



Department for the  
**Economy**  
[www.economy-ni.gov.uk](http://www.economy-ni.gov.uk)

**Draft**

# **Circular Economy Strategy**

**Equality of Opportunity  
Screening Document**





## Equality of Opportunity Screening – Section 75 of Northern Ireland Act 1998

**Please complete the coversheet details below:**

**Policy title: Draft Circular Economy Strategy (CES)**

### **Decision**

Policy screened out **without** mitigation or an alternative policy adopted

**Contact: Louise McArdle / Alberta Pauley**

**Date of completion: 11<sup>th</sup> November 2022**

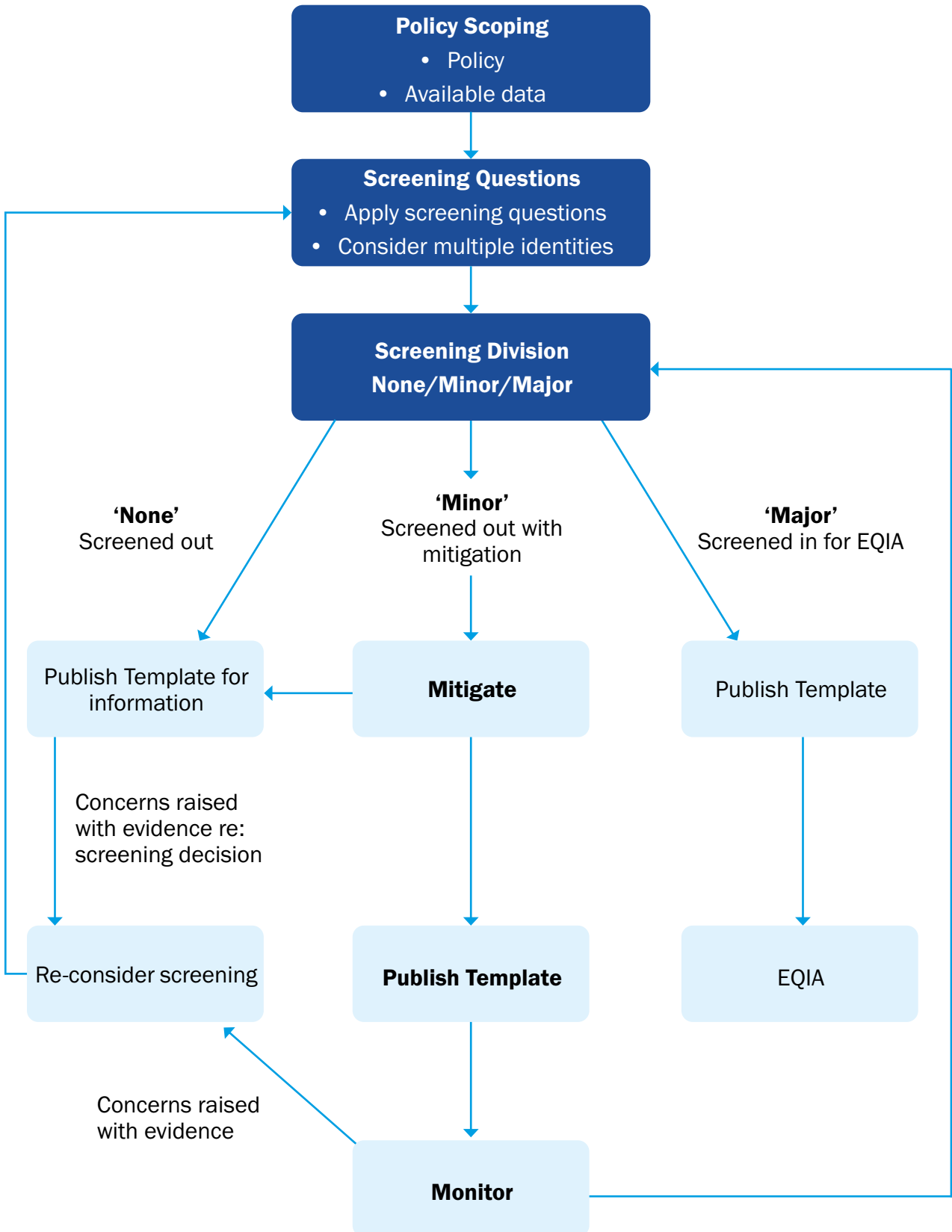


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**Flowchart for the equality screening process and decision**





## Part 1. 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:

**Draft Circular Economy Strategy**

#### Is this an existing, revised or a new policy?

**New Policy**

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

The overarching vision for the draft Circular Economy Strategy (CES) is that by 2050, Northern Ireland will become an **innovative, inclusive** and **competitive economy** where business, people and our planet flourish, with responsible production and consumption at its core.

In our current economy, we take valuable resources from the earth and make things that we may use only once before throwing them away. This “take-make-use-dispose” model is known as the linear economy, and it presumes that we have an infinite supply of resources and that the earth has infinite capacity to deal with our waste. The global population is placing unsustainable demand on our natural and non-renewable resources.

The Circular Economy offers an alternative model, that many countries are pursuing, in which:

- we rethink and reduce our use of earth’s resources
- we switch to regenerative resources
- we minimise waste
- we maintain the value of products and materials for as long as possible.



See *figure 1* which highlights the differences between our current linear economy and a circular economy.

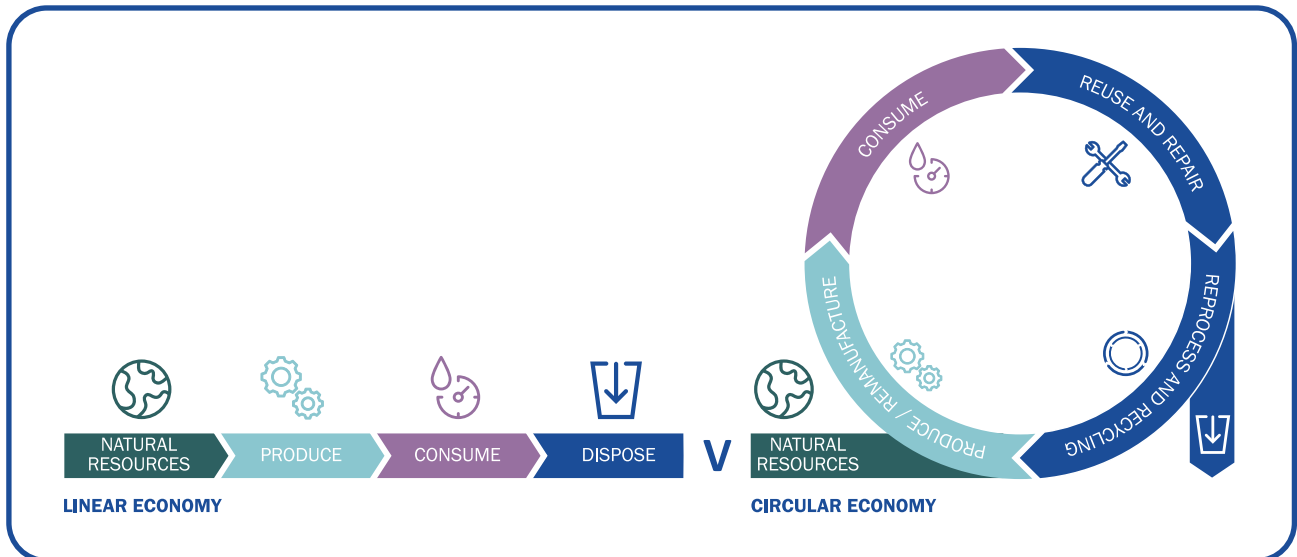


Figure 1. Linear vs Circular Economy

In February 2020 the Northern Ireland Executive declared a climate emergency and in March 2022 passed the Climate Change Act<sup>1</sup> which sets overarching targets for Northern Ireland to reduce GHG emissions to:

- 48% lower than the 1990 baseline by 2030
- net zero by 2050.

To achieve these ambitious goals, government has been tasked to develop a **climate action plan, departmental** and **sectoral action plans** to ignite a major programme of work involving government bodies, industry and communities.

*Completing the Picture, How the Circular Economy Tackles Climate Change*’ by the Ellen MacArthur Foundation (EMF) highlights how current efforts to tackle climate change have focused on more renewable energy and better energy efficiency and while we acknowledge this will take us a long way (55%) on our path to net zero, it won’t enable us to fully meet our targets. The remaining 45% relates to the economy and how we produce and consume things, therefore increasing circularity through the draft Circular Economy Strategy is a central part of the solution to tackling emissions and reaching these ambitious targets.

1 <https://www.legislation.gov.uk/nia/2022/31/enacted>



Northern Ireland imports and extracts around **31.5 million tonnes** of materials annually. Our current Linear Economy means that **92.1% or 29 million tonnes** of this is virgin material. While some of these materials are used for buildings and infrastructure which last for years, unfortunately, the majority of these precious resources end up as waste rather than being reused, refurbished, remanufactured or recycled. The draft Circular Economy Strategy aims to change this. For a country the size and population of Northern Ireland, we are consuming a disproportionate amount of the earth’s resources. It is estimated that each person in Northern Ireland is consuming some **16.6 tonnes of resources per year**<sup>2</sup>, the United Nations (UN) recommends that people need to be able to live sustainably on an average of **6–8 tonnes** of resources per year.

The goal of this strategy is to adopt a circular economy model for Northern Ireland and reduce our material footprint to live responsibly, build resilience, exploit new opportunities and secure future prosperity for businesses, people and our planet. We have proposed an ambitious target that **by 2050 we will have reduced our annual material footprint to 8 tonnes per person.**

The draft Circular Economy Strategy is a starting point in making the transition to a Circular Economy a reality for Northern Ireland. It provides a vision, a target and strategic direction of travel for what can be achieved with the right investment and commitment from all stakeholders.

We identified four specific sectors and four material flows which we aim to target with Circular Economy (CE) policy interventions:



<sup>2</sup> <https://www.economy-ni.gov.uk/publications/circularity-gap-report-northern-ireland>



These eight focus areas provide opportunity to highlight the difference greater circularity can make in particular areas, but it will take all sectors to transform and rethink their relationship with resources to reach net zero.

We have developed twelve proposals for change which have been framed around the Ellen MacArthur Foundation Universal Policy Goals<sup>3</sup> and informed by research and insight from our Circular Economy Coalition. These proposals provide a direction of travel towards reducing our material footprint.

## Policy Goals

## Proposals for Change



### Collaborate for system change

1. Develop and implement a programme to support and promote behaviour change.
2. Create clusters and networks to raise awareness and assist collaboration.
3. Develop an outcome-focused Circular Economy monitoring framework.



### Design out waste

4. Embed Circular Economy principles in public procurement.
5. Work with businesses to increase circular design.



### Manage resources to retain value

6. Create and support platforms and hubs to share goods and materials.
7. Maximise the value of materials locally.



### Stimulate system change with funding, incentives and penalties

8. Establish a Circular Economy funding programme.
9. Create a regulatory framework that supports and incentivises greater circulation of goods and materials.



### Invest in innovation, research and skills

10. Invest in research and development to support the valorisation of materials.
11. Embed Circular Economy principles at all levels of education.
12. Design of future skills programme and reviews of current programmes to support a Just Transition.

3 <https://ellenmacarthurfoundation.org/universal-policy-goals/overview>





We have included three key actions which set out our suggested immediate next steps in delivery of a Circular Economy for Northern Ireland. The draft strategy outlines our commitment to lead and coordinate government through these three key actions:

- Examining options for a **delivery unit**, in partnership with DAERA, to translate the proposals for change into action plans
- **Embedding** Circular Economy principles in the development of the **Climate Action Plan, Departmental** and **Sectoral Action Plans**
- **Raising awareness** of Circular Economy and **increasing circular thinking**.

The draft Circular Economy Strategy aligns directly with Northern Ireland's draft Programme for Government, the draft DAERA Green Growth Strategy and many of the United Nations (UN) Sustainable Development Goals in addition to other key government strategies such as the Energy, Skills and Environment Strategies.

We have engaged with key stakeholder groups across government, business, academia and the third sector. Considering its cross-cutting nature, development of this draft strategy is overseen by a **Cross Departmental Steering Group (CDSG)** which includes representatives from all government departments to raise awareness of a circular economy and the need for a whole systems approach in its delivery across government. CDSG officials have contributed to this draft strategy through internal workshops, pre-consultation sessions and ongoing bilateral meetings.

A **Circular Economy Coalition** (advisory panel) was established in April 2021 to facilitate broader stakeholder engagement. Members of the Coalition include representatives from industry, academia, local Government and the third sector. Coalition members have not only played an important role contributing to the evidence base underpinning the draft strategy including validating the Circularity Gap Report for Northern Ireland and responding to the Call for Evidence, but coalition members have also provided vital feedback as part of our draft strategy pre-consultation and workshop exercises.

The Climate Change Act establishes the need to set up a Just Transition Commission that will be responsible for ensuring a just and fair transition to a low-carbon economy. The draft strategy outlines our commitment to work closely with the DAERA Green Growth team and the Just Transition Commission (*which is to be formed as part of the Climate Change Act*) to support and manage the effects of change transitioning towards a circular economy and reduce inequalities. The draft Circular Economy Strategy provides a high-level strategic overview of our ambition in transitioning towards a Circular Economy, while there are no specific policies or programmes identified within the draft strategy, as these are progressed they will be subject to equality screening at the relevant stages of development.



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

The Draft Circular Economy Strategy will help realise 3 key outcomes of the existing Programme for Government:

- *We live and work sustainably – protecting the environment*
- *Our economy is globally competitive, regionally balanced and carbon-neutral*
- *We have an equal and inclusive society where everyone is valued and treated with respect.*

Transitioning to a circular economy will help to redress the imbalance between economic, societal and environmental issues in Northern Ireland, providing opportunities and benefits for the three key pillars of a circular economy: **our people, planet** and **businesses**.

**For People**

- Products and services will provide greater efficiency, durability, better end-of-life outcomes with greater overall consumer satisfaction.
- We will have greater choice and quality of products and services at a reduced cost through additional circular models and through reuse and introduction of quality standards.
- Total ownership costs will reduce as products are designed for remanufacturing, repair and recycling.
- Better choice of healthy locally produced foods as the circular food system reduces our reliance on chemical farming interventions.

**For Business**

- Swapping from finite, potentially risky or under-pressure resources to safer, sustainable materials provides resource security, price stability and creates resilience.
- Diversifying both the locations and materials in supply chains can also help reduce business risks.
- New by-products from recovered waste can open new markets and sales opportunities.
- Expanding business models to include repairs, remanufacturing, reselling and sharing can generate new and more consistent revenue streams.
- The Circular Economy promises significant benefits to the workforce as it supports the market for secondary products and materials across all regions, which will create new job opportunities.



## For our Planet

- We can ensure we function within the limits of our natural resources and that we sustain human life on our planet.
- Ecosystems are regenerated, and biodiversity thrives because extraction, waste and pollution are reduced.
- We will increase land productivity, reduce food waste from farm to fork and optimise nutrient return to the soil to combat such losses.
- By extending material cycles and making products last longer, we can reduce landfilling and energy-intensive recycling processes and cut down on the pollution caused by material extraction processes.
- For industries like concrete or steel production, becoming more circular could reduce emissions by up to 40%. Reducing waste to landfill and transforming energy-hungry industries will significantly bring down greenhouse gas emissions.

A circular economy impacts on nearly every aspect of how we live and work. While it is expected that all section 75 categories, and the people of Northern Ireland will benefit from outcomes of the draft Circular Economy Strategy, we recognise that transitioning towards a circular economy will impact employment.

The Circular Economy will affect jobs in four ways:<sup>4</sup> some new jobs are created, some jobs are substituted by other, more circular activities, some jobs are lost, and other jobs are redefined as the tasks and skills required of workers change. The draft strategy recognises potential impacts on jobs within agriculture, fossil fuel extraction and processing sectors but also highlights new job opportunities will emerge in sectors such as design, disassembly and biorefinery processing.

Agriculture and construction have been identified within the Circularity Gap Report (CGR)<sup>5</sup> as Northern Ireland's most material and emission intensive sectors. Current employment in both these sectors is largely male dominated<sup>6,7</sup> therefore any effects within these sectors in transitioning towards greater circularity are likely to impact a higher number of males than females. While much of the impact is as yet unknown, it is acknowledged that some of Northern Ireland's carbon intensive industries may be at risk of being disadvantaged as government moves forward with plans to reduce emissions.

4 <https://www.circle-economy.com/resources/how-social-partners-can-ensure-a-just-transition-to-a-circular-economy>

5 <https://www.economy-ni.gov.uk/publications/circularity-gap-report-northern-ireland>

6 <https://www.daera-ni.gov.uk/publications/farm-labour-statistics-northern-ireland>

7 <https://www.nisra.gov.uk/publications/quarterly-labour-force-survey-tables-november-2021>



The draft Circular Economy Strategy recognises the importance of developing and managing reduction targets and policies collaboratively, employing measures, where possible, which will mitigate potential impacts and effects to provide level opportunities for all in Northern Ireland.

The draft Circular Economy Strategy proposals for change (12), recommends '**design of future skills programmes and reviews of current programmes to support a Just Transition**' we will work closely with the DAERA Green Growth Team, the Skills and Education Group and the Just Transition Commission (*which is to be formed as part of the Climate Change Act*) to incorporate the need to support a Just Transition into our wider skills delivery across multiple programmes to support the development of new circular skills and training needs.

The draft Circular Economy Strategy will align with any departmental and sectoral action plans developed as required by the Climate Change Act 2022 in '*tackling inequality and breaking down barriers of division*' and '*ensuring that workers and communities dependent on the high carbon economy are supported with the transition*'.<sup>8</sup>

### Who initiated or wrote the policy?

Working in partnership with the Strategic Investment Board (SIB), development of the draft Circular Economy Strategy was led by the Department for the Economy.

Development of the draft has been overseen by both a **Cross Department Steering Group** (including senior officials from all government departments) and a **Circular Economy Coalition** (*including representatives from industry, academia, local Government and the third sector*).

Considering the cross-cutting nature with the draft Green Growth Strategy, the project team have also worked closely with DAERA Green Growth colleagues in developing the draft Circular Economy Strategy.

Extensive stakeholder engagement has taken place in developing the draft strategy in the form of a Call for Evidence, workshops, pre-consultation and bi-lateral engagement.

### Who owns and who implements the policy?

Department for the Economy (Strategic Policy) leads in development of the draft Circular Economy Strategy.

The Department is currently examining options for delivery through development of an Outline Business Case (OBC) in partnership with DAERA. The role of any delivery unit will be to translate the proposals for change into action plans and programmes to support the transition to a circular economy.

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8 <https://www.legislation.gov.uk/niu/2022/31/enacted>



## Implementation factors

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

If yes, are they (please delete as appropriate)

**Financial** – Decisions on finance to support circular economy will need to be agreed in the longer term. Currently there has been no budget secured to establish a new Circular Economy programme delivery unit for delivery of a circular economy in Northern Ireland. However, it is anticipated that any Circular Economy programme delivery unit will be joint funded by DfE and DAERA.

Wider economic conditions may impact on the ability to implement the three commitments outlined within the draft Circular Economy Strategy and delivery of the proposals for change. The draft strategy will be implemented within the constraints of whatever budget envelope is established for its delivery.

**Legislative** – The extent and degree of legislative change needed to support our transition to a Circular Economy in Northern Ireland is not yet certain and will become clearer once the draft Circular Economy Strategy is agreed with the Executive following a period of public consultation.

The Circular Economy Strategy will be critical in delivering Northern Ireland’s commitments as outlined within the Climate Change Act (Northern Ireland) 2022, developing specific departmental and sectoral plans.

While both DfE and any future Circular Economy programme delivery unit will explore and consider the necessary legislative changes within their specific vires, responsibility to take forward changes will also fall to other departments depending on the key areas for change.

**Other**, please specify: N/A

## Main stakeholders affected

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

- Staff
- Service users
- Other public sector organisations, arm’s-length bodies (ALB), local government and statutory bodies
- Voluntary/community/trade unions



- Members of the public
- Business Groups, Industry, and the third sector
- Academia & Educational Institutions (Universities, Colleges and Education Authorities)

## Other policies with a bearing on this policy

### What are they?

The existing Programme for Government sets out the strategic direction for the development of the draft Circular Economy Strategy. The draft Circular Economy Strategy will complement and align with a number of key government strategies and policies including the 10x Economic Vision, Energy Strategy, Skills Strategy and DAERA's Green Growth Strategy (in particular in relation to the Climate Change Act 2022 and the required Climate Change Departmental Plans and Sectoral Plans), the Executive's Covid Recovery Plan and in addition other cross-cutting government strategies such as the Environment and Food Strategies and the Investment Strategy for Northern Ireland (see full list as follows).

### Who owns them?

- Programme for Government – Northern Ireland Executive
- Energy Strategy – Department for the Economy
- 10X Economic Vision – Department for the Economy
- Skills Strategy – Department for the Economy
- Green Growth Strategy – Department of Agriculture, Environment and Rural Affairs
- Environment Strategy – Department of Agriculture, Environment and Rural Affairs
- NI Food Strategy Framework – Department of Agriculture, Environment and Rural Affairs
- Investment Strategy – Northern Ireland Executive (Strategic Investment Board)
- Covid Recovery Plan – The Executive Office

## 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. The Commission has produced this guide to [signpost to S75 data](#).

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

Development of the draft Circular Economy Strategy follows an extensive period of building a robust evidence base, engagement and pre-consultation with key stakeholder groups and with NICS departments. We commissioned bespoke research on Northern Ireland's Green House Gas (GHG) emissions and Circularity Metrics, in addition to completing a call for evidence and comprehensive review and analysis of existing and emerging government policy within Northern Ireland.



All Section 75 groups will have an opportunity to consult on the Draft Circular Economy Strategy through our planned public consultation which will take place over a 12-week period using Citizen Space platform. We are expecting to host a number of virtual engagement sessions during the consultation period to engage with key stakeholder groups and the general public. Responses and feedback received during this consultation period will be reviewed and considered by officials in completing the final version of the Circular Economy Strategy.

This equality of opportunity screening is not intended to be a definitive statement or a full assessment of potential impacts as the strategy does not yet identify any specific policies or programmes. It does however, present preliminary and indicative impacts that may require further consideration by Department for the Economy to inform and agree the final Circular Economy Strategy following public consultation.

The draft Circular Economy Strategy is expected to benefit all of society in Northern Ireland, any potential negative impacts to section 75 categories identified through the planned consultation process will be considered and where possible mitigated against. If required, a further S75 Equality of Opportunity screening of the strategy will be completed.

#### Religious belief evidence / information:

In 2021, the main current religions were: Catholic (42.3%); Presbyterian (16.6%); Church of Ireland (11.5%); Methodist (2.3%); Other Christian denominations (6.9%); and other religions (1.3%). In addition, 17.4% of our population had 'No religion'.<sup>9</sup>

According to statistics from NISRA's Labour Force Survey<sup>10</sup>, the Catholic employment rate was estimated to be 71.2% in 2019, slightly lower than the employment rate estimated for Protestants (73.7%). Whilst a small gap remains, this gap has been closing over the last decade and the employment rate between the two main religions is similar.

#### Political Opinion evidence / information:

In 2021 in the NI Life and Times Survey, 32% identified as unionist, 26% as Nationalist, 38% as neither, 1% provided another answer and 3% didn't know.<sup>11</sup>

9 NISRA, [Census 2021 main statistics for Northern Ireland \(phase 1\)](#)

10 NISRA (2022), Draft PfG/ODP Indicators, refers to 2019-2019, available here: [Draft PfG/ODP Indicators | Northern Ireland Statistics and Research Agency \(nisra.gov.uk\)](#)

11 NI Life and Times Survey 2021, [political attitudes](#)



### Racial Group evidence / information:

On Census Day 2021, 3.4% of the population, or 65,600 people, belonged to minority ethnic groups. This was around double the 2011 figure (1.8% – 32,400 people) and four times the 2001 figure (0.8% – 14,300 people). The largest ethnic minority group was Black (11,000 – 0.6%), Indian (9,900 – 0.5%) and Chinese (9,500, 0.5%) 96.6% of the population was white<sup>12</sup>.

### Age evidence / information:

The 2021 census provided the following breakdown of our population:<sup>13</sup>

Age band	2021 Census population	Percentage of population
0-14	365,200	19%
15-64	1,211,400	64%
15-39	594,300	31%
40-64	617,100	32%
65+	326,500	17%
65-84	287,200	15%
85+	39,400	2%
All ages	1,903,100	100%

Information is also available on the overall age profile of those in work from the Labour Force Survey:

#### Employees (16+) in the labour market by Age

	Total aged 16+	16-24	25-34	35-49	50-64	65+
Number (Thousands)	869	91	209	307	231	31
%	100%	10%	24%	35%	27%	4%

Source: Labour Force Survey, January – March 2021

As would be expected the age distribution of the Northern Ireland workforce is very much concentrated within the bounds of the working age population (in the 16 to 64 range), although it does extend beyond this into the 65+ age range.

The pandemic has had a notably adverse impact on 16-24 year olds<sup>14</sup> (evidenced by higher unemployment, higher inactivity, rising NEET levels). Economic inactivity levels are also much higher amongst older working-age groups (50-64 year olds) in Northern Ireland compared with the UK as a whole, at 35% and 26% respectively.<sup>15</sup> Just over half of economic inactivity in this age group in Northern Ireland is caused by long-term sickness. In terms of qualification attainment, older persons tend to be lower qualified with 21% of 50-64 year olds possessing no qualifications compared with 8% of 25-49 year olds.

12 NISRA, [Census 2021 main statistics for Northern Ireland \(phase 1\)](#)

13 NISRA, [Census 2021 main statistics for Northern Ireland \(phase 1\)](#)

14 UUEPC (2021), Labour Force Survey, ONS and UUEPC analysis, refers to Q2 2020 to Q3 2021.

15 UUEPC (2021), Labour Force Survey, ONS and UUEPC analysis, refers to Q3 2021.





### Marital Status evidence / information:

The 2021 census data on marital status is not yet available. As such we have looked at the 2011 census where almost half (48%) of people aged 16 years and over on Census Day 2011 were married, and over a third (36%) were single. Just over 1,200 people (0.1%) were in registered same-sex civil partnerships in March 2011. A further 9.4% of usual residents were either separated, divorced or formerly in a same-sex civil partnership, while the remaining 6.8% were either widowed or a surviving partner.<sup>16</sup>

### Sexual Orientation evidence / information:

The percentage identifying as lesbian, gay or bisexual was reported in 2018 to be 1.8% in NI. This was lower than the UK average<sup>17</sup>. Statistics on sexual orientation were collected as part of the 2021 census but are not yet available.

### Men & Women generally evidence / information:

The census day population comprised of 967,000 females and 936,100 males.<sup>18</sup>

The most recent Labour Force Survey, published in August 2022, indicated that 452,000 males were employed and 401,000 were employed<sup>19</sup>.

Although the female economic inactivity rate has been declining in recent years, in 2021 just under a third of working age women were economically inactive, compared to just under a quarter of men. Gender diversity remains an issue in certain occupations and sectors<sup>20</sup>:

- Over half of females (53.2%) are employed in Public Administration, Education and Health compared with (20.2%) of males.
- A higher proportion of males are employed in Construction (10.6% of males employed in sector compared with 1.2% females).
- Manufacturing (13.6% of males employed in sector compared with 5.4% females); and Transport and Communication (9.8% of males employed in sector compared with 3.9% females).

16 NISRA, [Census 2011 Key Statistics for Northern Ireland](#)

17 ONS, [Sexual Orientation UK 2020](#)

18 NISRA, [Census 2021 main statistics for Northern Ireland \(phase 1\)](#)

19 [Quarterly Labour Force Survey Tables – August 2022 | Northern Ireland Statistics and Research Agency \(nisra.gov.uk\)](#)

20 NISRA (2022), Labour Force Survey, refers to Q3 2021 (Quarterly Supplement), available here: <https://www.nisra.gov.uk/publications/quarterly-labour-force-survey-tables-november-2021>



**Disability evidence / information:**

The latest labour market available data is shown as follows for persons aged 16-64 with or without a disability:

Labour market status of persons with or without a disability, 16-64

	Without a disability (%)	With a disability (%)
In employment	79.0	37.0
ILO unemployed	2.7	2.3
Inactive	18.3	60.8

Source: Labour Force Survey, October – December 2020

- In general, those with a disability are much less likely to hold any qualifications compared with those without a disability (around 24% of those disabled hold no qualifications compared with 9% of those without a disability). Conversely, only 15% of those with a disability hold a degree or higher-level qualification, compared with 40% for those without a disability.<sup>21</sup>
- There are consistently lower levels of employment amongst those with a disability in Northern Ireland when compared to the whole of the UK, with a 36% employment rate recorded amongst those with a disability in Northern Ireland compared to over 50% for the UK as a whole. This is in spite of a roughly equal prevalence of disability at both the NI and UK level.<sup>22</sup>
- Roughly one quarter of those who have a disability and are economically inactive have stated that they would like a job<sup>23</sup>. Increasing employment opportunities and routes into the labour market for disabled persons provides an opportunity for more Circular Economy skilled jobs in Northern Ireland through Social Enterprise Business Models such a [UseI](#).

21 NISRA (2022), Labour Force Survey, refers to Q3 2021 (Quarterly Supplement), available here: <https://www.nisra.gov.uk/publications/quarterly-labour-force-survey-tables-november-2021>

22 UUEPC (2021), Labour Force Survey, ONS and UUEPC analysis, refers to 1999-2021.

23 UUEPC (2021), Labour Force Survey, ONS and UUEPC analysis, refers to 2021



**Dependants evidence / information:**

Women are more likely to report looking after family and home as a reason for economic activity (28% for women, vs 6% for men).<sup>24</sup>

The lowest economic activity rates for females with dependent children is for those with children aged under 5. The age of a dependent child has a much less pronounced impact on economic activity rates for males.<sup>25</sup>

Lone parents, with either dependent or non-dependent children, report the lowest employment rate of any family unit category.<sup>26</sup>

24 NISRA, [Women in NI 2020/21](#)

25 NISRA (2022), Women in Northern Ireland 2020, refers to Q4 2019, available here: [Labour Force Survey - Women in Northern Ireland 2020 | Northern Ireland Statistics and Research Agency \(nisra.gov.uk\)](#)

26 UUEPC (2021), Labour Force Survey, ONS and UUEPC analysis, refers to Q2 2021.



## 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 of the needs, experiences and priorities for each of the Section 75 categories below:

### Religious belief

The draft Circular Economy Strategy is a starting point in making the transition to a Circular Economy a reality for Northern Ireland. It provides a vision, a target and direction of travel for what can be achieved with the right investment and commitment. The twelve proposals for change, which have been informed by research and insight from the Circular Economy Coalition, provide a direction of travel towards reducing our material footprint.

The transition from a Linear to a Circular Economy will ultimately affect the lives of every person in Northern Ireland: how we live, work, travel and consume.

While much of the impact is as yet unknown because specific policies and programmes have not been developed, all government departments and any future Circular Economy programme delivery unit responsible for the implementation of the (final) Circular Economy Strategy will have a duty to ensure any Circular Economy policies, programmes and interventions are open to all applicants regardless of religious belief. We commit to working with the Just Transition Commission (*which is to be formed as part of the Climate Change Act*) to manage the effects of change and reduce inequalities. Therefore, DfE does not anticipate any major difference in needs, experience or priorities according to religious belief.

Any potential negative impacts which may be identified through the draft Circular Economy Strategy planned public consultation process will be considered through further equality screening where necessary.

### Political Opinion

The draft Circular Economy Strategy is a starting point in making the transition to a Circular Economy a reality for Northern Ireland. It provides a vision, a target and direction of travel for what can be achieved with the right investment and commitment. The twelve proposals for change, which have been informed by research and insight from the Circular Economy Coalition, provide a direction of travel towards reducing our material footprint.

The transition from a Linear to a Circular Economy will ultimately affect the lives of every person in Northern Ireland: how we live, work, travel and consume.



While much of the impact is as yet unknown because specific policies and programmes have not been developed, all government departments and any future Circular Economy programme delivery unit responsible for the implementation of the (final) Circular Economy Strategy will have a duty to ensure any Circular Economy policies, programmes and interventions are open to all applicants regardless of political opinion. We commit to working with the Just Transition Commission (which is to be formed as part of the Climate Change Act) to manage the effects of change and reduce inequalities. Therefore, DfE does not anticipate any major difference in needs, experience or priorities according to political opinion.

Any potential negative impacts which may be identified through the draft Circular Economy Strategy planned public consultation process will be considered through further equality screening where necessary.

### **Racial Group**

The draft Circular Economy Strategy is a starting point in making the transition to a Circular Economy a reality for Northern Ireland. It provides a vision, a target and direction of travel for what can be achieved with the right investment and commitment. The twelve proposals for change, which have been informed by research and insight from the Circular Economy Coalition, provide a direction of travel towards reducing our material footprint.

The transition from a Linear to a Circular Economy will ultimately affect the lives of every person in Northern Ireland: how we live, work, travel and consume.

While much of the impact is as yet unknown because specific policies and programmes have not been developed, all government departments and any future Circular Economy programme delivery unit responsible for the implementation of the (final) Circular Economy Strategy will have a duty to ensure any Circular Economy policies, programmes and interventions are open to all applicants regardless of racial group. We commit to working with the Just Transition Commission (which is to be formed as part of the Climate Change Act) to manage the effects of change and reduce inequalities. Therefore, DfE does not anticipate any major difference in needs, experience or priorities according to racial group.

Any potential negative impacts which may be identified through the draft Circular Economy Strategy planned public consultation process will be considered through further equality screening where necessary.



## Age

The draft Circular Economy Strategy is a starting point in making the transition to a Circular Economy a reality for Northern Ireland. It provides a vision, a target and direction of travel for what can be achieved with the right investment and commitment. The twelve proposals for change, which have been informed by research and insight from the Circular Economy Coalition, provide a direction of travel towards reducing our material footprint.

The transition from a Linear to a Circular Economy will ultimately affect the lives of every person in Northern Ireland: how we live, work, travel and consume.

While much of the impact is as yet unknown because specific policies and programmes have not been developed, all government departments and any future Circular Economy programme delivery unit responsible for the implementation of the (final) Circular Economy Strategy will have a duty to ensure any Circular Economy policies, programmes and interventions are open to all applicants regardless of age. We commit to working with the Just Transition Commission (which is to be formed as part of the Climate Change Act) to manage the effects of change and reduce inequalities. Therefore, DfE does not anticipate any major difference in needs, experience or priorities according to age.

Any potential negative impacts which may be identified through the draft Circular Economy Strategy planned public consultation process will be considered through further equality screening where necessary.

## Marital status

The draft Circular Economy Strategy is a starting point in making the transition to a Circular Economy a reality for Northern Ireland. It provides a vision, a target and direction of travel for what can be achieved with the right investment and commitment. The twelve proposals for change, which have been informed by research and insight from the Circular Economy Coalition, provide a direction of travel towards reducing our material footprint.

The transition from a Linear to a Circular Economy will ultimately affect the lives of every person in Northern Ireland: how we live, work, travel and consume.

While much of the impact is as yet unknown because specific policies and programmes have not been developed, all government departments and any future Circular Economy programme delivery unit responsible for the implementation of the (final) Circular Economy Strategy will have a duty to ensure any Circular Economy policies, programmes and interventions are open to all applicants regardless of marital status. We commit to working with the Just Transition Commission (which is to be formed as part of the Climate Change Act) to manage the effects of change and reduce inequalities.



Therefore, DfE does not anticipate any major difference in needs, experience or priorities according to marital status.

Any potential negative impacts which may be identified through the draft Circular Economy Strategy planned public consultation process will be considered through further equality screening where necessary.

### **Sexual orientation**

The draft Circular Economy Strategy is a starting point in making the transition to a Circular Economy a reality for Northern Ireland. It provides a vision, a target and direction of travel for what can be achieved with the right investment and commitment. The twelve proposals for change, which have been informed by research and insight from the Circular Economy Coalition, provide a direction of travel towards reducing our material footprint.

The transition from a Linear to a Circular Economy will ultimately affect the lives of every person in Northern Ireland: how we live, work, travel and consume.

While much of the impact is as yet unknown because specific policies and programmes have not been developed, all government departments and any future Circular Economy programme delivery unit responsible for the implementation of the (final) Circular Economy Strategy will have a duty to ensure any Circular Economy policies, programmes and interventions are open to all applicants regardless of sexual orientation. We commit to working with the Just Transition Commission (which is to be formed as part of the Climate Change Act) to manage the effects of change and reduce inequalities. Therefore, DfE does not anticipate any major difference in needs, experience or priorities according to sexual orientation.

Any potential negative impacts which may be identified through the draft Circular Economy Strategy planned public consultation process will be considered through further equality screening where necessary.

### **Men and Women Generally**

The draft Circular Economy Strategy is a starting point in making the transition to a Circular Economy a reality for Northern Ireland. It provides a vision, a target and direction of travel for what can be achieved with the right investment and commitment. The twelve proposals for change, which have been informed by research and insight from the Circular Economy Coalition, provide a direction of travel towards reducing our material footprint.

The transition from a Linear to a Circular Economy will ultimately affect the lives of every person in Northern Ireland: how we live, work, travel and consume.



While much of the impact is as yet unknown because specific policies and programmes have not been developed, all government departments and any future Circular Economy programme delivery unit responsible for the implementation of the (final) Circular Economy Strategy will have a duty to ensure any Circular Economy policies, programmes and interventions are open to all applicants regardless of gender.

Whilst the draft strategy recognises some material and emission intensive sectors such as agriculture and construction, which employs a higher percentage of males than females, therefore any effects in transitioning towards greater circularity within these sectors are likely to impact a higher number of males, much of this impact is as yet unknown, we do however commit to working with the Just Transition Commission (which is to be formed as part of the Climate Change Act) to manage the effects of change and reduce inequalities. Therefore, DfE does not anticipate any major difference in needs, experience or priorities according to gender.

Any potential negative impacts which may be identified through the draft Circular Economy Strategy planned public consultation process will be considered through further equality screening where necessary.

### **Disability**

The draft Circular Economy Strategy is a starting point in making the transition to a Circular Economy a reality for Northern Ireland. It provides a vision, a target and direction of travel for what can be achieved with the right investment and commitment. The twelve proposals for change, which have been informed by research and insight from the Circular Economy Coalition, provide a direction of travel towards reducing our material footprint.

The transition from a Linear to a Circular Economy will ultimately affect the lives of every person in Northern Ireland: how we live, work, travel and consume.

While much of the impact is as yet unknown because specific policies and programmes have not been developed, all government departments and any future Circular Economy programme delivery unit responsible for the implementation of the (final) Circular Economy Strategy will have a duty to ensure any Circular Economy policies, programmes and interventions are open to all applicants regardless of disability. We commit to working with the Just Transition Commission (which is to be formed as part of the Climate Change Act) to manage the effects of change and reduce inequalities. Therefore, DfE does not anticipate any major difference in needs, experience or priorities according to disability.

Any potential negative impacts which may be identified through the draft Circular Economy Strategy planned public consultation process will be considered through further equality screening where necessary.





## Dependants

The draft Circular Economy Strategy is a starting point in making the transition to a Circular Economy a reality for Northern Ireland. It provides a vision, a target and direction of travel for what can be achieved with the right investment and commitment. The twelve proposals for change, which have been informed by research and insight from the Circular Economy Coalition, provide a direction of travel towards reducing our material footprint.

The transition from a Linear to a Circular Economy will ultimately affect the lives of every person in Northern Ireland: how we live, work, travel and consume.

While much of the impact is as yet unknown because specific policies and programmes have not been developed, all government departments and any future Circular Economy programme delivery unit responsible for the implementation of the (final) Circular Economy Strategy will have a duty to ensure any Circular Economy policies, programmes and interventions are open to all applicants regardless of whether they have dependants or not. We commit to working with the Just Transition Commission (which is to be formed as part of the Climate Change Act) to manage the effects of change and reduce inequalities. Therefore, DfE does not anticipate any major difference in needs, experience or priorities according to persons with or without dependants.

Any potential negative impacts which may be identified through the draft Circular Economy Strategy planned public consultation process will be considered through further equality screening where 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 Screening Questions 1-4, which follow.

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; and
- 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; and
- 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?

Please provide details of the likely policy impacts and determine the level of impact for each S75 categories below i.e. either minor, major or none.

#### Details of the likely policy impacts on **Religious Belief**:

The proposals for change outlined within the draft Circular Economy Strategy will be actioned following Executive agreement on the final Circular Economy Strategy (CES), subject to the constraints of whatever budget envelope is established for its delivery. The CES will be intended to benefit everyone in Northern Ireland regardless of their section 75 category and any future Circular Economy policies, programmes or initiatives taken forward through implementation of the Circular Economy Strategy will offer the same equality of opportunity to participants regardless of their status within this Section 75 category.

What is the level of impact? **None**

#### Details of the likely policy impacts on **Political Opinion**:

The proposals for change outlined within the draft Circular Economy Strategy will be actioned following Executive agreement on the final Circular Economy Strategy (CES), subject to the constraints of whatever budget envelope is established for its delivery. The CES will be intended to benefit everyone in Northern Ireland regardless of their section 75 category and any future Circular Economy policies, programmes or initiatives taken forward through implementation of the Circular Economy Strategy will offer the same equality of opportunity to participants regardless of their status within this Section 75 category.

What is the level of impact? **None**

#### Details of the likely policy impacts on **Racial Group**:

The proposals for change outlined within the draft Circular Economy Strategy will be actioned following Executive agreement on the final Circular Economy Strategy (CES), subject to the constraints of whatever budget envelope is established for its delivery. The CES will be intended to benefit everyone in Northern Ireland regardless of their section 75 category and any future Circular Economy policies, programmes or initiatives taken forward through implementation of the Circular Economy Strategy will offer the same equality of opportunity to participants regardless of their status within this Section 75 category.

What is the level of impact? **None**



Details of the likely policy impacts on **Age**:

The proposals for change outlined within the draft Circular Economy Strategy will be actioned following Executive agreement on the final Circular Economy Strategy (CES), subject to the constraints of whatever budget envelope is established for its delivery. The CES will be intended to benefit everyone in Northern Ireland regardless of their section 75 category and any future Circular Economy policies, programmes or initiatives taken forward through implementation of the Circular Economy Strategy will offer the same equality of opportunity to participants regardless of their status within this Section 75 category.

What is the level of impact? **None**

Details of the likely policy impacts on **Marital Status**:

The proposals for change outlined within the draft Circular Economy Strategy will be actioned following Executive agreement on the final Circular Economy Strategy (CES), subject to the constraints of whatever budget envelope is established for its delivery. The CES will be intended to benefit everyone in Northern Ireland regardless of their section 75 category and any future Circular Economy policies, programmes or initiatives taken forward through implementation of the Circular Economy Strategy will offer the same equality of opportunity to participants regardless of their status within this Section 75 category.

What is the level of impact? **None**

Details of the likely policy impacts on **Sexual Orientation**:

The proposals for change outlined within the draft Circular Economy Strategy will be actioned following Executive agreement on the final Circular Economy Strategy (CES), subject to the constraints of whatever budget envelope is established for its delivery. The CES will be intended to benefit everyone in Northern Ireland regardless of their section 75 category and any future Circular Economy policies, programmes or initiatives taken forward through implementation of the Circular Economy Strategy will offer the same equality of opportunity to participants regardless of their status within this Section 75 category.

What is the level of impact? **None**



Details of the likely policy impacts on **Men and Women:**

The proposals for change outlined within the draft Circular Economy Strategy will be actioned following Executive agreement on the final Circular Economy Strategy (CES), subject to the constraints of whatever budget envelope is established for its delivery. The CES will be intended to benefit everyone in Northern Ireland regardless of their section 75 category and any future Circular Economy policies, programmes or initiatives taken forward through implementation of the Circular Economy Strategy will offer the same equality of opportunity to participants regardless of their status within this Section 75 category.

What is the level of impact? **None**

Details of the likely policy impacts on **Disability:**

The proposals for change outlined within the draft Circular Economy Strategy will be actioned following Executive agreement on the final Circular Economy Strategy (CES), subject to the constraints of whatever budget envelope is established for its delivery. The CES will be intended to benefit everyone in Northern Ireland regardless of their section 75 category and any future Circular Economy policies, programmes or initiatives taken forward through implementation of the Circular Economy Strategy will offer the same equality of opportunity to participants regardless of their status within this Section 75 category.

What is the level of impact? **None**

Details of the likely policy impacts on **Dependants:**

The proposals for change outlined within the draft Circular Economy Strategy will be actioned following Executive agreement on the final Circular Economy Strategy (CES), subject to the constraints of whatever budget envelope is established for its delivery. The CES will be intended to benefit everyone in Northern Ireland regardless of their section 75 category and any future Circular Economy policies, programmes or initiatives taken forward through implementation of the Circular Economy Strategy will offer the same equality of opportunity to participants regardless of their status within this Section 75 category.

What is the level of impact? **None**



## 2. Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories? Yes/No

Detail opportunities of how this policy could promote equality of opportunity for people within each of the Section 75 Categories below:

### Religious Belief – No

If Yes, provide details:

If No, provide reasons: Policies, programmes and interventions developed under this draft Circular Economy Strategy are intended to benefit people in Northern Ireland regardless of religious belief.

### Political Opinion – No

If Yes, provide details:

If No, provide reasons: Policies, programmes and interventions developed under this draft Circular Economy Strategy are intended to benefit people in Northern Ireland regardless of political opinion.

### Racial Group – No

If Yes, provide details:

If No, provide reasons: Policies, programmes and interventions developed under this draft Circular Economy Strategy are intended to benefit people in Northern Ireland regardless of racial group.

### Age – No

If Yes, provide details:

If No, provide reasons: Policies, programmes and interventions developed under this draft Circular Economy Strategy are intended to benefit people in Northern Ireland regardless of age.

### Marital Status – No

If Yes, provide details:

If No, provide reasons: Policies, programmes and interventions developed under this Circular Economy Strategy are intended to benefit people in NI regardless of marital status.

### Sexual Orientation – No

If Yes, provide details:

If No, provide reasons: Policies, programmes and interventions developed under this Circular Economy Strategy are intended to benefit people in NI regardless of sexual orientation.



**Men and Women generally – No**

If Yes, provide details:

If No, provide reasons: Policies, programmes and interventions developed under this Circular Economy Strategy are intended to benefit people in NI regardless of gender.

**Disability – No**

If Yes, provide details:

If No, provide reasons: Policies, programmes and interventions developed under this Circular Economy Strategy are intended to benefit people in NI regardless of whether they have a disability or not.

**Dependants – No**

If Yes, provide details:

If No, provide reasons: Policies, programmes and interventions developed under this Circular Economy Strategy are intended to benefit people in NI regardless of whether they have dependants or not.





**3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?**

Please provide details of the likely policy impact and determine the level of impact for each of the categories below i.e. either minor, major or none.

Details of the likely policy impacts on **Religious Belief**:

The goal of this draft strategy is to adopt a circular model and reduce our material footprint to live responsibly, build resilience, and secure future prosperity for all our people and our planet. As such, it will have no impact on relations between people of different religious beliefs.

What is the level of impact? **None**

Details of the likely policy impacts on **Political Opinion**:

The goal of this draft strategy is to adopt a circular model and reduce our material footprint to live responsibly, build resilience, and secure future prosperity for all our people and our planet. As such, it will have no impact on relations between people of different political opinion.

What is the level of impact? **None**

Details of the likely policy impacts on **Racial Group**:

The goal of this draft strategy is to adopt a circular model and reduce our material footprint to live responsibly, build resilience, and secure future prosperity for all our people and our planet. As such, it will have no impact on relations between people of different racial groups.

What is the level of impact? **None**



#### 4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

Detail opportunities of how this policy could better promote good relations for people within each of the Section 75 Categories below:

##### **Religious Belief – No**

If Yes, provide details:

If No, provide reasons: Policies, programmes and interventions developed under this Circular Economy Strategy will be open to all people in Northern Ireland regardless of religious belief.

##### **Political Opinion – No**

If Yes, provide details:

If No, provide reasons Policies, programmes and interventions developed under this Circular Economy Strategy will be open to all people in Northern Ireland regardless of political opinion.

##### **Racial Group – No**

If Yes, provide details:

If No, provide reasons Policies, programmes and interventions developed under this Circular Economy Strategy will be open to all people in Northern Ireland regardless of racial group.



## 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?

*(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.

None are expected but should any multiple identity considerations be identified through the draft Circular Economy Strategy planned public consultation process, equality screening will be considered where necessary.



## Part 3. Screening decision

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

**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 - please provide details.**

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

The draft Circular Economy Strategy supports the existing Programme for Government in delivery of three key outcomes, where *we live and work sustainably – protecting the environment, our economy is globally competitive, regionally balanced and carbon-neutral and we have an equal and inclusive society where everyone is valued and treated with respect*. It supports the draft Green Growth Strategy vision towards an inclusive society and 10X vision of a sustainable approach to economic growth. It also supports the Climate Change Act (NI) 2022 in particular the development of departmental and sectoral Climate Change plans.

The proposals for change within the draft Circular Economy Strategy have been developed following significant stakeholder consultation and independent research. They outline our ambition and further policies, programmes and interventions will need to be developed and equality screened once the final Circular Economy Strategy is approved by the Northern Ireland Executive.

While much of the impact in transitioning towards a Circular Economy is as yet unknown, all government departments and any future Circular Economy programme delivery unit responsible for the implementation of the final Circular Economy Strategy will have a duty to ensure any Circular Economy programmes and interventions are open to all applicants, regardless of their section 75 characteristics, and comply with equality of opportunity screening processes.

A just transition is vitally important in achieving our strategic vision of an inclusive Circular Economy for Northern Ireland and this is reflected within the draft through our commitment to work closely with the Just Transition Commission (*which is to be formed as part of the Climate Change Act*), DAERA and the DfE Skills and Education Group ensuring the people of Northern Ireland are supported in our transition.



Adopting circular thinking will create opportunities for Northern Ireland to redefine growth, create greater resilience and provide a pathway to securing society-wide prosperity without causing further environmental degradation.

The draft Circular Economy Strategy provides a starting point in making the transition to a Circular Economy a reality for Northern Ireland. It provides a vision, a target and strategic direction of travel for what can be achieved with the right investment and commitment from all stakeholders.

As no specific policies, programmes or interventions have been identified at this stage, there is no impact to any of the section 75 categories and an equality impact assessment is not required at this time.

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.

N/A



## 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** – Not applicable – draft Circular Economy Strategy screened out.

**Social need** – Not applicable – draft Circular Economy Strategy screened out.

**Effect on people's daily lives** – Not applicable – draft Circular Economy Strategy screened out.

**Relevance to a public authority's functions** – Not applicable – draft Circular Economy Strategy screened out.

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? N/A

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.

The draft Circular Economy Strategy provides a vision, a target and a strategic direction of travel for what can be achieved with the right investment and commitment from all stakeholders. The draft does not contain specific policies, programmes or interventions to be actioned. Any policies and interventions arising from the draft strategy will be subject to equality of opportunity screening and monitoring.





## Part 5 - Approval and authorisation

### **Screened by: Louise McArdle**

Position/Job Title: DP

Business Area/ Branch: Sustainable Economic Development Policy

Date: 10<sup>th</sup> November 2022

### **Approved by: Alberta Pauley**

Position/Job Title: G7

Business Area/Branch: Sustainable Economic Development Policy

Date: 11<sup>th</sup> November 2022

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.

\*\*\*Notes