

## POLICY SCREENING FORM

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| <b>Policy Title and Responsible Person:</b> EQUALITY POLICY – RAY DOLAN  |  | <b>Existing</b>  |
| <b>What is the policy trying to achieve:</b><br><br>TO DEMONSTRATE A COMMITMENT TO EQUALITY AND DIVERSITY IN ALL AREAS.<br><br><b>Does it relate to other policies and how?</b><br><br>ALL OTHER POLICIES ARE FORMULATED BASED ON THE ETHOS WITHIN THE EQUALITY POLICY.    |  |  |
| <b>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</b>  |  |  |
| <b>Are there any Section 75 categories which might be expected to benefit from the policy? (Explain how)</b><br>ALL CATEGORIES   |  |  |
| <b>Are there any factors which could contribute/detract from intended aim/outcome of policy/decision? If yes, are they:</b><br><br><input type="checkbox"/> Financial<br><input type="checkbox"/> Legislative<br><input type="checkbox"/> Other, please specify:<br><br>NO |  | <b>Who are the main stakeholders?</b><br><br><input type="checkbox"/> Staff<br><input type="checkbox"/> Consumers<br><input type="checkbox"/> Public sector organisations/Sponsoring Departments/NSMC<br><input type="checkbox"/> Voluntary/Community Groups<br><input type="checkbox"/> Other – please specify:<br>ALL STAKEHOLDERS |

## 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        | <p><b>SAFEFOOD</b> DEVELOPED THE EQUALITY POLICY AS A BEST PRACTICE PAPER BASED ON LEGISLATIVE REQUIREMENTS IN BOTH JURISDICTIONS. <b>SAFEFOOD</b> BELIEVES THAT THE LEGISLATION HAS CLEARLY IDENTIFIED POSSIBLE DISADVANTAGED GROUPS WITHIN SOCIETY AND HAS INCORPORATED AN ETHOS OF FAIRNESS AND DIVERSITY INTO THE MAINSTREAM FRAMEWORK OF BUSINESS OPERATIONS.</p> | <p>AS A HOLISTIC POLICY, <b>SAFEFOOD</b> BELIEVES THIS WILL SUPPORT THE NEEDS, PRIORITIES AND EXPERIENCES OF ALL EQUALITY GROUPS.</p> |
| Political Opinion       |  |   |
| Racial Group            |  |   |
| Age                     |  |   |
| Marital Status          |  |   |
| Sexual Orientation      |  |   |
| Men and Women generally |  |   |
| Disability              |  |   |
| With/without dependents |  |   |

## 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           | THE EQUALITY POLICY WILL HAVE A MAJOR POSITIVE IMPACT AS IT IS A POLICY TO MAINSTREAM THE ETHOS OF EQUALITY THROUGHOUT <b>SAFEFOOD</b> 'S BUSINESS ACTIVITIES. | NO, IT IS FELT THE EQUALITY POLICY RECOGNISES THE EQUALITY OPPORTUNITIES ON ALL S75 GROUPS. STAFF ARE TRAINED ANNUALLY ON EQUALITY AND OPPORTUNITIES ARE ALWAYS EXPLORED TO BETTER PROMOTE EQUALITY.   |
| Political Opinion          |  |  |
| Racial Group               |  |  |
| Age                        |  |  |
| Marital Status             |  |  |
| Sexual Orientation         |  |  |
| Men and Women generally    |  |  |
| Disability                 |  |  |
| With or without dependents |  | <p><b>SAFEFOOD</b> RECOGNISED THAT A SEPARATE POLICY WOULD HELP TO FOCUS AND PROMOTE BETTER OPPORTUNITY OF EQUALITY.</p> <p>NO, IT IS FELT THE EQUALITY POLICY RECOGNISES THE EQUALITY OPPORTUNITIES ON ALL S75 GROUPS. STAFF ARE TRAINED ANNUALLY ON EQUALITY AND OPPORTUNITIES ARE ALWAYS EXPLORED TO BETTER PROMOTE EQUALITY.</p> |

| 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       | MAJOR – AS THE PURPOSE OF THIS POLICY IS TO PROMOTE GOOD RELATIONS.   | NO, THERE ARE NO BETTER OPPORTUNITIES WITHIN THE POLICY TO PROMOTE GOOD RELATIONS.   |
| 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:

THERE IS NOTHING WITHIN THE POLICY THAT WOULD IMPACT ON MULTIPLE IDENTITIES AS IT IS AN INCLUSIVE POLICY.



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

YES, **SAFEFOOD** BELIEVES THE POLICY WILL HELP THIS.

#### Screening Decision for EQIA

Does an EQIA need to be conducted on this policy?:


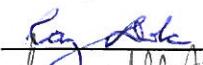
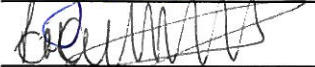
|                                       |  |
|---------------------------------------|--|
| No                                    | <b>Specify reasons:</b><br><br>NO AS <b>SAFEFOOD</b> BELIEVES THIS POLICY HAS A MAJOR IMPACT IN ONLY A POSITIVE SENSE AND THERE IS NO ADVERSE IMPACT ON ANY OF THE S75 CATEGORIES. WE FEEL THAT THE POLICY HAS TAKEN INTO CONSIDERATION THE LEGISLATIVE FRAMEWORK WHICH HAS BEEN REFLECTED IN A POLICY OF BEST PRACTICE. |
| No provided minor mitigations adopted | <b>Specify reasons:</b>  |
| Yes                                   | <b>Specify reasons:</b>  |

## 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: THERE IS NO REQUIREMENT FOR AN EQIA

|  |  |   |
|--|--|---|
| <b>Signed:</b> <u></u>  | <b>Name:</b> <u>PETER DEWHURST</u>     | <b>Date:</b> <u>8<sup>th</sup> June, 2012</u> |
| <b>Signed:</b> <u>Angela Cahill</u>  | <b>Name:</b> <u>ANGELA CAHILL</u>      | <b>Date:</b> <u>12 June 2012</u>              |
| <b>Signed:</b> <u></u>  | <b>Name:</b> <u>RAY DOLAN</u>          | <b>Date:</b> <u>12 JUNE 2012</u>              |
| <b>Signed:</b> <u></u> | <b>Name:</b> <u>PATRICIA L'HEUREUX</u> | <b>Date:</b> <u>13-6-12</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:** 13 June 2012