.97%
	55-59	11.91%
	60-64	3.25%
>=65	0.72%	
Religion	Perceived Protestant	6.50%
	Protestant	37.91%
	Perceived Roman Catholic	2.89%
	Roman Catholic	39.35%
	Neither	1.81%
	Perceived Neither	0.00%
	Not assigned	11.55%

<b>Political Opinion</b>	Broadly Nationalist	1.44%
	Other	6.50%
	Broadly Unionist	2.17%
	Not assigned	85.20%
	Do not wish to answer	4.69%
	(As 85.20% of PHA staff have not completed this information the quality of our data in relation to political opinion is insufficient)	
<b>Marital Status</b>	Divorced	2.17%
	Mar/CP	61.73%
	Other	0.36%
	Separated	0.72%
	Single	21.30%
	Unknown	13.00%
	Widow/R	0.72%
	Not assigned	0.00%
<b>Dependent Status</b>	Yes	9.39%
	Not assigned	83.03%
	No	7.58%
<b>Disability</b>	No	81.23%
	Not assigned	17.69%
	Yes	1.08%
<b>Ethnicity</b>	Not assigned	70.04%
	White	29.96%
	Other	0.00%
	Black African	0.00%
	Indian	0.00%
	Chinese	0.00%
<b>Sexual Orientation</b>	Do not wish to answer	2.17%
	Not assigned	84.12%
	Opposite sex	11.91%
	same sex	1.81%

### 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.**

<b>Category</b>	<b>Needs and Experiences</b>
Gender	N/A
Age	N/A
Religion	N/A
Political Opinion	N/A
Marital Status	N/A
Dependent Status	N/A
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 whose first language is not English are considered in our Accessible Formats Policy
Sexual Orientation	N/A

### 2.3 Multiple Identities

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

N/A
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## 2.4 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 the policy or decision in order to promote equality of opportunity?

<i>In developing the policy or decision what did you do or change to address the equality issues you identified?</i>	<i>What do you intend to do in future to address the equality issues you identified?</i>
N/A	N/A

## 2.5 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)

<i>Group</i>	<i>Impact</i>	<i>Suggestions</i>
Religion	N/A	N/A
Political Opinion	N/A	N/A
Ethnicity	N/A	N/A

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**(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	<input type="checkbox"/>
Minor impact	<input type="checkbox"/>
No further impact	<input checked="" type="checkbox"/>

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

**Please tick:**

Yes	<input type="checkbox"/>
No	<input checked="" type="checkbox"/>



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 with 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?**

<i>How does the policy or decision currently encourage disabled people to participate in public life?</i>	<i>What else could you do to encourage disabled people to participate in public life?</i>
N/A	N/A

**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?**

<i>How does the policy or decision currently promote positive attitudes towards disabled people?</i>	<i>What else could you do to promote positive attitudes towards disabled people?</i>
N/A	N/A

## (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	N/A
Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment	N/A
Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour	N/A
Article 5 – Right to liberty & security of person	N/A
Article 6 – Right to a fair & public trial within a reasonable time	N/A
Article 7 – Right to freedom from retrospective criminal law & no punishment without law	N/A
Article 8 – Right to respect for private & family life, home and correspondence.	N/A
Article 9 – Right to freedom of thought, conscience & religion	N/A
Article 10 – Right to freedom of expression	N/A
Article 11 – Right to freedom of assembly & association	N/A
Article 12 – Right to marry & found a family	N/A
Article 14 – Prohibition of discrimination in the enjoyment of the convention rights	N/A
1 <sup>st</sup> protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property	N/A
1 <sup>st</sup> protocol Article 2 – Right of access to education	N/A

*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
N/A	N/A	N/A	N/A

*\* It is important to speak to your line manager 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.**

N/A
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## (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 and good relations, disability duties and human rights)?**

<b>Equality &amp; Good Relations</b>	<b>Disability Duties</b>	<b>Human Rights</b>
N/A	N/A	N/A

Approved Lead Officer: Rosemary Taylor

Position: Assistant Director of Planning & Operational Services

Date: 17 July 2018

Policy/Decision Screened by: Lynda Kernohan

Business Unit and contact details PHA, Operations Directorate

**Please note that having completed the screening you are required by statute to publish the completed screening template, as per your organisation's equality scheme. If a consultee, including the Equality Commission, raises a concern about a screening decision based on supporting evidence, you will need to review the screening decision.**

**Please forward completed template to:  
Equality.Unit@hscni.net**

**Template updated January 2015**

Any request for this document in another format or language will be considered. Please contact us (see contact details provided above).