



POLICY SCREENING FORM

Policy Title and Responsible Person: Disability Awareness Policy – Ray Dolan, Director Corporate Operations	New
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What is the policy trying to achieve: Its purpose is to ensure that safefood gives clear guidelines to staff to ensure that people with disabilities are not discriminated against. Does it relate to other policies and how? Yes. The ethos of this policy is echoed throughout safefood 's corporate plans and other HR related policies.
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Does the policy relate to functions carried out in Northern Ireland? (If not, no further consideration for screening or impact assessment is necessary – go to Page 9) Yes

Are there any Section 75 categories which might be expected to benefit from the policy? (Explain how) It is expected that people with disabilities will benefit as it raises awareness with staff and seeks to ensure that there is no discrimination.

Are there any factors which could contribute/detract from intended aim/outcome of policy/decision? If yes, are they: <input checked="" type="checkbox"/> Financial <input type="checkbox"/> Legislative <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 checked="" type="checkbox"/> Voluntary/Community Groups <input type="checkbox"/> Other – please specify:
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Available Evidence, Needs and Priorities

Is there any relevant data/information (both qualitative and quantitative) available to inform this policy? Using this information, what are the different needs, experiences and priorities of each of categories in relation to this particular policy?

Section 75 Category	Details of Evidence and Information	Details of Needs/Experiences and Priorities
Religious Belief	There is no relevant data or information with regards to these S75 categories to inform this policy apart from the recognition that people have multiple identities.	
Political Opinion		
Racial Group		
Age		
Marital Status		
Sexual Orientation		
Men and Women generally		
Disability	safefood recognised that there are different Codes of Practice and legislation within the island of Ireland.	safefood felt it pertinent to capture the ethos behind the legislative requirements and to provide a policy which promoted positive actions.
With/without dependents	There is no relevant data or information with regards to these S75 categories to inform this policy apart from the recognition that people have multiple identities.	

Screening questions

Consideration needs to be given on the need to carry out an Equality Impact Assessment. Taking into account the evidence presented above, consider the likely impact of equality of opportunity and good relations for those affected by this policy in any way. Indicate the level of impact on the group by categorising MINOR, MAJOR OR NONE.

In making the decision on impact, the following statements need to be considered:

- Major Impact:**
- Is the policy significant in terms of strategic importance?
 - Are the potential equality impacts unknown? E.g. is insufficient data available to make a decision, are the impacts too complex?
 - Is there likely to be a disproportionate or adverse impact on groups of people?
 - Would further assessment be beneficial to examine the evidence and develop recommendations where there is a concern about affected groups e.g. multiple identities?
 - Is the policy likely to be challenged by way of judicial review?
 - Is it significant in terms of expenditure?



Minor Impact:

Is the policy considered not unlawfully discriminatory and any potential impacts judged to be negligible?
 If there are potentially unlawful discriminatory areas, can they be easily eliminated by making appropriate changes or by adopting appropriate mitigating measures?
 Are the equality impacts intentional because they are specifically designed to promote equality of opportunity for particular disadvantaged groups?
 By amending the policy is there better opportunities to promote equality of opportunity and/or good relations?

None:

There is no relevance to equality of opportunity or good relations.
 It is purely technical in nature and will have no bearing in terms of impact on equality of opportunity or good relations for people within the equality and good relations categories.

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	safefood feels that there is a minor impact insofar as it recognises that people have multiple identities.	
Political Opinion		
Racial Group		
Age		
Marital Status		
Sexual Orientation		
Men and Women generally		
Disability	Minor – the policy is intended to raise positive attitudes in staff.	The implementation of the policy is the best available route to reduce equality impacts.
With or without dependents	safefood feels that there is a minor impact insofar as it recognises that people have multiple identities.	

Good Relations Category	3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?	4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?
	Details of policy impact and level of impact – Major, Minor or None	Yes/No – provide reasons
Political Opinion	The policy specifically addresses the issues for those with disabilities and is therefore designed to promote better services and communication for this group regardless of religious belief, political opinion or racial group.	
Racial Group		
Religious Belief		

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 recognises that people with disabilities will have multiple identities.

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

Yes, it will continue to raise awareness and help promote integration and accessibility.

Screening Decision for EQIA

Does an EQIA need to be conducted on this policy?


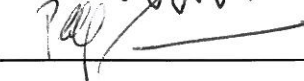
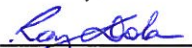

No	Specify reasons: safefood has recognised legislation and best practice in developing the ethos behind the policy.
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Timetabling and prioritising of EQIA

Consideration needs to be given to the importance of the policy for EQIA. On a scale of 1-3 with 1 being the lowest and 3 the highest, assess the policy in terms of priority:

Effect on Equality of opportunity and good relations:	1	2	3	N/A
Social Need	1	2	3	N/A
Effect on people's daily lives	1	2	3	N/A
Relevance to public authority's functions	1	2	3	N/A

Screening Report Final Recommendation: NO EQIA Required

Signed: 	Name: <u>PATRICIA C MCCARTHY</u>	Date: <u>26-7-12</u>
Signed: 	Name: <u>PETER DEWHURST</u>	Date: <u>26-7-12</u>
Signed: 	Name: <u>RAY DOLAN</u>	Date: <u>1-8-12</u>
Signed: 	Name: <u>ANGELA CAHILL</u>	Date: <u>1-8-12</u>

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

Final approval Signature:  CEO/Director Corporate Operations Date: 26-7-12

