Belfast Education and Library Board
North Eastern Education and Library Board
South Eastern Education and Library Board
Southern Education and Library Board
Western Education and Library Board
Staff Commission for Education and Library Boards

SCREENING OUTCOME REPORT
1 JAN 2014 – 31 MARCH 2014

This document can also be made available, on request, in alternative formats including in large print, in Braille, by email, on computer disc, on audio-cassette and in minority languages to meet the needs of those people who are not fluent in English.

May 2014
Introduction

Section 75 of the Northern Ireland Act 1998 requires the five Education and Library Boards (the Boards) and the Staff Commission for Education and Library Boards (Staff Commission), when carrying out their functions in relation to Northern Ireland, to have due regard to the need to promote equality of opportunity between nine categories of persons, namely:

- Between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- Between men and women generally;
- Between persons with a disability and persons without; and
- Between persons with dependants and persons without.

Without prejudice to its obligations above, the Boards and Staff Commission must also have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

The Boards'/Staff Commission’s Equality Scheme outlines how we propose to fulfil our statutory duties under S75. Within the Scheme, the Boards/Staff Commission gave a commitment to apply the screening methodology below to all new and revised policies and where necessary and appropriate to subject new policies to further equality impact assessment.

Screening Methodology

The following questions are applied to all policies as part of the screening process:

- What is the likely impact of equality of opportunity for those affected by this policy, for each of the Section 75 equality categories?
- Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?
- To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?
- Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

In keeping with the commitments in their Equality Scheme the Boards/Staff Commission have applied the above screening criteria to new policies. The screening process is used to identify which policies are likely to have an impact on equality of opportunity and/or good relations. Screening assesses the likely impact of the policy as major, minor or none.

If it is decided that a policy is likely to have a major issue in relation to equality, it is then necessary to consider carrying out a more detailed exercise called an equality impact assessment (EQIA).

The Boards/Staff Commission are committed within their Revised Equality Scheme to prepare and publish quarterly screening reports. This is the fifth screening report providing details on the policies screened during the period 1 Jan – 31 March 2014. Screening reports will be produced each quarter.
As policies are screened on an on-going basis, the completed screening templates will be available on individual Boards/Staff Commission websites and also under Current Screenings at www.selb.org/RegionalEqualityUnit.

Contacts

If you have any queries about this Screening Outcome Report, and its availability in alternative formats (including large print, in Braille, by email, on computer disk, on audio cassette, and in minority languages to meet the needs of those who are not fluent in English) then please contact:

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We are very much in the initial stages of reporting so there may be things that we will need to change about the structure of the report, its content or its accessibility. If you have any comments please feel free to get in touch on the contact details above.

Outcome of Screening Decision 1 Jan 2014 – 31 March 2014

The screening outcomes are detailed below:-

1. The policy has been ‘screened out’ without mitigation or an alternate/amended policy proposed.
2. The policy has been ‘screened out’ with mitigation¹ or an alternative/amended policy proposed.
3. The policy has been ‘screened in’ for equality impact assessment.

¹ Mitigation – Where an assessment (screening in this case) reveals that a particular policy has an adverse impact on equality of opportunity and/or good relations, a public authority must consider ways of delivering the policy outcomes which have a less adverse effect on the relevant Section 75 categories.
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