



**Equality Screening Template**  
**2020 - 23 Strategic Plan**

## Policy scoping

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.

Public authorities should remember that the Section 75 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).

## Information about the policy

Name of the policy

\_ Strategic Plan 2020 - 23

Is this an existing, revised or a new policy?

\_ New Strategic Plan for the period beginning 1<sup>st</sup> April 2020 and ending on 31<sup>st</sup> March 2023

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

The overall aim of the Community Relations Council is to promote good relations among the citizens and communities of Northern Ireland and the delivery of

(1.) the draft Programme for Government (PfG) and

(2.) the strategy *Together: Building a United Community* (T:BUC).

The following are a list of the key Outcomes noted in CRCs Strategic Plan that are including the NI Executive Programme for Government:

- 8 We have a safe community where we respect the law and each other
9. We are a shared, welcoming and confident society that respects diversity
10. We have created a place where people want to live and work, to visit and invest

The Community Relations Council is a key delivery body for The Executive's Office strategy for improving community relations and building a united and shared society; Together: Building a United Community.

The T:BUC outcome to be delivered by the Strategic Plan are:

### **Our Children and Young People**

Aim: To continue to improve attitudes amongst our young people and to build a community where they can play a full and active role in building good relations.

Strategic Outcomes:

1. Improving attitudes between young people from different backgrounds
2. Young people engaging in bringing the community together

### **Our Shared Community**

Aim: To create a community where division does not restrict the life opportunities of individuals and where all areas are open and accessible to everyone.

Strategic Outcomes:

1. Increased use of shared space and services
2. Shared space is accessible to all

### **Our Safe Community**

Aim: To create a community where everyone feels safe in moving around and where life choices are not inhibited by fears around safety.

Strategic Outcomes:

1. Reduce the prevalence of hate crime and intimidation
2. A community where places and spaces are safe for all

### **Our Cultural Expression**

Aim: To create a community which promotes mutual respect and understanding, is strengthened by its diversity, and where cultural expression is celebrated and embraced.

Strategic Outcomes:

1. Increased sense of community belonging
2. Cultural diversity is celebrated

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

If so, explain how.

With regard to Section 75 (1), the Strategic Plan is expected to have beneficial impact on persons of different religious belief and political opinion as people with a different racial groups

With regard to Section 75 (2); and in addition and without prejudice to those noted under Section 75 (1) the implementation of the Strategic Plan will result in the promotion of good relations between persons of different religious belief, political opinion or racial group.

The aim of the CRC is to lead and support change towards reconciliation, tolerance, and mutual trust; and to be a catalyst for good inter-community and inter-cultural relationships in the region. The CRC promote the benefits of good relations policies and practice at regional, institutional, local, and community levels. We advocate for acknowledgment of our interconnectedness; challenging sectarianism, racism and all the related activities that are motivated by hatred. The implementation of the 2020 - 23 which has been deliver to ensure effective delivery of these aims is how CRC will have the Section 75 (1) and Section 75 (2) impacts noted above.

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Who initiated or wrote the policy?

The requirement for CRC to have a Strategic Plan is set out in CRCs Management Statement/Financial Memorandum. The Strategic Plan was drafted by CRCs Chief Executive Officer (CEO), agreed with the CRCs Board approved by The Executive Office.

Who owns and who implements the policy

Implementation of the Strategic Plan is the responsibility of the CRCs Board with operational responsibility delegated to CRC CEO, management team and staff. .

## Implementation factors

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

If yes, are they

- financial
- legislative
- other, please specify \_\_\_\_\_

## Main stakeholders affected

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

- staff
- service users
- other public sector organisations
- voluntary/community/trade unions
- other, please specify The Northern Ireland general public.

## Other policies with a bearing on this policy

- what are they?

Outcome Delivery Plan

- who owns them?

CRCs Board with operational responsibility delegated to CRCs CEO, management team and staff. .

## Available evidence

Evidence to help inform the 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 each of the Section 75 categories.

<b>Section 75 category</b>	<b>Details of evidence/information</b>
Religious belief	<p>The Community Relations Council was established in 1990 to lead and support change towards reconciliation, tolerance, and mutual trust; and to be a catalyst for good inter-community and inter-cultural relationships in the region. The Community Relations Council is an Executive Non-Departmental Public Body of The Executive Office, a charity and a company limited by guarantee.</p> <p>We promote the benefits of good relations policies and practice at regional, institutional, local, and community levels. We advocate for acknowledgment of our interconnectedness; challenging sectarianism, racism and all the related activities that are motivated by hatred.</p> <p>We distribute grant aid on behalf of The Executive Office; provide development support; identify and share best practice; and facilitate wide community engagement on effective approaches to peace-building and good, shared community relationships.</p> <p>In adopting an outcomes based accountability approach the Community Relations Council has worked collaboratively with The Executive Office to draft strategic outcomes for the funding we provide on behalf of government. The outcomes are aligned to the draft Programme for Government and the policy Together: Building a United Community.</p> <p>The indicators and measures contained in the Community Relations Council Outcome Delivery Plan are set at an organisational performance level to distinguish the difference the Community Relations Council and the work it funds can make and for which it can be held to account.</p>

	<p>In our grant making an outcomes based approach has been designed into our application, assessment, performance monitoring and evaluation processes. In relation to our engagement work we are developing a new outcomes framework.</p> <p>Progress is monitored by the CRC's Senior Management Team; the CRC's Board; and The Executive Office. The risks to the CRC and delivery of its plans are monitored by the Audit and Risk Assurance Committee.</p> <p>A full review of our overall performance along with our annual accounts can be found in our Annual Reports. The full record of our grant funding can also be found on our website in the Annual Reports. These can be accessed on our web-site <a href="http://www.nicrc.org.uk">www.nicrc.org.uk</a>.</p>
Political opinion	See above
Racial group	See above
Age	See above
Marital status	See above
Sexual orientation	See above
Men and women generally	See above
Disability	See above
Dependants	See above

## 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
Religious belief	<p>This Strategic Plan has been developed for the benefit of all people within Northern Ireland however as noted the beneficial impacts are most likely to be felt by those persons of different religious belief and political opinion as people within different racial groups. This results from the role played by CRC in delivery of The Executive Office's T:BUC Strategy, which focuses on building good relations between the two traditional communities, Catholic and Protestant. The plan recognises however the increasing diversity of the community within this region and has therefore taken account of that when identifying CRCs <i>Values and Beliefs</i>, and in developing its projects.</p> <p>The strategy increasing respect and dignity at all levels of our society and is guided by:</p> <ul style="list-style-type: none"> <li>• Interconnectedness</li> <li>• Diversity</li> <li>• Equity and Equality</li> <li>• Respect and dignity</li> <li>• The common good</li> <li>• Openness, transparency and accountability.</li> </ul> <p>These impact positively across all Section 75 groups.</p>
Political opinion	See above
Racial group	See above

Age	See above
Marital status	See above
Sexual orientation	See above
Men and women generally	See above
Disability	<p>CRC has revised its Disability Action Plan and is in the process of implementation. The full plan will be rolled during the 2020-23 Strategic Plan period.</p> <p>Reasonable adjustments for those with a disability will be made whenever necessary.</p>
Dependants	Reasonable adjustments for those with a dependents will be considered and whenever necessary.

## Part 2. Screening questions

### Introduction

In making a decision as to whether or not there is a need to carry out an equality impact assessment, the public authority should consider its answers to the questions 1-4 which are given on pages 66-68 of this Guide.

If the public authority's conclusion is **none** in respect of all of the Section 75 equality of opportunity and/or good relations categories, then the public authority may decide to screen the policy out. If a policy is 'screened out' as having no relevance to equality of opportunity or good relations, a public authority should give details of the reasons for the decision taken.

If the public authority's 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.

If the public authority's 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.

### **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 it would be appropriate to conduct an equality impact assessment in order to better assess them;
- 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 amongst 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 evidence presented above, consider and comment on the likely impact on equality of opportunity and good relations for those affected by this policy, in any way, for each of the equality and good relations categories, by applying the screening questions given overleaf and indicate the level of impact on the group i.e. minor, major or none.

## Screening questions

1 What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? minor/major/none		
Section 75 category	Details of policy impact	Level of impact? minor/major/none
Religious belief	<p>The overall vision of the 2020 - 23 Strategic Plan is the development of a diverse, shared and interconnected society. Funding and projects will target groups and engagement projects between the differing religious communities. Resulting from being placed within the context TEOs T:BUC strategy, delivery of the plan may focus more on the two traditional religious communities, i.e. Catholic and Protestant.</p> <p>The plan recognises however the increasing religious diversity of the community within this region and has therefore taken account of that when identifying CRCs <i>Values and Beliefs</i>, and in developing its projects.</p>	Minor
Political opinion	<p>The overall vision of the 2020 - 23 Strategic Plan is the development of a diverse, shared and interconnected society. Funding and projects will target groups and engagement projects between the differing religious communities. Resulting from being placed within the context TEOs T:BUC strategy, delivery of the plan may focus more on the two traditional communities, i.e. British/Unionist and Irish/Nationalist.</p> <p>The plan recognises however the increasing political diversity of the community within this region and has therefore taken account of that when identifying CRCs <i>Values and Beliefs</i>, and in developing its projects.</p>	Minor

<p>Racial group</p>	<p>The overall vision of the 2020 - 23 Strategic Plan is the development of a diverse, shared and interconnected society. Funding and projects will target groups and engagement projects between the differing religious communities. Resulting from being placed within the context TEOs T:BUC strategy, delivery of the plan may focus more on the two traditional communities, i.e. British/Unionist and Irish/Nationalist.</p> <p>The plan recognises however the increasing political diversity of the community within this region and has therefore taken account of that when identifying CRCs <i>Values and Beliefs</i>, and in developing its projects.</p>	<p>Minor</p>
<p>Age</p>	<p>The main focus of 2019-22 Strategic Plan is persons of persons of different religious belief and political opinion as people with a different racial groups.</p> <p>There is no restriction of opportunity related to age.</p> <p>To have good community relations it is important to have equality of opportunity. And by improving equality of opportunity for CRC can make positive contributions to addressing better community relations.</p> <p>This Section 75(1) categories will be impacted however they no reason to suggest that impact will be disproportionate.</p>	<p>None</p>
<p>Marital status</p>	<p>The main focus of 2019-22 Strategic Plan is persons of persons of different religious belief and political opinion as people with a different racial groups.</p> <p>There is no restriction of opportunity related to marital status.</p>	<p>None</p>

	<p>To have good community relations it is important to have equality of opportunity. And by improving equality of opportunity for CRC can make positive contributions to addressing better community relations.</p> <p>This Section 75(1) categories will be impacted however they no reason to suggest that impact will be disproportionate.</p>	
Sexual orientation	<p>The main focus of 2019-22 Strategic Plan is persons of persons of different religious belief and political opinion as people with a different racial groups.</p> <p>There is no restriction of opportunity related to sexual orientation.</p> <p>To have good community relations it is important to have equality of opportunity. And by improving equality of opportunity for CRC can make positive contributions to addressing better community relations.</p> <p>This Section 75(1) categories will be impacted however they no reason to suggest that impact will be disproportionate.</p>	None
Men and women generally	<p>The main focus of 2019-22 Strategic Plan is persons of persons of different religious belief and political opinion as people with a different racial groups.</p> <p>There is no restriction of opportunity related to gender.</p> <p>To have good community relations it is important to have equality of opportunity. And by improving equality of opportunity for CRC can make positive contributions to addressing better community relations.</p> <p>This Section 75(1) categories will be impacted however they no reason to</p>	None

	<p>suggest that impact will be disproportionate.</p>	
Disability	<p>The main focus of 2019-22 Strategic Plan is persons of persons of different religious belief and political opinion as people with a different racial groups.</p> <p>There is no restriction of opportunity related to disability.</p> <p>To have good community relations it is important to have equality of opportunity. And by improving equality of opportunity for CRC can make positive contributions to addressing better community relations.</p> <p>This Section 75(1) categories will be impacted however they no reason to suggest that impact will be disproportionate.</p> <p>CRC has revised its Disability Action Plan and is in the process of implementation. The full plan will be rolled during the 2020-23 Strategic Plan period.</p> <p>Reasonable adjustments for those with a disability will be made whenever necessary.</p>	None
Dependants	<p>The main focus of 2019-22 Strategic Plan is persons of persons of different religious belief and political opinion as people with a different racial groups.</p> <p>There is no restriction of opportunity related to gender.</p> <p>To have good community relations it is important to have equality of opportunity. And by improving equality of opportunity for CRC can make positive contributions to addressing better community relations.</p> <p>CRC has revised its Disability Action Plan and is in the process of implementation.</p>	None

	<p>The full plan will be rolled during the 2020-23 Strategic Plan period.</p> <p>Reasonable adjustments for those with a disability will be made whenever necessary.</p>	
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2 Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?		
Section 75 category	If <b>Yes</b> , provide details	If <b>No</b> , provide reasons
Religious belief	<p>The overall vision of the 2020 - 23 Strategic Plan is the development of a diverse, shared and interconnected society. Funding and projects will target groups and engagement projects between the differing religious communities. Resulting from being placed within the context TEOs T:BUC strategy, delivery of the plan may focus more on the two traditional religious communities, i.e. Catholic and Protestant.</p> <p>The plan recognises however the increasing religious diversity of the community within this region and has therefore taken account of that when identifying CRCs <i>Values and Beliefs</i>, and in developing its projects.</p>	
Political opinion	<p>The overall vision of the 2020 - 23 Strategic Plan is the development of a diverse, shared and interconnected society. Funding and projects will target groups and engagement projects between the differing religious communities.</p>	

	<p>Resulting from being placed within the context TEOs T:BUC strategy, delivery of the plan may focus more on the two traditional communities, i.e. British/Unionist and Irish/Nationalist.</p> <p>The plan recognises however the increasing political diversity of the community within this region and has therefore taken account of that when identifying CRCs <i>Values and Beliefs</i>, and in developing its projects.</p>	
Racial group	<p>The overall vision of the 2020 - 23 Strategic Plan is the development of a diverse, shared and interconnected society. Funding and projects will target groups and engagement projects between the differing religious communities.</p> <p>Resulting from being placed within the context TEOs T:BUC strategy, delivery of the plan may focus more on the two traditional communities, i.e. British/Unionist and Irish/Nationalist.</p> <p>The plan recognises however the increasing political diversity of the community within this region and has therefore taken account of that when identifying CRCs <i>Values and Beliefs</i>, and in developing its projects.</p>	
Age	<p>The overall vision of the 2020 - 23 Strategic Plan is the development of diverse, shared and interconnected society. CRC will apply the provisions outline in its Equality Scheme to ensure equal treatment for all citizens.</p>	

Marital status	The overall vision of the 2020 - 23 Strategic Plan is the development of diverse, shared and interconnected society. CRC will apply the provisions outline in its Equality Scheme to ensure equal treatment for all citizens.	
Sexual orientation	The overall vision of the 2020 - 23 Strategic Plan is the development of diverse, shared and interconnected society. CRC will apply the provisions outline in its Equality Scheme to ensure equal treatment for all citizens.	
Men and women generally	The overall vision of the 2020 - 23 Strategic Plan is the development of diverse, shared and interconnected society. CRC will apply the provisions outline in its Equality Scheme to ensure equal treatment for all citizens.	
Disability	The overall vision of the 2020 - 23 Strategic Plan is the development of diverse, shared and interconnected society. CRC will apply the provisions outline in its Equality Scheme to ensure equal treatment for all citizens.	
Dependants	The overall vision of the 2020 - 23 Strategic Plan is the development of diverse, shared and interconnected society. CRC will apply the provisions outline in its Equality Scheme to ensure equal treatment for all citizens.	

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	<p>The overall vision of the 2020 - 23 Strategic Plan is the development of a diverse, shared and interconnected society. Funding and projects will target groups and engagement projects between the differing religious communities. Resulting from being placed within the context TEOs T:BUC strategy, delivery of the plan may focus more on the two traditional religious communities, i.e. Catholic and Protestant.</p> <p>The plan recognises however the increasing religious diversity of the community within this region and has therefore taken account of that when identifying CRCs <i>Values and Beliefs</i>, and in developing its projects.</p>	None
Political opinion	<p>The overall vision of the 2020 - 23 Strategic Plan is the development of a diverse, shared and interconnected society. Funding and projects will target groups and engagement projects between the differing religious communities. Resulting from being placed within the context TEOs T:BUC strategy, delivery of the plan may focus more on the two traditional communities, i.e. British/Unionist and Irish/Nationalist.</p> <p>The plan recognises however the increasing political diversity of the community within this region and has therefore taken account of that when identifying CRCs <i>Values and Beliefs</i>, and in developing its projects.</p>	None
Racial group	The overall vision of the 2020 - 23 Strategic Plan is the development of a diverse, shared	None

	<p>and interconnected society. Funding and projects will target groups and engagement projects between the differing religious communities. Resulting from being placed within the context TEOs T:BUC strategy, delivery of the plan may focus more on the two traditional communities, i.e. British/Unionist and Irish/Nationalist.</p> <p>The plan recognises however the increasing political diversity of the community within this region and has therefore taken account of that when identifying CRCs <i>Values and Beliefs</i>, and in developing its projects.</p>	
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4 Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?		
Good relations category	If <b>Yes</b> , provide details	If <b>No</b> , provide reasons
Religious belief	<p>The overall vision of the 2020 - 23 Strategic Plan is the development of diverse, shared and interconnected society. Funding and projects will target groups and projects between the differing religious communities. Resulting from placed within the context TEOs T:BUC strategy delivery of the plan may focus more on the two traditional religious communities, i.e. Catholic and Protestant. The plan does also recognise the increasing religious diversity within this region and has therefore taken account of that when identifying CRCs <i>Values and Beliefs</i>.</p>	

<p>Political opinion</p>	<p>The overall vision of the 2020 - 23 Strategic Plan is the development of diverse, shared and interconnected society. Funding and projects will target groups and projects between the differing religious communities. Resulting from placed within the context TEOs T:BUC strategy delivery of the plan may focus more on the two traditional religious communities, i.e. , British/Unionist and Irish/Nationalist. The plan does also recognise the increasing political diversity within this region and has therefore taken account of that when identifying CRCs <i>Values and Beliefs</i>.</p>	
<p>Racial group</p>	<p>The overall vision of the 2020 - 23 Strategic Plan is the development of diverse, shared and interconnected society. Funding and projects will target groups and projects between the differing religious communities. Resulting from placed within the context TEOs T:BUC strategy delivery of the plan may focus more on the two traditional religious communities, i.e. , British/Unionist and Irish/Nationalist. The plan does also recognise the increasing racial diversity within this region and has therefore taken account of that when identifying CRCs <i>Values and Beliefs</i>.</p>	

## **Additional considerations**

### **Multiple identity**

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?

The Strategic Plan is designed to support better relationship among different religious and political as well as racial groups within Northern Ireland. As such it is likely to impact on all Section 75 groups in many ways. Although the Strategic Plan is targeted at religious and political as well as racial groups, as a result of CRCs part in delivery of The Executive Office's T:BUC strategy the wide range of the strategy means that it is very possible it to include those who are married and those who are not, those with dependents and those without, those with disabilities of varying kinds and those without, and so on. Although it is possible to look at each identity grouping individually, most people fall into multiple groups and therefore can be said to have multiple identities. A strategic plan that affects one can thereby impact on all, to some extent. In the case of strategic plan, it is considered that it will result in positive impacts in terms of promoting good relations.

*(For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).*

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

### Part 3. Screening decision

If the decision is not to conduct an equality impact assessment, please provide details of the reasons.

It is not considered necessary to subject this policy to a full EQIA. The purpose of the CRCs Strategic Plan is to improve community relations, and as such it is not considered likely to have major negative impacts on any of the Section 75 categories.

The minor impacts identified on equality of opportunity on the grounds of religious belief, political opinion and racial group have been mitigated by actions within the plan and CRC wider *Values and Beliefs*.

The Strategic Plan is designed to have significant on good relations in Northern Ireland however these impact have not been assess as 'Major' under Question 3 above. The impacts on good relations between people of different religious belief, political opinion or racial group are all assessed to be positive impacts and do not meet the criteria of 'major' impact set out in Section 2 'Introduction' in which a EQIA is not required.

If the decision is not to conduct an equality impact assessment the public authority should consider if the policy should be mitigated or an alternative policy be introduced.

It is not considered necessary to mitigate the policy or to introduce an alternative policy. The intent of the policy is clearly one whose benefit is intended to be positive.

If the decision is to subject the policy to an equality impact assessment, please provide details of the reasons.

N/A

All public authorities' equality schemes must state the authority's arrangements for assessing and consulting on the likely impact of policies adopted or proposed to be adopted by the authority on the promotion of equality of opportunity. The Commission recommends screening and equality impact assessment as the tools to be utilised for such assessments. Further advice on equality impact assessment may be found in a separate Commission publication: Practical Guidance on Equality Impact Assessment.

## Mitigation

When the public authority concludes that the likely impact is 'minor' and an equality impact assessment is not to be conducted, the public authority 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.

As stated above It is not considered necessary to mitigate the policy or to introduce an alternative policy. The intent of the policy is clearly one whose benefit is intended to be positive

## Timetabling and prioritising

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

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.

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 the public authority in timetabling. Details of the Public Authority's Equality Impact Assessment Timetable should be included in the quarterly Screening Report.

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

If yes, please provide details

## Part 4. Monitoring

Public authorities 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, the public authority should monitor more broadly than for adverse impact (See Benefits, P.9-10, paras 2.13 – 2.20 of the Monitoring Guidance).

Effective monitoring will help the public authority 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.

## Part 5 - Approval and authorisation

<b>Screened by:</b>	<b>Position/Job Title</b>	<b>Date</b>
<b>Approved by:</b>		

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 the public authority's website as soon as possible following completion and made available on request.