



POLICY SCREENING FORM FOR EQUALITY IMPACT

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| Name of Policy/Procedure/Decision: Audit of Inequalities and S75 Action Plan | Date of Screening: 2.02.17 |
| In which directorate does this policy sit and who is responsible for it: Corporate Operations – Patricia Fitzgerald, Director Corporate Operations | |
| Name and roles of staff completing the screening. Indicate who is the lead: Aileen McGloin, Communications Manager - Digital and Health; Angela Cahill, Corporate Operations Manager; Patricia McCarthy, HR and Admin Executive | |
| Describe the aims, objectives and context for this policy (include whether it is linked to other policies and whether new/existing/revised): A new Audit of Inequalities has been undertaken to review safefood 's corporate activities over the last three years to ascertain where inequalities exist in the work we carry out. The S75 Action Plan was then developed for the next three years to address these inequalities and to align them with the business requirements of safefood . This is a requirement of the Equality Scheme under Northern Ireland legislation. | |
| Does the policy relate to functions carried out in Northern Ireland? (If not, go to Page 9) YES | |
| Are there any particular equality categories which might be expected to benefit from the policy? (Explain how) Certain categories have been identified by safefood – people with disabilities, children and men | |
| Are there any factors which could contribute/detract from intended aim/outcome of policy/decision? If yes, are they: <input checked="" type="checkbox"/> Financial, please specify: Funding <input checked="" type="checkbox"/> Legislative, please specify: BREXIT <input checked="" type="checkbox"/> Government, please specify: Policy Changes <input type="checkbox"/> Other, please specify: | Who are the main stakeholders? <input checked="" type="checkbox"/> Staff <input checked="" type="checkbox"/> Consumers <input checked="" type="checkbox"/> Public sector organisations/Sponsoring Departments/NSMC <input type="checkbox"/> Voluntary/Community Groups <input type="checkbox"/> Other – please specify: |

AVAILABLE EVIDENCE, NEEDS AND PRIORITIES

Is there any relevant equality data/information (both qualitative and quantitative) available to inform impact of this policy? Please provide a note of any consultations/meetings that have taken place with any equality groups. Using this information, what are the different needs, experiences and priorities of each of the equality categories in relation to this particular policy?

| Section 75 Category | Details of Evidence and Information | Details of Groups Needs/Experiences and Priorities |
|---------------------|---|--|
| Religion/Belief | Research, as outlined in the Audit of Inequalities, has demonstrated that an umbrella view is taken by <i>safefood</i> insofar as possible with the first two equality categories. | |
| Political Opinion | | |
| Race | This is because it is difficult to ascertain if religious beliefs and political opinions have any different uptake on the messages of obesity and healthy and safe eating. However, there is evidence to show that ethnic groups may not always find safefood's message accessible. Other groups such as children have limited control of their diets and food intake. | Where groups have been identified as more vulnerable e.g. Folic Acid campaign leaflets were translated into Polish. |
| Age | | Children have limited autonomy in their food intake. Research has demonstrated that if children receive early messages and education around food safety and healthy eating, it could have life-long effects. Older people become more vulnerable to infections due to decreased immunity and they require educating about the changes in their bodies and health |
| Marital Status | Older people and people with disabilities may have difficulty with implementing safe and healthy eating lifestyles. | |
| Sexual Orientation | | |
| Gender | The thrust of the new S75 Action Plan is to target these categories whilst taking the approach that there are multiple identities who may be affected. | Men have higher rates of obesity, lower levels of food skills and more negative attitudes towards healthy eating. They have less likelihood of engaging with health services. |
| Disability | | People with disabilities are likely to be excluded due to lower energy needs and inability to participate in exercise or food preparation. They could be at more risk of obesity and hygiene issues. |
| Dependency Status | | |

SCREENING QUESTIONS.

Taking into account the information presented above, consider the likely impact on promoting equality of opportunity and good relations for those affected by this policy.

| Section 75 Category | 1. What is the likely impact (Major, Minor or None) on equality of opportunity giving details? | 2. Are there better opportunities to promote equality of opportunity – Yes/No giving reasons |
|---------------------|--|--|
| Religious Belief | None | |
| Political Opinion | None | |
| Racial Group | Minor as resources are provided in difference languages on request | Yes – continue to review and engage with different focus groups, associations and charities. |
| Age | Minor as new activities are specifically targeted at the age groups of young and old | |
| Marital Status | None | |
| Sexual Orientation | None | |
| Gender | Minor as men have specifically targeted as a vulnerable group | |
| Disability | Minor as engagement will continue with different disability groups to ascertain projects and activities that can cater for their needs | |
| Dependency Status | See Age | |

| 3. To what extent is the policy likely to impact on good relations between different equality groups in society? | 4. Are there opportunities to better foster good relations between different groups in society? |
|---|--|
| <p>It is believed that this policy will continue to support safefood's ethos of all island inclusivity</p> | <p>The continuing networking of the Community Food Initiative groups brings together diverse groups from the communities on the island of Ireland.</p> |

Additional considerations

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration are there any potential impacts on people with multiple identities? Provide details of the impact of the policy on people with multiple identities and specify the relevant categories:

safefood believes that all multiple identities will be impacted by this policy as safe and healthy eating applies to all.

Also, consider if the policy can help to promote positive attitudes towards disabled people and to promote participation in public life?

It is believed that this policy will contribute towards positive attitudes as it is designed in conjunction with the Disability Action Plan



Screening Decision for EQIA - Does a fuller equality analysis through an EQIA need to be conducted on this policy?:

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|--|--|
| No | <p>Specify reasons:</p> <p>In preparing the document, a full equality audit was carried out to inform the Action Plan. A previous consultation of the Disability Action Plan was also evaluated and mainstreamed into the Action Plan. The views of children, men and older people have actively been sought through focus groups and research to inform this policy.</p> |
| No provided minor mitigations adopted | <p>Specify reasons and mitigations:</p> |
| Yes | <p>Specify reasons:</p> |

Screening Report Final Recommendation: _____

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|------------------------|--|----------------------------|
| Signed: <u></u> | Name: <u>AILEEN McGEOWN</u> | Date: <u>6-3-17</u> |
| Signed: <u></u> | Name: <u>ANGELA CAHILL</u> | Date: <u>8-3-17</u> |
| Signed: <u></u> | Name: <u>PATRICIA C O'GARRA</u> | Date: <u>8-3-17</u> |
| Signed: _____ | Name: _____ | Date: _____ |

At least two members of the Policy Screening Group and the appropriate decision maker/policy lead officer must sign above.

Final approval Signature: **JCEO/ Director Corporate Operations** **Date:** 8 March 2017

