



DOJ Section 75

EQUALITY SCREENING FORM

Title of Policy: Police Pension (Remediable Service) Regulations (NI) 2023

Revised March 2022

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The Legal Background

Under section 75 of the Northern Ireland Act 1998, the Department 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 Department 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.**

Introduction

1. This form should be read in conjunction with the Equality Commission's revised Section 75 guidance, "Effective Section 75 Equality Assessments: Screening and Equality Assessments" which is available on the Equality Commission's website.

<http://www.equalityni.org/ECNI/media/ECNI/Publications/Employers%20and%20Service%20Providers/Public%20Authorities/S75Advice-ScreeningEQIA.pdf>

Section 75 statutory duties apply to **internal policies** (relating to people who work for department), as well as **external policies** (relating to those who are, or could be, served by the department).

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 so determine whether an Equality Impact Assessment (EQIA) is necessary. Screening should be introduced at an early stage when developing or reviewing a policy.

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

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.

A flowchart which outlines the screening process is provided at Annex A.

4. The first step in the screening exercise is to gather evidence 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. 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.

6. Where data/evidence gaps exist consider engaging with the main representative groups directly, for example Disability Action, Rainbow, and NICCY to find out what you need to know. Bring stakeholders together to discuss policy or link up with other UK bodies who may have similar policies.

7. 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.

8. Contact DOJSMEqualityand.StaffSupportServices@justice-ni.gov.uk at any stage of the process for support or guidance.

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 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.

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.

Part 1: Policy Scoping

11. Information about the policy

Name of the Policy/decision to be screened

The Police Pension (Remediable Service) Regulations (Northern Ireland) 2023.

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

New Policy – The proposed draft Regulations are required to enable the Police Pension Authority to deliver the second stage - (the Retrospective Remedy) to remove unlawful age discrimination from police pension schemes.

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

The Regulations are designed to place all eligible scheme members back in the position they would have been, had the age discrimination identified by the McCloud Judgment¹ not occurred and to ensure that members are treated equitably with those members close to retirement.

The Regulations will enable the Scheme Manager to provide eligible members with a choice as to which pension scheme benefits (legacy or reformed) they wish to accrue during the Remedy Period (1 April 2015 and 31 March 2022).

Are there any Section 75 categories which might be expected to benefit from the intended policy? If so, explain how.

These proposals are the second phase of the McCloud Remedy; they are designed to address the technical elements and remove the unlawful age discrimination from the scheme. The DoJ commissioned The Government Actuary's Department (GAD) to analysis the equality impacts on the Retrospective changes.

Age – GAD analysis indicated 80% of eligible members to choose between legacy and reformed scheme benefits in the Remedy Period are between ages 35 and 54 as at 31 March 2016.

Sex – GAD Analysis indicated that females are more likely to benefit from being offered a choice of legacy and reformed scheme benefits for the Remedy Period, compared to the overall scheme population.

DoJ considers that these are positive equality impacts.

Who initiated or wrote the policy?

¹ The McCloud Judgement relates to two employment tribunal cases that were brought against the Government. The claimants argued that protection introduced following changes to public sector pension schemes in 2014/2015 amounted to unlawful discrimination as the protections only applied to certain older members.

HM Treasury identified the policy, the Department of Finance instructed that it should apply to all Northern Ireland Public Service Pension Schemes. The Department of Justice wrote the policy for the Police Pension Scheme and has drafted these Regulations.

Who owns and who implements the policy?

The Department of Justice owns the policy for Police Pension Schemes. Northern Ireland Policing Board/ Police Service of Northern Ireland implement the policy.

12. Implementation factors

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

If yes, are they
Tick Box
 financial
 legislative

The provisions to make these regulations are contained within the Public Service Pensions and Judicial Offices Act 2022.

The Police Pension (Amendment) Regulations (NI) 2022 came into operation on 1 April 2022 and delivered the first, prospective stage of the McCloud remedy by closing all legacy schemes to future accrual and transferring all members into the 2015 reformed schemes. The proposed draft regulations will address the retrospective elements of the McCloud Remedy.

The Department of Justice is required to seek the Department of Finance to consent to the making of these regulations under section 3(5) of the Public Service Pension Act (Northern Ireland) 2014.

other, please specify _____

13. Main stakeholders affected

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

Tick Box
 staff
 service users –
 other public sector organisations
 voluntary/community/trade unions
 other, please specify **eligible police officers, both serving and retired, who are members of any relevant police pension scheme.**

14. Other policies with a bearing on this policy

what are they?

The Royal Ulster Constabulary Pensions Regulations 1988 / The Police Pension (Northern Ireland) Regulations 2009/ The Police Pensions Regulations (NI) 2015

Public Service Pension Act (NI) 2014

Public Service Pensions and Judicial Offices Act 2022

Public Service Pension Schemes (Rectification of Unlawful Discrimination) (Tax) Regulations 2023

who owns them?

Department of Justice

HM Treasury/ Department of Finance

15. Available Evidence

Evidence to help inform the screening process may take many forms. Set out all evidence /data (both *qualitative and quantitative) below along with details of the different groups you have met and / or consulted with to help inform your screening assessment. Specify details for each of the Section 75 categories.

The powers to make these regulations are conferred in the Public Service Pensions and Judicial Offices Act 2022. An Equality Impact Assessment ('EqIA') was carried out alongside this Act. The Department of Finance supplied data for the devolved schemes and were included within this assessment.

The Department of Finance equality screening (published in February 2021) in which they considered the impact of the remedy, concluded an equality impact assessment was to be screened out on the basis that the findings were 'not unlawful or discriminatory and minor overall'.

A draft preliminary analysis was prepared by the Government Actuary's Department (GAD) to support the consideration of the equalities impact on the Police Pension Schemes (Northern Ireland) on the prospective element of the Transitional Protection Remedy. This was shared with the Northern Ireland Scheme Advisory Board including representatives from PSNI, Policing Board and Police Associations on 7 January 2022.

GAD have updated the assessment to incorporate the detail of the Retrospective element of the Transitional Protection Remedy. That draft report has been used to support the findings in this screening analysis.

Section 75 Category	Details of evidence/information
Religious belief	<p>Although the proportion of police officers who identified as Roman Catholics has increased from 2003 (8%) to 2022 (31%) as a result of recommendations from the 'Patten Report', the majority representation declared a religious background as protestant.</p> <p>This may suggest that members eligible to make a choice between legacy and reformed scheme benefits over the Remedy period (who joined before 1 April 2012) are less likely to identify as Roman Catholic, compared to the overall Scheme Population.</p>
Political opinion	<p>There is no statistical analysis available for this category.</p>
Racial group	<p>Evidence shows that for those eligible members, the majority representation, is of white ethnic origin.</p>
Age	<p>Evidence shows that Remedy will benefit those eligible members that are slightly older than the scheme population.</p> <p>However, of those younger members that are eligible, they are more likely to benefit from being offered this choice.</p> <p>80% of members eligible to choose between legacy and reformed scheme benefits in the Remedy Period are between ages 35 and 54.</p> <p>At ages 35+ the majority of members eligible to be offered a choice of benefits in the Remedy Period will have accrued benefits in the 1988 scheme.</p>

	<p>At ages 20 – 34 the majority of member's eligible, have accrued service in the 2006 scheme.</p> <p>74% of those members <u>not eligible</u> to choose between legacy and reformed benefits are ages 20 – 34.</p>
Marital status	There is limited analysis available for this category, with no differential impact identified.
Sexual orientation	There is no statistical analysis available for this category.
Men and Women generally	<p>There is a higher population of active, eligible male scheme members at 71%.</p> <p>As there is minority representation of female officer within the PSNI with 29% eligible for Remedy which is broadly consistent with the overall scheme population.</p> <p>34% of eligible female's members with Unprotected and Tapered Protections are most likely to benefit from a choice for the Remedy Period.</p> <p>The protected members who are less likely to benefit from being offered a choice are more likely to be male, compared to the overall eligible scheme population.</p> <p>GAD analysis identified 97% eligible female scheme members who work part time</p>
Disability	There is no statistical analysis available for this category.
Dependants	There is no statistical analysis available for this category.

***Qualitative data** – refers to the experience of individuals related in their own terms, and based on their own experience and attitudes. Qualitative data is often used to complement quantitative data to determine why policies are successful or unsuccessful and the reasons for this.

Quantitative data – refers to numbers (that is quantities), typically derived from either a population in general or samples of that population. This information is often analysed either using descriptive statistics (which summarise patterns), or inferential statistics (which are used to infer from a sample about a wider population).

16. 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 evidence/information
Religious belief	GAD's analysis indicates that, although data is limited on this category, it is not considered that the proposed changes to underpin protection will result in any different needs, experiences or priorities for Police Pension Scheme members in relation to this section 75 category.
Political opinion	GAD's analysis indicates that although data is limited on this category, it is not considered that the proposed changes to underpin protection will result in any different needs, experiences or priorities for Police Pension Scheme members in relation to this section 75 category.
Racial group	GAD's analysis indicates that although data is limited on this category, it is not considered that the proposed changes to underpin protection will result in any different needs, experiences or priorities for Police Pension Scheme members in relation to this section 75 category.
Age	The proposed draft regulations will ensure that from 1 October 2023, unlawful age discrimination protections are removed and scheme members who are in scope of Remedy will be placed back into the position had the discrimination not occurred.
Marital status	GAD's analysis indicates that although data is limited on this category, it is not considered that the proposed changes to underpin protection will result in any different needs, experiences or priorities for Police Pension Scheme members in relation to this section 75 category.
Sexual orientation	GAD's analysis indicates that, although data is limited on this category, it is not considered that the proposed changes to underpin protection will result in any different needs, experiences or priorities for Police Pension Scheme members in relation to this section 75 category.
Men and Women generally	The policy decision to provide all members with a choice regardless of sex, removes any previous indirect sex discrimination (against females who are less likely to be a Protected member).
Disability	GAD's analysis indicates that although data is limited on this category, it is not considered that the proposed changes to underpin protection will result in any different needs, experiences or priorities for Police Pension Scheme members in relation to this section 75 category.
Dependants	There is no available data on this protected characteristic in relation to the Northern Ireland Police workforce or Police Pension Schemes.

Part 2

SCREENING DECISIONS

17. **Decision - In favour of none**

If the conclusion is **none** in respect of all of the Section 75 equality of opportunity and/or good relations categories, then the decision may be 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.

➤ **Considerations –**

- The policy has no relevance to equality of opportunity or good relations.
- 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.

18. **Decision - In favour of a 'major' impact**

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 (EQIA).

➤ **Considerations-**

- Is the policy significant in terms of its strategic importance?
- The 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;
- The 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;
- 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;
- The policy is likely to be challenged by way of judicial review;
- The policy is significant in terms of expenditure.

19. **Decision - In favour of 'minor' impact**

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:

- measures to mitigate the adverse impact; or
- the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

➤ **Considerations –**

- The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;
- 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;

- 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;
- By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

Part 2 Screening questions

2.1 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	Details of policy impact	Level of impact? Minor/Major/None
Religious belief	No adverse impact on equality of opportunity	None
Political opinion	No adverse impact on equality of opportunity	None
Racial group	No adverse impact on equality of opportunity	None
Age	<p>DoJ considers the changes proposed will have a beneficial impact for 80% of scheme members in scope of Remedy as the regulations will remove the age based qualifying criteria found to be discriminatory. All scheme members irrespective of age have been treated equally for future service since 1 April 2022.</p> <p>Scheme members who do not meet the criteria for McCloud eligibility are generally between the ages 20 and 34 and therefore generally younger than the overall scheme population.</p>	Minor
Marital status	No adverse impact on equality of opportunity	None
Sexual orientation	No adverse impact on equality of opportunity	None
Men and Women generally	No adverse impact on equality of opportunity	Minor
Disability	No adverse impact on equality of opportunity	None
Dependants	No adverse impact on equality of opportunity	None

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

Section 75 category	If Yes, provide details	If No, provide reasons
Religious belief		None, as the proposed draft Regulations will apply equally to all relevant scheme members regardless of their religious belief in receipt of a pension.
Political opinion		None, as the proposed draft Regulations will apply equally to all relevant scheme members regardless of political opinion.
Racial group		None, as the proposed draft Regulations will apply equally to all relevant scheme members regardless of racial group.
Age	The aim of this policy to promote equality by offering Remedy members the opportunity to choose between benefits for their pensionable service.	
Marital status		None, as the proposed draft Regulations will apply equally to all relevant scheme members regardless of marital status.
Sexual orientation		None, as the proposed draft Regulations will apply equally to all relevant scheme members regardless of sexual orientation.
Men and Women generally		None, as the proposed draft Regulations will apply equally to all relevant scheme members regardless of gender
Disability		None, as the proposed draft Regulations will apply equally to all relevant scheme members regardless of disability.
Dependants	There may be a minor beneficial impact on those in receipt of survivor benefits from the Police Pension Scheme whose survivor benefits may increase as a result of the proposed revised underpin.	

2.3. 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	Details of policy impact	Level of impact Minor/Major/None
Religious belief		None, as there is no impact upon such good relations
Political opinion		None, as there is no impact upon such good relations
Racial group		None, as there is no impact upon such good relations

2.4. 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
Religious belief		No, the draft Regulations do not provide any opportunity to better promote good relations regarding religious belief within the proposed changes.
Political opinion		No, the draft Regulations do not provide any opportunity to better promote good relations regarding political opinion within the proposed changes.
Racial group		No, the draft Regulations do not provide any opportunity to better promote good relations regarding racial group with the remit of the proposed changes.

Additional Considerations

Multiple Identity

20. 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; and young lesbians, gay and bisexual people).

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

No, it is not considered that the draft Regulations would have any differential impact to the Police Pension Scheme for those with multiple identities.

Part 3 Screening Decision

3.1. Screened In - If the decision is to conduct an equality impact assessment, please provide details of the rationale and relevant evidence to support this decision.

N/A

3.2. Screened Out – No EQAI necessary (no impact)

If the decision is not to conduct an equality impact assessment, please provide details of the rationale and relevant evidence to support this decision.

Screened Out – No EQAI necessary (no impact)

The draft regulations proposed will have no adverse impact. They are designed to resolve unlawful discrimination; any impacts should be positive and not detrimental to any member.

3.3. Screened Out – Mitigating Actions (minor impacts)

When the decision is that the likely impact is 'minor' and an equality impact assessment is not to be conducted, you 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.

Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity and/or good relations?

If so, give the **reasons** to support your decision, together with the proposed changes/amendments or alternative policy. Explain how these actions will address the inequalities.

N/A

Timetabling and Prioritising

22. Factors to be considered in timetabling and prioritising policies for equality impact assessment.

23. 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.

24. 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	

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 in timetabling. Details of the Equality Impact Assessment Timetable should be included in the quarterly Screening Report.

25. Is the policy affected by timetables established by other relevant public authorities?

➤ If yes, please provide details.

N/A

Part 4 Monitoring

26. Section 75 places a requirement on the Department to have equality monitoring arrangements in place in order to assess the impact of policies and services etc. and to help identify barriers to fair participation and to better promote equal opportunity.
27. Effective monitoring will help 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.
28. Outline what data you will collect in the future in order to monitor the impact of this policy/ decision on equality, good relation and disability duties.

Equality	<p>Equality Commission Reports ECNI - Publications, Equality Commission, Northern Ireland (equalityni.org)</p> <p>PSNI workforce composition statistics. Workforce Composition Statistics (psni.police.uk)</p> <p>Strength of Police Service Statistics Strength of Police Service Statistics (psni.police.uk)</p> <p>Equality, Diversity and Good Relations Equality, Diversity and Good Relations (psni.police.uk)</p>
Good relations	<p>PSNI workforce composition statistics. Workforce Composition Statistics (psni.police.uk)</p> <p>Equality, Diversity and Good Relations Equality, Diversity and Good Relations (psni.police.uk)</p>
Disability Duties	<p>Equality, Diversity and Good Relations (psni.police.uk)</p> <p>Northern Ireland Public Service Workforce Statistics</p>

Part 5 Formal Record of Screening Decision

Title of Proposed Policy / Decision being screened

Police Pension (Transitional Protections) Regulations (NI) 2023

I can confirm that the proposed policy/decision has been screened for –

<input checked="" type="checkbox"/>	Equality of opportunity
<input checked="" type="checkbox"/>	Good Relations
<input checked="" type="checkbox"/>	Disability duties

On the basis of the answer to the screening questions, I recommend that this policy /decision is –

<input type="checkbox"/>	Screened in – necessary to conduct a full EQIA
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<input checked="" type="checkbox"/>	Screened Out – no EQIA necessary (no impacts)
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<input type="checkbox"/>	Screened Out – mitigating actions (minor impacts)
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Part 6 Approval and Authorisation

(Have you sent this document to the Equality Unit prior to obtaining signature?) Yes David Lennox approved this on behalf of Equality Unit.

Screened/completed by:	Grade	Date
Name Victoria Elliott	SO	07/03/2023
Approved by (Grade 7 or above):		
Name Deborah Magill	Grade 5	10/03/23

Quality Assurance

Prior to final approval the Screening Form should be forwarded to EqualityandStaffSupportServices@justice-ni.gov.uk for comment/quality assurance. Contact the branch should you require advice or have any queries prior to this stage.

Any NIPS forms should be forwarded to Peter.Grant@justice-ni.gov.uk

When you receive a response and there are no further considerations required, the form should be 'signed off' and approved by a senior manager responsible for the policy, this would normally be at least grade 7.

The completed Screening Form should be placed on the DOJ Website where it will be made easily accessible to the public and be available on request. In addition, it will be included in a quarterly listing of all screenings completed during each 3 month period and issued to consultees.

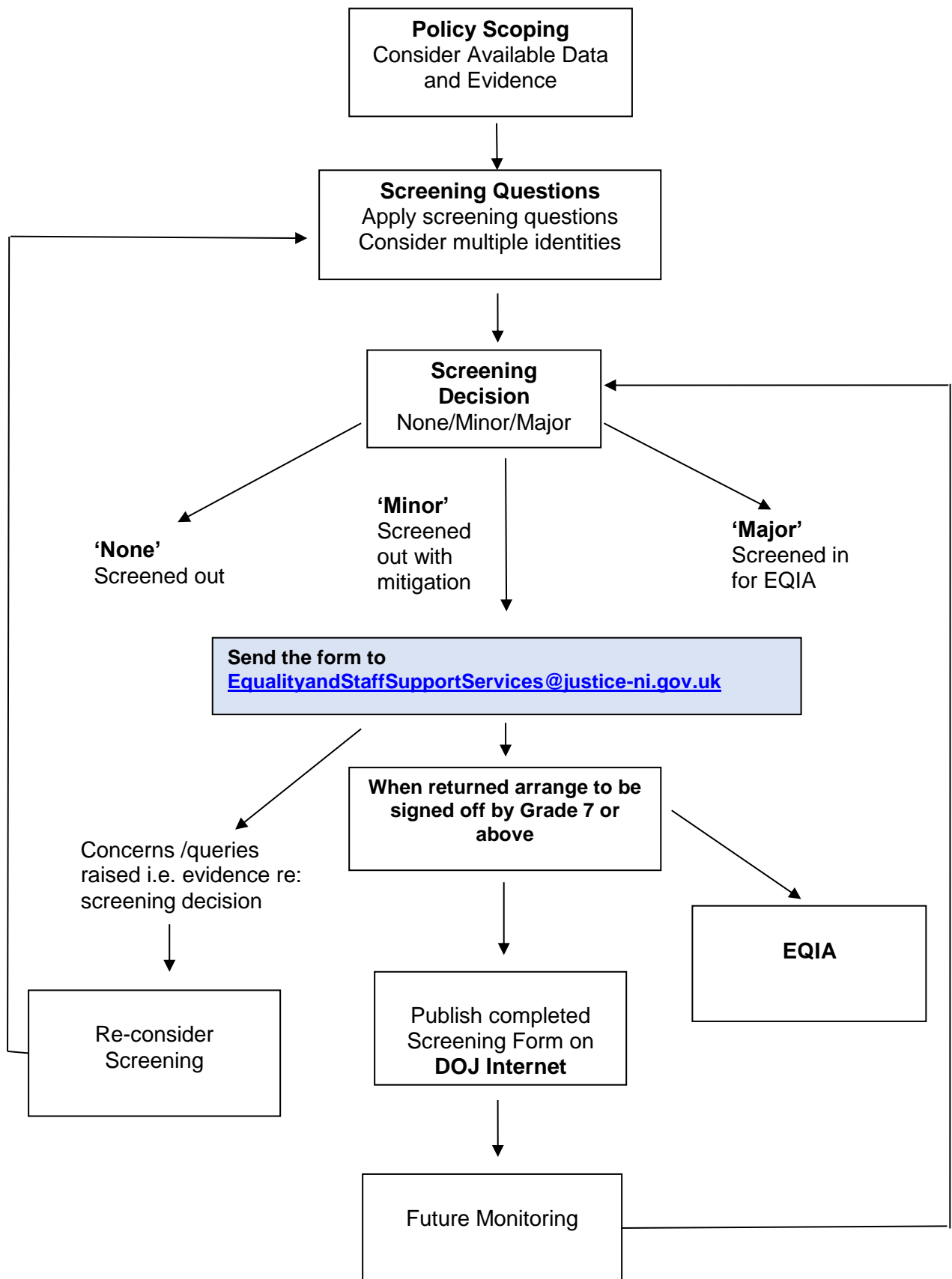
The Screening exercise is now complete.

Please retain a record in your branch and send a copy for information to:-

Equality and Staff Support Services (ESSS)
Room 3.4, Castle Buildings
Stormont Estate
BELFAST
BT4 3SG
Tel: 02890 522611

or e-mail to EqualityandStaffSupportServices@justice-ni.gov.uk

**ANNEX A
SCREENING FLOWCHART**



ANNEX B

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
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
Marital/Civil Partnership Status	Married people; unmarried people; divorced or separated people; widowed people; civil partnerships
Sexual Orientation	Heterosexuals; bisexual people; gay men; lesbians
Men and Women generally	Men (including boys); women (including girls); trans-gender and trans-sexual people
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.