



DoJ Section 75

EQUALITY SCREENING FORM

Improving Cost Recovery in the Civil Courts

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 persons 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 without.¹

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 a 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.

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.

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

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 nil.

8. Contact EqualityandStaffSupportServices@justice-ni.x.gsi.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.

Northern Ireland Courts and Tribunals Service - Improving Cost Recovery in the Civil Courts.

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

Existing policy.

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

In summary, the purpose of this consultation is to seek views on the following proposals:

- doubling the planned fee increase from a 5% uplift to a 10% uplift to be applied to all existing fees from 1 April 2019;
- an increase in the fees currently charged by Northern Ireland Courts and Tribunals Service (NICTS) for searches of the Register of Judgments within the Enforcement of Judgments Office, so as to align this to the search fees charged in other areas of NICTS business;
- the creation of a number of new fees for work that is carried out by NICTS but for which no fee currently exists; and,
- to make a number of changes to the existing Exemption and Remission Policy to ensure that it remains fit for purpose and continues to assist those who meet the qualifying criteria (those on certain 'passport' benefits or in financial hardship).

The specific detail and fee schedules for each proposal are outlined in the consultation document that this Screening Form supports. The consultation document can be found at www.justice-ni.gov.uk/consultations. Views are welcomed as part of the consultation process to further refine and finalise this draft Screening Form. Responses can also be posted via NI Direct, Citizen Space at <https://consultations.nidirect.gov.uk/>

The overall aim of these proposals is to comply with Managing Public Money (NI) and its policy of full cost recovery, whilst maintaining access to justice in the civil and family courts (current cost recovery position is 82%).

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

No, the proposals apply to all of the Section 75 categories. It is worth noting that an exemption and remission scheme is available for those in receipt of a qualifying benefit or who can demonstrate that they would be under financial hardship if they had to pay the court fee.

Who initiated or wrote the policy?

The proposed changes to the policy have been written by NICTS.

Who owns and who implements the policy?

The policy will be owned by NICTS and will be implemented by NICTS staff.

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
 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 _____

The policy is likely to have an impact on the Legal Profession from a cash flow perspective, as it is common practice for this profession to incur the court fees upfront and then subsequently pass on to the client. In particular law searchers will be impacted by the increase in the search fee for the Register of Judgements maintained by the Enforcement of Judgements Office; again this assessment is from a cash flow perspective.

Internally the policy will have an impact on operations staff and management who will be required to apply the revised policy as well as any newly introduced fee structures.

Externally the revised policy will impact upon all Court Users, including members of the public, the legal profession and other public sector organisations e.g. Public Prosecution Service (PPS), Legal Services Agency Northern Ireland (LSANI), TV Licensing, Driver and Vehicle Agency (DVA) etc. It will also impact on some financial institutions in the pursuit of the recovery of debts.

14. Other policies with a bearing on this policy

What are they?

Managing Public Money NI – Chapter Six Fees, Charges and Levies
NICTS Exemption and Remission Policy
Civil Legal Aid Scheme
NICTS Transformation Portfolio (however this piece of work is at “Discovery” stage and its impacts will fall outside the scope of the project timescales; 2020/21).

Who owns them?

Managing Public Money NI – Northern Ireland Civil Service (NICS)
NICTS Exemption and Remission Policy – NICTS
Civil Legal Aid Scheme – Public Legal Services Division (PLSD) DoJ
Access to Justice Directorate - DoJ
NICTS Transformation Portfolio - NICTS

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.

From April to June 2018, NICTS, with the assistance of Kantar Millward Brown has completed a survey of court users, the objective of which was to inform the analysis behind each of the necessary impact assessments associated with this consultation's proposals, including this screening form. When interpreting the results in the table below, a margin of error of +/- 3% should be applied.

Section 75 Category	Details of evidence/information
Religious belief	The proposed changes will apply to all civil and family court users and therefore do not negatively or positively discriminate towards any religious belief. A court user survey completed in June 2018 showed that of civil and family court users interviewed, 40.3% were Catholic, 39.4% were Protestant, 4.5% were other and 14.3% were no religion. The remaining respondents did not know/refused to answer.
Political opinion	The proposed changes will apply to all civil and family court users and therefore do not positively or negatively discriminate towards any political opinion. (Note: the court user survey completed in June 2018 did not canvass on political opinion).
Racial group	The proposed changes will apply to all civil and family court users and therefore do not positively or negatively discriminate towards any racial group. The court user survey completed in June 2018 revealed that, of civil and family court users interviewed, 97.7% were White. The remaining comprised of Chinese (0.3%), Romani Travellers (0.2%), Indian (0.2%), Pakistani (0.2%), Black – Caribbean (0.2%), Black – African (0.7%), Persian (0.2%), Lithuanian (0.2%) and North African respondents (0.1%).
Age	The proposed changes will apply to all civil and family court users and therefore do not positively or negatively discriminate towards any age group. The court user survey completed in June 2018 showed that of civil and family court users interviewed, 10.3% were aged 16 to 25, 31.3% were aged 26 to 35, 29.1% were aged 36 to 45, 18.5% were aged 46 to 55 and the remaining 10.8% were over 55.
Marital status	The proposed changes will apply to all civil and family court users and therefore do not positively or negatively discriminate towards this group. The court user survey completed in June 2018 showed that of civil and family court users interviewed, 40.3% were single, 26.3% were married and living with spouse, 19.9% were married and separated from spouse, 7.6% were divorced, 4.2% were in a civil partnership and 1.1% were widowed; the remaining were either separated from their civil partner/in a former civil partnership now legally dissolved, or, did not know/refused to answer.
Sexual orientation	The proposed changes will apply to all civil and family court users and therefore do not positively or negatively discriminate towards this group. (Note: the court user survey completed in June 2018 did not canvass on sexual orientation).
Men and Women generally	The proposed changes will apply to all civil and family court users and therefore do not positively or negatively discriminate towards this group. The court user survey completed in June 2018 showed that of civil and family court users interviewed, 50.3% were men and 49.7% were women.
Disability	The proposed changes will apply to all civil and family court users and therefore do not positively or negatively discriminate towards this group. The court user survey completed in June 2018 showed that of civil and family court users interviewed, 11.7% met the definition of a disabled person.
Dependants	The proposed changes will apply to all civil and family court users and therefore do not positively or negatively discriminate towards this group. The court user survey completed in June 2018 showed

	that of civil and family court users interviewed, 69.5% had a child dependent on them. For the same survey, 10.5% of respondents had an adult dependent on them.
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***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	This policy does not adversely impact on the needs, experiences or priorities of this Section 75 group.
Political opinion	This policy does not adversely impact on the needs, experiences or priorities of this Section 75 group.
Racial group	This policy does not adversely impact on the needs, experiences or priorities of this Section 75 group.
Age	This policy does not adversely impact on the needs, experiences or priorities of this Section 75 group.
Marital status	This policy does not adversely impact on the needs, experiences or priorities of this Section 75 group.
Sexual orientation	This policy does not adversely impact on the needs, experiences or priorities of this Section 75 group.
Men and Women generally	This policy does not adversely impact on the needs, experiences or priorities of this Section 75 group.
Disability	This policy does not adversely impact on the needs, experiences or priorities of this Section 75 group.
Dependants	This policy does not adversely impact on the needs, experiences or priorities of this Section 75 group.

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	There is no evidence the proposed changes will impact on equality of opportunity in any of the Section 75 equality categories.	None
Political opinion	There is no evidence the proposed changes will impact on equality of opportunity in any of the Section 75 equality categories.	None
Racial group	There is no evidence the proposed changes will impact on equality of opportunity in any of the Section 75 equality categories.	None
Age	There is no evidence the proposed changes will impact on equality of opportunity in any of the Section 75 equality categories. If some groups identified by age, typically earn less than average, NICTS consider that, where eligible, assistance from legal aid and availability of NICTS Exemption and Remission Policy should ensure that these groups would be protected from any adverse financial impact from these proposals.	Minor
Marital status	There is no evidence the proposed changes will impact on equality of opportunity in any of the Section 75 equality categories. If some groups identified by marital status, who typically have less than the average disposable income, NICTS consider that, where eligible, assistance from legal aid and the availability of NICTS Exemption and Remission Policy should ensure that these groups would be protected from any adverse financial impact from these proposals.	Minor
Sexual orientation	There is no evidence the proposed changes will impact on equality of opportunity in any of the Section 75 equality categories.	None
Men and Women generally	There is no evidence the proposed changes will impact on equality of opportunity in any of the Section 75 equality categories. If some groups identified by gender, typically earn less than average, NICTS consider that, where eligible, assistance from legal aid and availability of NICTS Exemption and Remission Policy should ensure that these groups would be protected from any adverse financial impact from these proposals.	Minor
Disability	There is no evidence the proposed changes will impact on equality of opportunity in any of the Section 75 equality categories. If some groups identified by disability, typically earn less than average, NICTS consider that, where eligible, assistance from legal aid and the availability of NICTS Exemption and Remission Policy should ensure that these groups would be protected from	Minor

	any adverse financial impact from these proposals.	
Dependants	There is no evidence the proposed changes will impact on equality of opportunity in any of the Section 75 equality categories. If some groups with dependants typically have less than the average disposable income, NICTS consider that, where eligible, assistance from legal aid and availability of NICTS Exemption and Remission Policy should ensure that these groups would be protected from any adverse financial impact from these proposals.	Minor

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		NICTS does not consider that this policy provides any opportunity to better promote equality of opportunity for people within any of the Section 75 equality categories.
Political opinion		NICTS does not consider that this policy provides any opportunity to better promote equality of opportunity for people within any of the Section 75 equality categories.
Racial group		NICTS does not consider that this policy provides any opportunity to better promote equality of opportunity for people within any of the Section 75 equality categories.
Age		NICTS does not consider that this policy provides any opportunity to better promote equality of opportunity for people within any of the Section 75 equality categories.
Marital status		NICTS does not consider that this policy provides any opportunity to better promote equality of opportunity for people within any of the Section 75 equality categories.
Sexual orientation		NICTS does not consider that this policy provides any opportunity to better promote equality of opportunity for people within any of the Section 75 equality categories.
Men and Women generally		NICTS does not consider that this policy provides any opportunity to better promote equality of opportunity for people within any of the Section 75 equality categories.
Disability		NICTS does not consider that this policy provides any opportunity to better promote equality of opportunity for people within any of the Section 75 equality categories.
Dependants		NICTS does not consider that this policy provides any opportunity to better promote equality of opportunity for people within any of the Section 75 equality categories.

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	There is no evidence the proposed changes will impact on good relations between people of different religious belief.	None
Political opinion	There is no evidence the proposed changes will impact on good relations between people of different political opinion.	None
Racial group	There is no evidence the proposed changes will impact on good relations between people of different racial group.	None

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		NICTS does not consider that this policy will provide any opportunity to better promote good relations between people of different religious beliefs.
Political opinion		NICTS does not consider that this policy will provide any opportunity to better promote good relations between people of different political opinion.
Racial group		NICTS does not consider that this policy will provide any opportunity to better promote good relations between people of different racial groups.

Additional Considerations

Multiple Identities

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.

The policy will apply to all court users, whether or not they have a multiple identity. Assistance from legal aid and the availability of NICTS Exemption and Remission Policy should ensure that Section 75 groups would be protected and not discriminated against as a result of these proposals.
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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 EQIA 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.

N/A

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.

There is no evidence at this stage to suggest that the policy proposals will have any disproportionate impact on the Section 75 categories. Assistance from legal aid will continue where criteria is met, along with the availability of NICTS Exemption and Remission Policy on fees which should ensure that Section 75 groups would be protected as well as not discriminated against as a result of these proposals.

However, as part of this consultation process, NICTS would like to invite any views or comments from stakeholders as to whether they believe there would be any Section 75 issues that need to be considered as a result of the implementation of the policy proposals. These responses will be used to finalise this draft Screening Form.

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	N/A
Social need	N/A
Effect on people’s daily lives	N/A
Relevance to a public authority’s functions	N/A

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	Section 75 Categories (with the exception of political opinion and sexual orientation).
Good relations	Section 75 Categories (with the exception of political opinion and sexual orientation).
Disability Duties	Section 75 Categories (with the exception of political opinion and sexual orientation).

Part 5 Formal Record of Screening Decision

Title of Proposed Policy / Decision being screened

Improving Cost Recovery in the Civil Courts

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

x	Equality of opportunity
x	Good Relations
x	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
<input type="checkbox"/>	Screened Out – no EQIA necessary (no impacts)
x	Screened Out – mitigating actions (minor impacts)

Part 6 Approval and Authorisation

(Have you sent this document to the Equality Unit prior to obtaining signature?)

Screened/completed by:	Grade	Date
Name Ryan O'Donnell	Deputy Economist	10/12/2018
Approved by (Grade 7 or above):		
Name		

This document is in draft and will be finalised on completion of the consultation exercise, Improving Cost Recovery in the Civil Courts.

Quality Assurance

Prior to final approval the Screening Form should be forwarded to EqualityandStaffSupportServices@justice-ni.x.gsi.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.x.gsi.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.

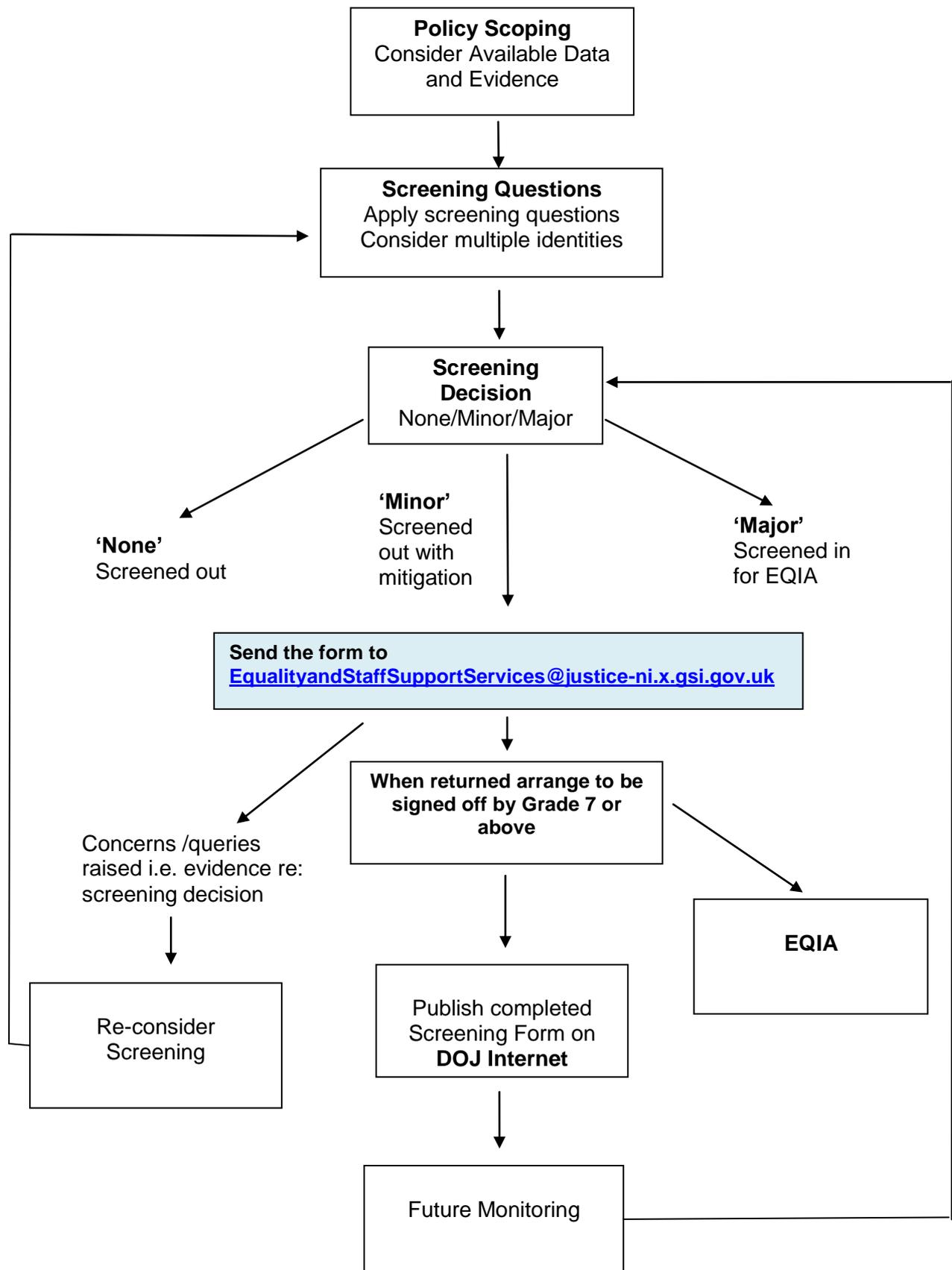
The Screening exercise is now complete.

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.x.gsi.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.