**Equality Screening Form**

**INTRODUCTION**

The information contained in this Equality Screening Form has been extracted from the Equality Commission for Northern Ireland’s Guide for Public Authorities (2010). Additional information about the 5 parts of the form and a flowchart to demonstrate the process of completion is detailed in [**Appendix 1**](#Appendix1) of the form.

This template document and further guidance can be found by clicking the following link - [www.equalityni.org/S75duties](https://www.equalityni.org/S75duties)

**PART 1- POLICY SCOPING**

The first stage of the screening process involves scoping the policy under consideration. 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.

Public authorities 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 Policy** | Domestic Violence and Abuse Policy | | | | | |
| **Is it existing, revised or a new policy?** | Existing |  | New |  | Revised |  |
| **If revised, please outline main updates:** |  | | | | | |
| **What is it trying to achieve?**  **(Intended aims/outcomes)** | Demonstrating commitment to zero-tolerance view of domestic abuse and violence and supporting employees going through this, and providing work as a safe place to be. | | | | | |
| **Are there any Section 75 categories which might be expected to benefit from the intended policy? If so, explain how.** | Men and women generally, but a significantly higher number of women report domestic abuse compared to men. | | | | | |
| **Who initiated or wrote the policy?** | HR Services Manager – HR Compliance & Governance Officer | | | | | |
| **Who owns and who implements the policy?** | HR Services Manager | | | | | |

**Implementation Factors**

|  |  |  |  |
| --- | --- | --- | --- |
| Yes |  | No |  |

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

If yes, are they: (Select all applicable)

|  |  |
| --- | --- |
|  | Financial |
|  | Legislative |
|  | Other – please specify: |  |

**Main stakeholders affected**

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

|  |  |
| --- | --- |
|  | Staff |
|  | Service Users |
|  | Other Public Sector Organisations |
|  | Voluntary/ Community/ Trade Unions |
|  | Other – please specify: |  |

##### [Other policies with a bearing on this policy](#Onefour) (please list):

|  |
| --- |
| Child Protection PolicyData Protection PolicyEmployee Privacy NoticeEqual Opportunities PolicyRetention and Disposal PolicyDignity at Work PolicyEmployee Charter |

**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. The following document should help you source data - [Section 75 - Evidence Signposting Guide](https://www.equalityni.org/ECNI/media/ECNI/Publications/Employers%20and%20Service%20Providers/Public%20Authorities/S75DataSignpostingGuide.pdf)

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

|  |  |
| --- | --- |
| **Section 75 category** | **Details of evidence/information** |
| Religious belief | There is information available that indicates that acts of domestic abuse such as female genital mutilation is mostly carried out within Muslim religious sects (although Christian and Jewish religions have been known to partake in this practice also) as a religious requirement. This typically affects girls aged between 1-15 years.  ONS Data relating to DA and religious beliefs details the following religions: Christian, Hindu, Buddhist, Muslim, No religion or Other – however figures are only available for No religion, Christian or Muslim, with Muslim giving the highest figures. Figures for other religions are censored due to disclosure constraints. [Domestic abuse prevalence and victim characteristics - Office for National Statistics (ons.gov.uk)](https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/datasets/domesticabuseprevalenceandvictimcharacteristicsappendixtables)  Internal fair employment monitoring shows only 87 employees selected ‘neither’ under community background/religion. This indicates they do not consider themselves either protestant or catholic. This equals 2% of Translink employees. |
| Political opinion | There is no information/evidence to indicate correlation between this category and the Domestic Abuse policy or Management Guidelines. |
| Racial group | Govt statistics on Domestic Abuse catalogued by ethnicity: [Domestic abuse - GOV.UK Ethnicity facts and figures (ethnicity-facts-figures.service.gov.uk)](https://www.ethnicity-facts-figures.service.gov.uk/crime-justice-and-the-law/crime-and-reoffending/domestic-abuse/latest) Data from 2020 shows that domestic abuse affects all racial groups, with the 2nd largest ethnic group affected after ‘white’, being Asian. Data from March 2022 shows the highest affected ethnicity of domestic abuse to be ‘Mixed’  Internal Fair Employment Monitoring data on ethnicity identifies 29 people having selected an ethnicity other than white. This includes those who selected ‘prefer not to say’, but excludes any responses left blank. This is from 4124 records, equalling less than 1% of Translink’s employees.  Gender breakdown of the 29 detailed above: Female = 7, male = 22 |
| Age | Information published by ONS on statistical information on domestic abuse and violence cases in England and Wales in 2021 categorised by age and sex of the victim shows that percentages of women in all age brackets were between 43-56% and for men were between 23-34%. The higher of these percentages in women affected age ranges between 20-49 and in men were those aged over 65. [Domestic abuse prevalence and victim characteristics - Office for National Statistics (ons.gov.uk)](https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/datasets/domesticabuseprevalenceandvictimcharacteristicsappendixtables)  **Internal Fair employment monitoring** data shows the following approximate figures for age groups and gender of Translink employees (4124):     |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Male | | | | |  | | 16-24 | 25-34 | 35-44 | 45-54 | 55-64 | 65+ | | 75 | 389 | 800 | 1160 | 1008 | 104 (2.5%) | | Female | | | | |  | | 16-24 | 25-34 | 35-44 | 45-54 | 55-64 | 65+ | | 24 | 100 | 161 | 198 | 102 | 6 | | 20-49 | | | |  |  | | 362 (8.8%) | | | |  |  |   ONS Data shows that individuals aged 20-24 were most likely to experience domestic abuse – but for women aged 25-60 DA figures still remained high. |
| Marital status | Govt. statistical data indicates that in 2020 the marital status of adults who were more likely to experience domestic abuse was ‘Separated’ or ‘Divorced’, with ‘single’ being the 3rd most common marital status, however, this data does also note that marital status may have changed as a result of the abuse: [Domestic abuse victim characteristics, England and Wales - Office for National Statistics (ons.gov.uk)](https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/articles/domesticabusevictimcharacteristicsenglandandwales/yearendingmarch2020#ethnicity)  Internal fair employment monitoring shows that approximately 20% of Translink employees is married, in a civil partnership or co-habiting with a partner. This data however, is based on information provided at employment onboarding stage and is therefore subject to change. |
| Sexual orientation | There is no specific data in relation to sexual orientation of victims of domestic abuse, but it is commonly believed that domestic abuse within the LGBT+ communities is at least as common as for heterosexual cis gender individuals. |
| Men and women generally | Information published by ONS on statistical information on domestic abuse and violence cases in England and Wales in 2021 – show approximately 73% of victims are women, 27% are men. [Domestic abuse prevalence and victim characteristics - Office for National Statistics (ons.gov.uk)](https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/datasets/domesticabuseprevalenceandvictimcharacteristicsappendixtables)  Living with Abuse website claims that 1 in 4 women, and 1 in 6 men will be affected by domestic abuse in their lifetime. [Domestic Abuse Statistics | lwa.org.uk : LWA](https://lwa.org.uk/understanding-abuse/statistics/)  **Internal Fair employment monitoring** data shows the following breakdown by gender for employees:   |  |  | | --- | --- | | Male | Female | | 3639 | 603 | | 85% | 15% | |
| Disability | [Domestic abuse victim characteristics, England and Wales - Office for National Statistics (ons.gov.uk)](https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/articles/domesticabusevictimcharacteristicsenglandandwales/yearendingmarch2020#ethnicity)  Data regarding those aged between 16-74 indicates that both men and women identified as disabled where more than twice as likely to experience domestic abuse, compared to those who are not disabled.  Internal fair employment monitoring identifies 68 (1.7%) employees as having a disability – however this information is gathered at onboarding and is therefore subject to change throughout their employment. |
| Dependants | Information from The National Centre for Domestic Violence (NCDV) says that 1 in 5 children have lived with an adult perpetrating domestic abuse and that 62% of children living with domestic abuse are directly harmed by the perpetrator. [Domestic Abuse Statistics UK • NCDV](https://www.ncdv.org.uk/domestic-abuse-statistics-uk/) |

**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

|  |  |
| --- | --- |
| **Section 75 category** | **Details of needs/experiences/priorities** |
| Religious belief | There is both some data and general knowledge that shows religion can play some part regarding domestic violence, however this is more predominantly found in non-christian religions. As the above data shows, internal fair employment monitoring indicates that only 2% of employees may have a non-christian, if any, religious background.  Therefore there are no specific needs or priorities identified based on religious belief which could potentially be impacted by the implementation of Domestic Abuse Policy or Management Guidelines |
| Political opinion | There are no identified needs based on a person’s political opinion which could potentially be impacted by the implementation of Domestic Abuse Policy or Management Guidelines. |
| Racial group | The data above shows a change in statistics between 2020 – 2022, whereby there were more cases of white victims, but more recent results show that those with mixed ethnicity reported domestic abuse. It is difficult to clarify any reasoning behind this as the data is reliant on the reports made, and information from NCDV indicates a belief that only 24% of DA cases are actually reported.  As the internal data above shows less than 1% of Translink employees have been recorded as being of ethnicity other than white, and there is nothing detailed in the policy to negatively impact on different racial groups, therefore there are no specific needs or priorities identified based on racial group which could potentially be impacted by the implementation of Domestic Abuse Policy or Management Guidelines. |
| Age | From the data detailed above there is no clear age range in which people are most likely to be impacted by domestic abuse – in women the age range is wide with very little difference in percentage of those affected (showing slightly higher figures for 16-24), but the affected age groups are all of typical working age.  There is also very little difference in the percentage for those affecting men, however, the higher percentages are for older men over 65 years – which would indicate they are more likely to be retired.  Therefore there are no specific needs or priorities identified based on age which could potentially be impacted by the implementation of Domestic Abuse Policy or Management Guidelines |
| Marital status | Data shows that those with a marital status of separated/divorced are more likely to have experienced domestic abuse than those who are married or in a civil partnership. However, it is noted that this may be that their marital status has changed since the domestic abuse was reported and/or because of the abuse, and therefore those who are married/civil partnered or cohabiting but are experiencing domestic abuse may not have reported it.  Therefore there are no specific needs or priorities identified based on marital status which could potentially be impacted by the implementation of Domestic Abuse Policy or Management Guidelines |
| Sexual orientation | Whilst there is no specific data available it is recognised that domestic abuse can affect those in the LGBT+ community in the same way for those who are considered heterosexual. Therefore there are no specific needs or priorities identified based on sexual orientation which could potentially be impacted by the implementation of Domestic Abuse Policy or Management Guidelines |
| Men and women generally | As the data above shows domestic violence is more prevalent against women generally with more than two-thirds of reports made being against women in 2021 and an average of 1 in 4 women being affected by domestic abuse at some point in their lives. This average means that Translink could have 150 female employees who are suffering, have suffered or could suffer domestic abuse. If we then consider that a third of that number could be an estimate of how many men may suffer domestic abuse from our workforce, this could be 50.  Whilst the policy does provide information on the statistics that domestic abuse is commonly considered to be experienced more by women than men, there is nothing in the policy to impact its application for either sex. Therefore there are no specific needs or priorities identified based on men and women generally which could potentially be impacted by the implementation of Domestic Abuse Policy or Management Guidelines |
| Disability | The data above shows that those with a disability as defined by the Disability Discrimination Act are more likely to experience domestic abuse than those who don’t meet the description.  There are no specific needs or priorities identified based on disability which could potentially be impacted by the implementation of Domestic Abuse Policy or Management Guidelines |
| Dependants | The data above shows that domestic abuse does occur in households were dependants are present, however there is no real data to indicate whether it is more or less likely to happen when there are dependants. There is nothing identified in the policy that would be affected by whether or not an employee has dependants in applying the policy, except where it may be considered necessary to share information about suspected domestic abuse occurring without consent to relevant parties e.g. PSNI, if it is thought that dependants may be at risk. |

**PART 2 - SCREENING QUESTIONS**

**Introduction**

In making a decision as to whether or not there is a need to carry out an equality impact assessment, the public authority should consider its answers to the questions 1-4 which are given on pages 66-68 of the Guide: [Guide for Public Authorities April 2010](https://www.equalityni.org/ECNI/media/ECNI/Publications/Employers%20and%20Service%20Providers/S75GuideforPublicAuthoritiesApril2010.pdf)

Taking into account the evidence presented above, consider and comment on the likely impact on equality of opportunity and good relations for those affected by this policy, in any way, for each of the equality and good relations categories, by applying the screening questions given overleaf and indicate the level of impact on the group i.e. minor, major or none.

**Impact: Major / Minor / None**

If the public authority’s conclusion is **major** in respect of one or more of the Section 75 equality of opportunity and/or good relations categories, then consideration should be given to subjecting the policy to the equality impact assessment procedure.

**In favour of ‘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 it would be appropriate to conduct an equality impact assessment in order to better assess them; |
| **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 amongst 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. |

If the public authority’s conclusion is **minor** in respect of one or more of the Section 75 equality categories and/or good relations categories, then consideration should still be given to proceeding with an equality impact assessment, or to:

* Measures to mitigate the adverse impact; or
* The introduction of an alternative policy to better promote equality of opportunity and/or good relations.

**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. |

If the public authority’s conclusion is **none** in respect of all of the Section 75 equality of opportunity and/or good relations categories, then the public authority may decide to screen the policy out. If a policy is ‘screened out’ as having no relevance to equality of opportunity or good relations, a public authority should give details of the reasons for the decision taken.

**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. |

**Screening Questions 1 - 4**

|  |  |  |
| --- | --- | --- |
| **Screening Question 1** | | |
| What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? Minor/ Major/ None | | |
| Section 75 category | Details of policy impact | Level of impact? Minor/Major/None |
| Religious belief | There is no identified content that would affect a person’s religious belief in order to adhere to the Domestic Abuse Policy. | None |
| Political opinion | There is no identified content that would affect a person’s political opinion in order to adhere to the Domestic Abuse Policy. | None |
| Racial group | There is no identified content that would affect a person’s racial group in order to adhere to the Domestic Abuse Policy. | None |
| Age | There is no identified content that would affect a person’s age in order to adhere to the Domestic Abuse Policy. | None |
| Marital status | There is no identified content that would affect a person’s marital status in order to adhere to the Domestic Abuse Policy. | None |
| Sexual orientation | There is no identified content that would affect a person’s sexual orientation in order to adhere to the Domestic Abuse Policy. | None |
| Men and women generally | Whilst it is considered to be more likely to affect women than men, the Domestic Abuse Policy is not directed at nor refer directly to any particular gender. | None |
| Disability | There is no identified content that would affect a person having or not having a disability in order to adhere to the Domestic Abuse Policy. | None |
| Dependants | There is no identified content that would affect a person having or not having dependents in order to adhere to the Domestic Abuse Policy. | None |

|  |  |  |
| --- | --- | --- |
| **Screening Question** **2** | | |
| Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories? | | |
| Section 75 category | If **Yes**, provide details | If **No**, provide reasons |
| Religious belief |  | No, as the policy has no impact on this category |
| Political opinion |  | No, as the policy has no impact on this category |
| Racial group |  | No, as the policy has no impact on this category |
| Age |  | No, as the policy has no impact on this category |
| Marital status |  | No, as the policy has no impact on this category |
| Sexual orientation |  | No, as the policy has no impact on this category |
| Men and women generally |  | No, as the policy has no impact on this category |
| Disability |  | No, as the policy has no impact on this category |
| Dependants |  | No, as the policy has no impact on this category |

|  |  |  |
| --- | --- | --- |
| **Screening Question** **3** | | |
| To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group? Minor/ Major/ None | | |
| Good relations category | Details of policy impact | Level of impact Minor/Major/None |
| Religious belief | There is no identified content that would affect a person’s religious belief in order to adhere to the Domestic Abuse Policy. | None |
| Political opinion | There is no identified content that would affect a person’s political opinion in order to adhere to the Domestic Abuse Policy. | None |
| Racial group | There is no identified content that would affect a person’s racial group in order to adhere to the Domestic Abuse Policy. | None |

|  |  |  |
| --- | --- | --- |
| **Screening Question 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 |
| Religious belief |  | No, as the policy has no impact on this category |
| Political opinion |  | No, as the policy has no impact on this category |
| Racial group |  | No, as the policy has no impact on this category |

**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).

|  |
| --- |
| Multiple identity category of older men and younger women. This category is identified from the data shown. |

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

|  |
| --- |
| No impact identified as there is nothing within the policy to impact on age or sex of employees by applying the policy. |

**PART 3 - SCREENING DECISION**

If the decision is **not** to conduct an **equality impact assessment**, please provide details of the reasons.

|  |
| --- |
| There is little or no impact on any category. |

If the decision is not to conduct an equality impact assessment the public authority should consider if the policy should be **mitigated or an alternative policy be introduced**.

|  |
| --- |
| N/A |

If the decision **is to** subject the policy to an **equality impact assessment**, please provide details of the reasons.

|  |
| --- |
| N/A |

All public authorities’ equality schemes must state the authority’s arrangements for assessing and consulting on the likely impact of policies adopted or proposed to be adopted by the authority on the promotion of equality of opportunity. The Commission recommends screening and equality impact assessment as the tools to be utilised for such assessments. Further advice on equality impact assessment may be found in a separate Commission publication: Practical Guidance on Equality Impact Assessment.

**Mitigation**

When the public authority concludes that the likely impact is ‘minor’ and an equality impact assessment is not to be conducted, the public authority may consider mitigation to lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality of opportunity or good relations.

Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity and/or good relations?

If so, give the **reasons** to support your decision, together with the proposed changes/amendments or alternative policy.

|  |
| --- |
| No mitigation necessary as no identified impact on any category. |

**Timetabling and Prioritising**

Factors to be considered in timetabling and prioritising policies for equality impact assessment.

If the policy has been **‘screened in’** for equality impact assessment, then please answer the following questions to determine its priority for timetabling the equality impact assessment.

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 equality impact assessment.

|  |  |
| --- | --- |
| **Priority Criterion** | **Rating (1-3)** |
| Effect on equality of opportunity and good relations | Choose an item. |
| Social need | Choose an item. |
| Effect on people’s daily lives | Choose an item. |
| Relevance to a public authority’s functions | Choose an item. |

Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for equality impact assessment. This list of priorities will assist the public authority in timetabling. Details of the Public Authority’s Equality Impact Assessment Timetable should be included in the quarterly Screening Report.

Is the policy affected by timetables established by other relevant public authorities?

If yes, please provide details:

|  |
| --- |
| **N/A** |

**PART 4 - MONITORING**

Public authorities 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, the public authority should monitor more broadly than for adverse impact (See Benefits, P.9-10, paras 2.13 – 2.20 of the Monitoring Guidance).

Effective monitoring will help the public authority identify any future adverse impact arising from the policy which may lead the public authority to conduct an equality impact assessment, as well as help with future planning and policy development.

|  |
| --- |
| This is a new policy so no changes made that may affect any category. However, the policy itself will be monitored through receipt of queries or feedback from the employee and management population. |

**PART 5 - APPROVAL AND AUTHORISATION**

|  |  |  |  |
| --- | --- | --- | --- |
| **Policy Title:** | **Domestic Violence & Abuse Policy** | **Version No:** | **1.0** |
| **Print Name** | **Position/Job Title** | **Signature** | **Date** |
| **Screened By:** | | | |
| Kerri Adams | HR Compliance & Governance Officer | A close-up of some writing  Description automatically generated with low confidence | 05/04/2023 |
| **Approved by:** | | | |
| Paula Ludlow | HR Services Manager |  | 30/04/23 |

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 the public authority’s website as soon as possible following completion and made available on request.

**APPENDIX 1**

|  |  |  |
| --- | --- | --- |
| **Part** | **Part Title** | **Description** |
| **1** | [**Policy Scoping**](#Part1) | Asks public authorities to provide details about the policy, procedure, practice and/or decision being screened and what available evidence you have gathered to help make an assessment of the likely impact on equality of opportunity and good relations |
| **2** | [**Screening Questions**](#Part2) | Asks about the extent of the likely impact of the policy on groups of people within each of the Section 75 categories. Details of the groups consulted and the level of assessment of the likely impact. This includes consideration of multiple identity and good relations issues. |
| **3** | [**Screening Decision**](#Part3) | Guides the public authority to reach a screening decision as to whether or not there is a need to carry out an equality impact assessment (EQIA), or tointroducemeasures to mitigate the likely impact, or the introduction of an alternative policy to better promote equality of opportunity and/or good relations. |
| **4** | [**Monitoring**](#Part4) | Provides guidance to public authorities on monitoring for adverse impact and broader monitoring. |
| **5** | [**Approval and Authorisation**](#Part5) | Verifies the public authority’s approval of a screening decision by a senior manager responsible for the policy. |

Policy Scoping

* Policy
* Available data

Screening Questions

* Apply screening questions
* Consider multiple identities

Screening Decision None/Minor/Major

Mitigate

Publish Template

Re-consider screening

Publish Template for information

Publish Template

EQIA

Monitor

**‘None’**

Screened out

**‘Major’**

Screened in for EQIA

**‘Minor’**

Screened out with mitigation

Concerns raised with evidence

Concerns raised with evidence re: screening decision