Section 75 Policy Screening
&
Rural Needs Impact Assessment (RNIA) Template

Part 1: Policy Scoping

The template applies to statutory obligations attaching both to Section 75 of the Northern Ireland Act 1998 and the Rural Needs Act (NI) 2016. The first stage of the process is common to both statutes and involves scoping the policy or policy area. The purpose of policy scoping is to help prepare the background and context and set out the aims and objectives for the policy under consideration. At this stage, scoping the policy will help identify potential constraints as well as opportunities and will help the policy maker work through the process on a step by step basis.

You should remember that your 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).

With regard to the Rural Needs Impact Assessment, DAERA recommend that the level of analysis undertaken in the impact assessment should be proportionate to both the scale of the potential impact and significance to rural areas.

Information about the policy

Name of the policy or policy area: Cultural, Language and Heritage Funds (ILBF & USBF)

Is this an existing, revised or a new policy/policy area?

Existing	Revised	New
	x	

Brief Description

ILBF supports the production of Irish language content in the screen medium, and more generally the development of the Irish Language Production Sector in NI.

USBF supports the production of content in the screen medium in relation to the Ulster-Scots culture, language and heritage, and more generally the development of the Ulster-Scots production sector.

What is it trying to achieve? (intended aims and outcomes)

To support screen production and the development of skills in the Irish Language and Ulster-Scots production sectors.

Are there any Section 75 categories which might be expected to benefit from the intended policy?

YES	NO	N/A
X		

If YES, explain how.

The fund targets minority communities and encourages linguistic and cultural diversity, with a particular focus on the two indigenous languages of Irish and Ulster-Scots

Who initiated or wrote the policy?

Northern Ireland Screen

Who owns and who implements each element of the policy?

Northern Ireland Screen

Implementation factors

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

YES	NO	N/A
x		

If YES, are they

Financial: YES (If YES, please detail)

Constrained by annual budget.

Legislative: Y / N (If YES, please detail)

Funding can only be accessed by NI companies and individuals

Other, please specify:

Main stakeholders affected

Who are the internal and external stakeholders (actual or potential) that the policy will impact upon?

Staff: Head of ILBF, ILBF Officer, Funding Manager, Skills Executive, Director of Finance and Corporate Services, CEO

Service users: Production companies, trainees, broadcasters.

Other public sector organisations:

NA

Voluntary/community/trade unions:

NA

Other, please specify:

Broadcasters

Other policies with a bearing on this policy

What are they and who owns them?
Northern Ireland Screen Governance and Operations Policies

Rural Needs Impact Assessment Step 1: Define the issue:

- *What impact do you intend it to have in rural areas?*
  Both funds are available to any company/individual irrespective of location in Northern Ireland.

- *How is 'rural' defined for the purposes of this policy/strategy/service/plan?*
  DAERA definition is applied.

- *What would constitute a fair rural outcome in this case?*
  Increased participation outside urban areas.

Section 75: Available evidence

Evidence to help inform the Section 75 screening process may take many forms. Public authorities should ensure that their screening decision is informed by relevant data.

What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for relevant Section 75 categories.

Section 75 Category	Details of Evidence/Information
All	Skills/trainee applicants - all complete a standard section 75 monitoring return to identify trends over time and any patterns of under representation. Production companies must conform to Section 75 obligations as a condition of contract.

Section 75: Needs, experiences and priorities

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 Needs/Experiences/Priorities
Disability **Religious Belief** **Racial Group** **Age** **Marital Status** **Dependency** **Sexual Orientation**	The ILBF is available to all but with a particular focus on maximum use of Irish Language speakers and reasonable adjustments are applied to those with particular personal circumstances that may hinder engagement. The USBF is available to all but with a particular focus on projects that celebrate the Ulster-Scots culture and reasonable adjustments are applied to those with particular personal circumstances that may hinder engagement. The ILBF training scheme is geared towards those who are fluent Irish speakers while the USBF training scheme identifies those who have an engagement with the Ulster-Scots culture.

Political Opinion **Men and Women Generally**	6

Rural Needs Impact Assessment Step 2: Understand the situation

Key questions to consider:

The standard DAERA definition will be used.

- *What is the current situation in rural areas?*

Open to all areas of Northern Ireland

- *What evidence (statistics, data, research, stakeholder advice) do you have about the position in rural areas?*

Addresses and postcodes of all applicants

- *If the relevant evidence is not available, can this be sourced?*

Yes

- *Do you have access to the views of rural stakeholders about the likely impact of the policy?*

No

- *Are there existing design features or mitigations already in place to take account of rural needs?*

No

Part 2: Section 75 Screening Questions

Introduction

1. If the conclusion is **none** in respect of all of the Section 75 categories, then you may decide to screen the policy <u>out</u>. If a policy is 'screened out', you should give details of the reasons for the decision taken.

2. If the conclusion is **major** in respect of one or more of the Section 75 categories, then consideration should be given to subjecting the policy to an EQIA.

3. If the conclusion is **minor** in respect of one or more of the Section 75 categories, then consideration should still be given to proceeding with an EQIA, or to measures to mitigate the adverse impact; or an alternative policy.

In favour of a 'major' impact
- 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 hence it would be appropriate to conduct an EQIA;
- 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 among 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.

In favour of 'minor' impact
- 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.

In favour of none
- 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.

Taking into account the earlier evidence, consider and comment on the likely impact on equality of opportunity / good relations for those affected by this policy, by applying the following screening questions and the impact on the group i.e. minor, major or none.

Section 75: Screening questions

1 What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 grounds? **Minor/Major/None**		
Section 75 Category	**Details of Policy Impact**	**Level of Impact? Minor/Major/None**
Religious belief	Open to all religious beliefs	None
Political opinion	Language can be seen as politically divisive but the programme aspires to promote language and culture in an inclusive way.	Minor
Racial / ethnic group	Open to all racial/ethnic groups.	None
Age	Open to all ages	None
Marital status	Open to all marital status	None
Sexual orientation	Open to all	None
Men and women generally	Open to all	None
Disability	Open to all	None
Dependants	Open to all	None

2 Are there opportunities to better promote equality of opportunity for people within any of the Section 75 categories?		
Section 75 Category	If **Yes**, provide details	If **No**, provide reasons
ALL		The organisation is promoting equality of opportunity across all of the Section 75 categories.

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**		
Good Relations Category	**Details of policy impact**	**Level of impact Minor/Major/None**
Religious belief	The programme encourages active and positive engagement with a wide range of issues attaching to good relations	Major +
Political opinion	The programme encourages active and positive engagement with a wide range of issues attaching to good relations	Major +
Racial group	The programme encourages active and positive engagement with a wide range of issues attaching to good relations	Major +

4	Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?	
Good relations category	If **Yes**, provide details	If **No**, provide reasons
ALL	These programmes offer constant opportunities to better promote good relations between people of different religious beliefs, political opinions and racial groups.	

Rural Needs Impact Assessment Step 3: Develop and appraise options

Key questions to consider:

- *Are there barriers to delivery in rural areas?*
  The location of the majority of production companies is urban.

- *If so, how can these be overcome or mitigated?*
  To ensure the locations of productions continues to reflect rural areas proportionately

- *Will it cost more to deliver in rural areas?*
  N/A

Rural Needs Impact Assessment Step 4: Prepare for Delivery

Key questions to consider:

- *Do the necessary delivery mechanisms exist in rural areas?*
  Yes
- *Have you considered alternative delivery mechanisms?*
  N/A
- *What action has been taken to ensure fair rural outcomes?*
  No measures required
- *Is there flexibility for local delivery bodies to find local solutions?*
  Yes, there are no restrictions
- *Are different solutions required in different areas?*
  There have been no issues to date

<u>Additional considerations</u>

Multiple identity

Individuals are represented across more than one Section 75 category. Taking this into consideration, along with rural needs and social deprivation / isolation, are there any potential impacts of the policy/decision on people with multiple identities?
(For example; socially deprived disabled minority ethnic people; disabled women in urban communities; young Protestant men in rural communities; young lesbians, gay and bisexual people in both urban and rural communities).

NA

Provide details of data on the impact of the policy on people with multiple identities. Specify aspects of identity concerned.

Part 3: Section 75 Screening Decision

In light of your answers to the previous questions, with regard to Section 75 considerations, do you feel that the policy should: (please underline one):

1. Not be subject to an EQIA (with no mitigating measures required)

2. Not be subject to an EQIA (with mitigating measures /alternative policies)

3. Not be subject to an EQIA at this time

4. Be subject to an EQIA

If 1. or 2. (i.e. not be subject to an EQIA), please provide details of the reasons why:

> Northern Ireland Screen is confident that the existing programmes continue to provide equality of opportunity for all potential applicants and promote good relations through the various activities attached to the programmes, and will continue to review in light of any emerging concern.

If 2. (i.e. not be subject to an EQIA), in what ways can identified adverse impacts attaching to the policy be mitigated or an alternative policy be introduced?

In light of these revisions, is there a need to re-screen the revised/alternative policy at a future date? YES / NO

> **If YES, when & why?**

If 3. or 4. (i.e. to conduct an EQIA), please provide details of the reasons:

Timetabling and Prioritising EQIA

If 3. or 4., is the policy affected by timetables established by other relevant public authorities? YES / NO

If YES, please provide details:

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Please answer the following questions to determine priority for timetabling the EQIA. 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 EQIA.

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	

Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for EQIA. This list of priorities will assist you in timetabling the EQIA. Details of your EQIA timetable should be included in the quarterly Section 75 report.

Proposed date for commencing EQIA: _____

Any further comments on the screening process and any subsequent actions?

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Part 4: Monitoring

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

Please detail proposed monitoring arrangements below:

> Northern Ireland Screen will continue to require companies to abide by Section 75 obligations and will also continue to monitor the individuals applying for trainee schemes or skills funds to ensure equality of opportunity.

Rural Needs Impact Assessment Step 5: Implementation & Monitoring

Key questions to consider:

• *Have you set any rural specific indicators or targets to monitor?*
No
• *How will the outcomes be measured in rural areas?*
Through standard monitoring procedures.

• *Are there any statistics or data that you will collect to monitor rural needs and impacts?*
Monitoring will include postcode of applicants.

Rural Needs Impact Assessment Step 6: Evaluation & Review

Key questions to consider:

• *What processes are in place to evaluate and review the implementation of the policy, strategy, plan or service?*
Standard programme review procedures

• *Have rural needs been factored into the evaluation process?*
Yes

• *How will lessons learned in relation to rural outcomes be used to inform future policy making and delivery?*
Through programme review.

Part 5: Approval and Authorisation

Screened by:	Position/Job Title	Date
Áine Walsh	Head of ILBF	14.11.17
Lyndsey Waring	Assistant Accountant	14.11.17
LInda Martin	Director of Finance and Corporate Services	14.11.17
Approved by:		
John Kremer	S75 Specialist	18.12.17
Richard Williams	CEO	19.12.17

Note: A copy of the Screening Template, for each policy screened, should be 'signed off' and approved by a senior manager responsible for the policy, made easily accessible on your website as soon as possible following completion and made available on request.