

# Section 75 Policy/Decision Screening Form

## Part 1: Policy Scoping

The first stage of the screening process involves scoping the policy or policy area. 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.

You 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 or policy area:**

**Operation Lion Interpretation Plaques**

**Is this an existing, revised or a new policy/policy area?**

Existing	Revised	New
		X

### **Brief Description**

In 1914 planned a secret gun-running operation planned to smuggle 20,000 rifles into Ulster; the operation was code-named Lion. The aim was to arm the Ulster Volunteers to defend the Union with Great Britain.

Operation Lion took place on 24th - 25th April 1914 and to make the centenary of this operation, the Agency is proposing to work with a number of local Councils, including Larne, Donaghadee, Bangor and Belfast to develop an interpretive project which involves designing, producing and installing commemorative plaques to mark the areas / harbours involved in the large-scale operation.

### **What is it trying to achieve? (intended aims and outcomes)**

The proposed expenditure was intended to mark the Centenary of Operation Lion and to work in partnership with a number of local Councils including, Larne, Donaghadee, Bangor and Belfast.

The expenditure is needed to develop an interpretive project which involves the design, production and installation of commemorative plaques in each of the areas involved in the large-scale gun-running operation.

- Increased awareness of Ulster-Scots roles in an Important event in the history of Northern Ireland
- Members of the general public and visitors to each of the four areas of Larne, Donaghadee, Bangor and Belfast will benefit from this interpretive project. The story of Operation Lion may be relatively unknown and therefore, this project presents an opportunity for the Agency to educate the general public and visitors and to mark the Centenary in a permanent way which will lead to greater understanding of the story in the longer term.
- Increased appreciation of Ulster-Scots among visitors to the areas and the influence of Ulster-Scots on the area
- Increased pride in an Ulster-Scots identity among visitors to the areas
- Increased visitor satisfaction among visitors to the areas
- Improved understanding of the impact of Ulster-Scots on the area and Northern Ireland.

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

YES	NO	N/A
X		

**If YES, explain how.**

The project will deliver specific benefit to the Ulster-Scots community, which is an ethnic minority community and so falls within s75. There is a significant shortage of interpretation of Ulster-Scots heritage locations and assets around Ulster. Members of the general public and visitors to each of the four areas of Larne, Donaghadee, Bangor and Belfast will benefit from this interpretive project. The story of Operation Lion may be relatively unknown and therefore, this project presents an opportunity for the Agency to educate the general public and visitors and to mark the event in a permanent way which will lead to greater understanding of the story in the longer term.

**Who initiated or wrote the policy?**

The policy was initiated by the Chief Executive of the Ulster Scots Agency

**Who owns and who implements each element of the policy?**

The procurement element of the policy is owned by the Director of Corporate Services, while the evaluation element of the policy is owned by the Director of Education and Language.

**Implementation factors**

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

YES	NO	N/A
	X	

If YES, are they

**Financial: YES (If YES, please detail)**

**Legislative: Y / N (If YES, please detail)**

**Other, please specify:**

**Main stakeholders affected**

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

**Staff:** Ulster-Scots Staff engaging with various groups and visitors at the DUSC and promoting the plaques at the various locations.

**Service users:** General Public, Education establishments, Tour Groups, Community Groups, Grant recipients

**Other public sector organisations:** Ards and North Down Borough Council, Mid and East Antrim Borough Council, DFC, DCHG, Tourism NI and Tourism Ireland.

**Other, please specify:** Cruise Ships, Visitors to the Bangor, Donaghadee and Larne

**Other policies with a bearing on this policy**

What are they and who owns them?

- Ulster Scots Agency Corporate Plan
- Ulster Scots Agency Business Plan

**Available evidence**

Evidence to help inform the screening process may take many forms. Public authorities should ensure that their screening decision is informed by relevant data.

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

<b>Section 75 Category</b>	<b>Details of Evidence/Information</b>
ALL	<p><b>Ulster-Scots Strategy In January 2015 DCAL published a Strategy to Enhance and Develop the Ulster-Scots Language, Heritage and Culture over the period 2015-2035</b></p> <p>The strategy has four key aims:</p> <ul style="list-style-type: none"> <li>• promote and safeguard the status of, and respect for, the Ulster-Scots language, heritage and culture;</li> <li>• build up the sustainability, capacity and infrastructure of the Ulster-Scots community; and</li> <li>• foster an inclusive, wider understanding of the Ulster-Scots language, heritage and culture in a way that will contribute towards building a strong and shared community.</li> </ul> <p><b>Experience of Ulster-Scots culture and heritage by adults in Northern Ireland Findings from the Continuous Household Survey 2016/17.</b></p> <p>11% of adults had engaged with Ulster-Scots with higher percentages engaging in the 45 -65 and over age group. Interest in the area is a barrier as it perhaps does not have enough of a modern slant on it. The Plaques will be in a prominent place which will increase the knowledge of one of the many facets of Ulster-Scots free of charge through increased promotion. Time is a barrier for 7% of people surveyed, these plaques will be part of the fabric of the surrounding areas and will take minutes out of a schedule and can be factored into other activities that may be planned. The survey showed a decrease in respect for Ulster-Scots traditions which needs to be addressed though modern techniques to enhance learning and understanding and increase respect across the community.</p> <p><b>NISRA Census Knowledge of Ulster-Scots by ethnic group</b></p> <p>The census shows only 2% of ethnic minority groups have an understanding of Ulster-Scots, this would be a further opportunity to increase engagement through this interpretation and give more of an overview of the different identities in the area.</p> <p><b>NISRA – Table 8 Number of visitor attractions and their visitors by Local Government District, 2017</b></p> <p>Between Ards and North Down and Mid and East Antrim areas,</p>

	<p>they seen visitors of 2million people in 2017, there is a potential to reach a large audience with this information</p> <p><b>Health Survey (NI): First Results 2016/17</b>          36% of respondents were overweight and 27% were obese which can be seen as a disability, the siting of the plaques will be in areas that are used for exercise and recreational purposes which indirectly can contribute to overall well being.</p>
--	---

**Needs, experiences and priorities**

Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Specify details for each of the Section 75 categories

Details of Needs/Experiences/Priorities	
Section 75 Category	Details of Needs/Experiences/Priorities
<b>ALL</b>	There is a significant shortage of interpretation of Ulster-Scots heritage locations and assets around Ulster. Mid and East Antrim in general and Ards and North Down in particular, is an area rich in Ulster-Scots heritage, but presently that heritage is either not identified or not interpreted to a satisfactory level.
<b>Religious belief</b>	The topics covered by the plaque will tell the relevant Ulster-Scots related story, which will be told within the context of the story of Operation Lion which may be relatively unknown and therefore, this project presents an opportunity for the Agency to educate the general public and visitors and to mark the event in a permanent way which will lead to greater understanding of the story in the longer term. This will not positively or negatively discriminate towards any religious belief.
<b>Political opinion</b>	The topics covered by the plaque will tell the relevant Ulster-Scots related story, which will be told within the context of the story of Operation Lion which may be relatively unknown and therefore, this project presents an opportunity for the Agency to educate the general public and visitors and to mark the event in a permanent way which will lead to greater understanding of the story in the longer term. This may be seen in a negative context by those of some political belief However the wording has been chosen so as such that it will not discriminate positively or negatively discriminate towards any political opinion.

<b>Racial / ethnic group</b>	The topics covered by the plaque will tell the relevant Ulster-Scots related story, which will be told within the context of the story of Operation Lion which may be relatively unknown and therefore, this project presents an opportunity for the Agency to educate the general public and visitors and to mark the event in a permanent way which will lead to greater understanding of the story in the longer term. This may be seen in a negative context by those of some political belief However the wording has been chosen so as such that it will not discriminate positively or negatively discriminate towards any political opinion. As such that it will not positively or negatively discriminate positively or negatively discriminate towards any racial/ethnic group.
<b>Age</b>	The interpretation is aimed at encouraging persons of all ages and abilities to engage with Ulster-Scots as well as introduce history in a way that engages visitors
<b>Marital status</b>	There is no evidence to suggest that people of different marital status have different needs, experiences and priorities in relation to the plaque.
<b>Sexual orientation</b>	There is no evidence to suggest that people of different sexual orientation have different needs, experiences and priorities in relation to the plaque.
<b>Men and women generally</b>	There is some evidence to suggest that women generally have different levels of respect toward Ulster-Scots than men. However, the interpretation experience should not highlight different needs, experiences and priorities in relation to this project.
<b>Disability</b>	The placement of the plaques will be in line with DDA regulations and in areas that are accessible to everyone.. However, positive steps can be taken to ensure that those who cannot access the site can avail of the experience at the at the Discover Ulster-Scots Centre, through for example, provision of literature that will tell the stories at the interpretation this will be helpful to for those who are hearing impaired and provision of suitable audio resources for those who have impaired vision at the site.
<b>Dependants</b>	There is no evidence to suggest that people with dependants will have different needs, experiences and priorities in relation to the plaque.

## **Part 2: Screening Questions**

### **Introduction**

1. If the conclusion is **none** in respect of all of the Section 75 categories, then you may decide to screen the policy **out**. If a policy is 'screened out', you should give details of the reasons for the decision taken.
2. If the conclusion is **major** in respect of one or more of the Section 75 categories, then consideration should be given to subjecting the policy to an EQIA.
3. If the conclusion is **minor** in respect of one or more of the Section 75 categories, then consideration should still be given to proceeding with an EQIA, or to measures to mitigate the adverse impact; or an alternative policy.

### **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 hence it would be appropriate to conduct an EQIA;
- 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 among affected individuals and representative groups, for example in respect of multiple identities;
- e) The policy is likely to be challenged by way of judicial review;
- f) The policy is significant in terms of expenditure.

### **In favour of 'minor' impact**

- a) The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;
- b) The policy, or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated by making appropriate changes to the policy or by adopting appropriate mitigating measures;
- c) Any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for particular groups of disadvantaged people;
- d) By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

### **In favour of none**

- a) The policy has no relevance to equality of opportunity or good relations.
- b) The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity or good relations for people within the equality and good relations categories.

Taking into account the earlier evidence, consider and comment on the likely impact on equality of opportunity / good relations for those affected by this policy, by applying the following screening questions and the impact on the group i.e. minor, major or none.

**Screening questions**

<b>1 What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 grounds? Minor/Major/None</b>		
<b>Section 75 Category</b>	<b>Details of Policy Impact</b>	<b>Level of Impact? Minor/Major/None</b>
<b>Religious belief</b>	We do not expect there to be any adverse impact on people with different religious beliefs.	None
<b>Political opinion</b>	This may be seen in a negative context by those of some political belief However the wording has been chosen so as such that it will not discriminate positively or negatively discriminate towards any political opinion.	Minor
<b>Racial / ethnic group</b>	We do not expect there to be any adverse impact on people with different Racial / ethnic group.	None
<b>Age</b>	The interpretation is aimed at encouraging persons of all age background to engage with Ulster-Scots.	None
<b>Marital status</b>	We do not expect there to be any adverse impact on people of different marital status.	None
<b>Sexual orientation</b>	We do not expect there to be any adverse impact on people with different sexual orientations.	None
<b>Men and women generally</b>	We do not expect there to be any adverse impact on men and women generally.	None
<b>Disability</b>	The placement of the plaques will be in line with DDA regulations and in areas that are accessible to everyone. However, positive steps can be taken to ensure that those who cannot access the site can avail of the experience at the at the Discover Ulster-Scots Centre, through for example, provision of literature that will tell the stories at the interpretation this will be helpful to for those who are hearing impaired and provision of suitable audio resources for those who have impaired vision at the site.	Minor
<b>Dependants</b>	We do not expect there to be any adverse impact on people with dependants.	None



2 Are there opportunities to better promote equality of opportunity for people within any of the Section 75 categories?		
Section 75 Category	If Yes, provide details	If No, provide reasons
Religious belief	Ensure the interpretation is neutral and welcoming.	
Political opinion	Ensure the interpretation is neutral and welcoming.	
Disability	The placement of the plaques will be in line with DDA regulations and in areas that are accessible to everyone. However, positive steps can be taken to ensure that those who cannot access the site can avail of the experience at the at the Discover Ulster-Scots Centre, through for example, provision of literature that will tell the stories at the interpretation this will be helpful to for those who are hearing impaired and provision of suitable audio resources for those who have impaired vision at the site	

3 To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group? <b>Minor/Major/None</b>		
Good Relations Category	Details of policy impact	Level of impact Minor/Major/None
Religious belief	There is an opportunity to increase the good relations between communities via interpretation and showcasing shared heritage.	Minor
Political opinion	There is an opportunity to increase the good relations between communities via interpretation and showcasing shared heritage.	Minor
Racial group	There is an opportunity to increase the good relations between communities via interpretation and showcasing shared heritage.	Minor

4 Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?		
Good relations category	If Yes, provide details	If No, provide reasons
<b>Religious belief</b>  <b>Political opinion</b>	<p>The Ulster-Scots community is one of two main cultural minority communities in Northern Ireland, the other being the Irish community. The Ulster-Scots community is at a significant disadvantage in terms of recognition, respect, resources and representation when compared with the Irish community. Work which recognises and addresses this inequality is consistent with the equality of opportunity and good relations requirements of s75 of the Northern Ireland Act, 1998.</p>	

### **Additional considerations**

#### **Multiple identity**

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities?

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

None more than above

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

**Part 3: Screening Decision**

In light of your answers to the previous questions, do you feel that the policy should:  
(please underline one):

- 1. Not be subject to an EQIA (with no mitigating measures required)**
- 2. Not be subject to an EQIA (with mitigating measures /alternative policies)**
- 3. Not be subject to an EQIA at this time**
- 4. Be subject to an EQIA**

**If 1. or 2. (i.e. not be subject to an EQIA), please provide details of the reasons why:**

We do not require EQIA as the strategy does not adversely affect any of the Section 75 categories  
Terms and Conditions of all contracts include reference to equality of opportunity

**If 2. (i.e. not be subject to an EQIA), in what ways can identified adverse impacts attaching to the policy be mitigated or an alternative policy be introduced?**

**In light of these revisions, is there a need to re-screen the revised/alternative policy at a future date? YES / NO**

**If 3. or 4. (i.e. to conduct an EQIA), please provide details of the reasons:**

**Timetabling and Prioritising EQIA**

**If 3. or 4., is the policy affected by timetables established by other relevant public authorities? YES / NO**

**If YES, please provide details:**

**Please answer the following questions to determine priority for timetabling the EQIA. 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 EQIA.**

Priority criterion	Rating (1-3)
Effect on equality of opportunity and good relations	
Social need	
Effect on people's daily lives	
Relevance to a public authority's functions	

Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for EQIA. This list of priorities will assist you in timetabling the EQIA. Details of your EQIA timetable should be included in the quarterly Section 75 report.

Proposed date for commencing EQIA: \_\_\_\_\_

**Any further comments on the screening process and any subsequent actions?**

## Part 4: Monitoring

Effective monitoring will help identify any future adverse impacts arising from the policy which may lead you to conduct an EQIA, as well as help with future planning and policy development. You 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, then you should monitor more broadly than for adverse impact (See Benefits, P.9-10, paras 2.13 – 2.20 of the Monitoring Guidance).

Please detail proposed monitoring arrangements below:

## Part 5: Approval and Authorisation

Screened by:	Position/Job Title	Date
David McCallum	Director of Corporate Services	10/01/19
Lorna Elliot	HR/Office Manager	10/01/19
<b>Approved by:</b>		
Ian Crozier	Chief Executive Officer	10/01/19

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 your website as soon as possible following completion and made available on request.

