

FROM THE MINISTER

Our Ref:SUB 1274/11



Department of
**Culture, Arts
and Leisure**

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MÁNNYSTRIE O

**Fowkgates, Airts
an Aisedom**

AN ROINN

**Cultúir, Ealaíon
agus Fóillíochta**

26 September 2011

Mrs Karen McKeivitt MLA
Northern Ireland Assembly
Parliament Buildings
Ballymiscaw
Stormont
Belfast
BT4 3XX

Causeway Exchange
1-7 Bedford Street
Belfast BT2 7EG
Tel: +44 (0) 28 9051 5202
Text phone: +44 (0) 28 9052 7668
email: private.office@dcalni.gov.uk

Mrs McKeivitt, a chara

Following my statement to the Assembly on 13 September 2011 on the North South Ministerial Council (NSMC) meeting in Language Format you asked 'about the results of the equality impact screening exercise on the core-funded Irish language organisations'.

Please find attached a copy of the EQIA Screening exercise which was completed by Foras na Gaeilge.

I have written to the Chief Executive of Foras na Gaeilge and asked him to publish the EQIA screening exercise on their website.

I trust this answers your question.

Is mise le meas

CARÁL NÍ CHUILÍN.

CARÁL NÍ CHUILÍN MLA
Minister of Culture, Arts and Leisure

CC: Speaker of the NI Assembly
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Assembly Library

DEPARTMENT OF CULTURE, ARTS AND LEISURE



EQUALITY AND HUMAN RIGHTS SCREENING FORM

The Legal Background

(i.) Section 75 Legislative Equality Duties

Section 75 of the Northern Ireland Act 1998 requires the Department in carrying out its functions, powers and duties to have due regard to the need to promote equality of opportunity:

- 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.

In addition, without prejudice to its obligations above, the department shall in carrying out its functions, powers and duties have regard to the desirability of promoting good relations between persons of different religious belief, political opinions or racial group.

The Department's Equality Scheme, developed as in response to Schedule 9 of the 1998 Act, requires policies to be developed and screened and consulted upon in accordance with the legislation ie carry out an equality impact assessment.

(ii.) Disability Equality Duties

On 1st January 2007 under Section 49A of the Disability Discrimination NI Order 2006 new disability duties came into effect. These placed two additional obligations on all Public Authorities.

- Promote positive attitudes towards disabled people: and
- encourage participation by disabled people in public life.

Promoting the need to encourage disabled people in public life reflects the fact that disabled people do not always have the same opportunities or choices as non disabled people. Promoting positive attitudes reflects the fact that many disabled people experience negative attitudes and are exposed to demeaning stereotypes or a complete lack of any representation of disabled people in public images.

(iii.) The Human Rights Act 1998

The Human Rights Act 1998 came into effect on 2nd October 2000. Its immediate effect is to allow people to claim their rights under the European Convention of Human Rights in UK courts and tribunals, instead of having to go to the European Court in Strasbourg. The Act requires that all legislation, Acts of Parliament, Acts of the Northern Ireland Assembly, Regulations, Orders in Council in so far as is possible, be read and given effect in a way which is compatible with the Convention Rights.

The Department has a positive obligation to ensure that respect for human rights is at the core of their day-to-day work. It requires activity that positively reinforces the principles of the Human Rights Act. It covers all the activities including rules, regulations, administrative procedures and guidance, issues affecting personnel and policy implementation.

SCREENING

The purpose of screening is to identify those policies that are likely to have an impact on equality of opportunity and/or good relations. Screening is one of the key tools that ensures DCAL fulfils its statutory obligations and mainstreams the Section 75 equality and good relations duties into policy development and service delivery. It provides an opportunity for the department to improve decision making and support 'evidence based' policy making.

SCREENING SHOULD BE COMPLETED AT THE EARLIEST OPPORTUNITY IN THE POLICY MAKING PROCESS

For more detailed strategies or policies that are to be put in place, through a series of stages, DCAL should then consider screening at various stages during implementation.

The lead responsibility for screening the policy should be taken by the policy decision maker who has ownership of the policy and the authority to make changes if required.

Good practice should include key stakeholders in the screening process.

EVIDENCE

The first step in the screening process is gathering evidence to inform the screening. DCAL should ensure that any screening decision is informed by relevant data.

The data may be quantitative or qualitative (or both) and should help indicate whether or not there are likely equality of opportunity and/or good relations impacts associated with a policy. DCAL should make arrangements to obtain

the evidence data described above. **The absence of evidence does not indicate that there is no likely impact.**

If DCAL, having taken **reasonable steps** to obtain relevant data, concludes that none is available, it may then decide to subject the policy to an equality impact assessment.

The relevant information will enable the department to clearly demonstrate the reasons for a policy being either 'screened in' for an equality impact assessment or 'screened out' with no requirement for an equality impact assessment.

MITIGATION

Through screening DCAL can make an assessment of the likely impact whether 'minor' or major, of its policies on equality of opportunity and/or good relations for the relevant categories. **In some instances, screening may identify that the likely impact is none.** Details of the reasons for this decision should be outlined and signed off by the appropriate business area.

If the screening concludes that the likely impact is 'minor', in respect of one, or more, of the equality and/or good relations categories, the department may decide to consider measures that might mitigate the policy impact. This may involve amending the policy or introducing an alternative policy or policies to better achieve the promotion of equality of opportunity and/or good relations. This screening decision should be 'signed off' by the appropriate DCAL business area

If the screening concludes that that the likely impact is 'major', in respect of one or more of the equality of opportunity and/or good relations categories, the department should consider subjecting the policy to an equality impact assessment. Again this decision needs to be signed off as above.

Please see below for definitions of above.

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 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.

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 aspects of 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.

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 DECISIONS

Completion of screening should lead to one of the three following outcomes:

1. The policy has been 'screened in' for equality impact assessment.
2. The policy has been 'screened out' with mitigation or an alternative policy put in place.
3. The policy has been 'screened out' without mitigation or an alternative policy adopted.

The third outcome will mainly include policies which are 'technical' i.e. non people related in nature and will have no bearing in terms of their likely impact on equality of opportunity and/or good relations. Screening will help identify these types of policies at an early stage, thus enabling them to be 'screened out.'

REVISED TEMPLATE

The revised screening template is designed to help business areas consider the likely equality and human rights impacts of their proposed decisions on DCAL customers, service users, staff and visitors.

This form is intended to assist you in screening any revised or new policies for which you take the lead and to record the outcome in respect of each policy. It should be also used as a prompt when considering legislative proposals.

DCAL officials should complete this form for each of the new or revised policies for which they are responsible (see below for a definition of policy). When you have completed the form it should be filed for record purposes and a copy sent to the Equality Unit.

WHAT IS A POLICY

The Equality Commission defines the term 'policy' as being any strategy, policy, (proposed/amended existing) or practice and/or decision, whether written or unwritten.

In this context, the term policies covers all the ways in which DCAL carries out or proposes to carry out its functions relating to Northern Ireland. Employment and procurement policies are an integral aspect of the way the department carries out its functions. Accordingly the Equality Scheme must cover the arrangements for assessing the impact of such policies.

POLICY CHANGES/REVIEWS/AMENDMENTS

Policies are often reviewed or amended, or the way they are implemented changes, in response to new situations. The Section 75 statutory duties should be utilised as a developmental aid for policy development. Changes to a policy that are likely to have an impact on access to equality and good relations should be assessed for such impact in the same way as an original, existing or new policy is assessed. The Equality Commission recommends that such an assessment of a policy includes the screening of the policy and consideration of subjecting the policy to an EQIA.

Policies which DCAL might consider subjecting to an EQIA could include for example, policies relating to community funding or the use of interpreting services. The list of policies is not prescriptive or exhaustive.

1. POLICY SCOPING

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 work through the screening process step by step.

Information about the policy

Name of the policy

Samhail Nua Mhaoinithe / New Funding Mechanism

Is this an existing, revised or new policy

“Revised policy” is closest, as explained below.

The *Samhail Nua Mhaoinithe* represents a change in the implementation of funding which is targetted at existing policy areas. Funding is currently applied to these policy areas by repeated year-on-year funding of a number of TSOs (Third Sector Organizations) which were almost exclusively inherited from the Sponsor Departments on the establishment of Foras na Gaeilge under statute in 1999. Foras na Gaeilge intends to draft Funding Schemes for the policy areas currently served by these TSOs and that the operation of these Schemes will improve the collection and analysis of financial and performance data. In this respect Foras na Gaeilge as a public body is cognisant of the recommendations arising from documents on the Third Sector such as the Audit Commission’s report *Hearts and Minds: Commissioning from the Voluntary Sector* (2007).

This represents a policy change only insofar as it refers to funding mechanism; it is intended to discontinue the policy of funding a ‘closed shop’ of pre-selected TSOs and to introduce open competition for service provision.

What is it trying to achieve? (intended aims/outcomes)

Aims:

- The implementation of NSMC decisions.
- The replacement of 'closed-shop' funding to 19 organizations by Funding Schemes run by open competition*

* (realistically, with our knowledge of the TSO market we expect the majority of providers to continue to be funded under some Scheme or other under the new arrangement, but this does not preclude organizational and/or work area realignments)

Outcomes:

- An enhanced level of services for Irish speakers and the general public.
- Reassurance about the value for money being provided by the Third Sector.
- The introduction of transparency and open competition to service provision
- An improvement in the collection and analysis of financial and performance data on the Third Sector
- Ultimately a more robust Irish language Third Sector which takes advantage of possibilities of co-operation, synergies, mergers, opportunities for shared services etc. – see below.
- The introduction of an element of competition to the Irish language TSOs.
- The incentivisation of innovation – e.g. inter-organizational co-operation or at structural level, perhaps mergers – in the Irish language Third Sector.

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

If so, explain how.

Sociolinguistic Background

Foras na Gaeilge is aware from Census data and from its own research that both the sociolinguistic and socio-political context make the Northern Ireland case different from the Gaeltacht and non-Gaeltacht contexts in the Republic. The overall estimates of the percentage of Irish-speakers in Northern Ireland provided by census and surveys range between 10% and 18%. All surveys have shown a very strong relationship between the religious affiliation of respondents and their ability to speak Irish. Whereas about 60% of the survey respondents in the Republic of Ireland claim high or partial levels of ability to speak Irish, this is true of about one third of Northern Ireland Catholics, while hardly any Protestants in Northern Ireland claim any level of ability; even 'the odd word' is rarely claimed. Nonetheless, while very few Protestants want their own children to learn Irish, a sizeable minority (20%) would like to see it spoken in Northern Ireland in the future and a similar proportion is prepared to see public resources made available so that others can do so (e.g. taught as subject in Northern Ireland schools).

Current Arrangements and Future Expectations

Under the current funding arrangement for the 19 TSOs, a level of work specifically relating to cross-community work (religious belief and political opinion) is currently undertaken and there is no intention or expectation that

this will diminish when this area of work is subject to open competition. It is intended and expected however that the Schemes will improve the collection and analysis of performance data in this and other areas.

New TSOs may emerge or re-alignments evolve to take part in the new open competitions which form the core of the new Funding Mechanism, and these may be comprised of a different age profile, different community backgrounds, etc. In fact for the first time, the possibility of new groups – which may or may not have representation from any or all of the nine Section 75 categories – being funded to undertake Irish language work will come into being.

Who initiated or wrote the policy?

Foras na Gaeilge at the request of NSMC

Who owns and who implements the policy?

The Board of Foras na Gaeilge.

1.2 Implementation Factors

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

If yes, are they

Financial

Legislative

Other, please specify: Continuance of the “Status Quo” is not an option as:

in 2008 Foras na Gaeilge spent 40% of the total annual budget on core-funded organizations – approximately €8m. Of that funding, half of the money (50.48%) was spent on salaries. Although the core-funding budget decreased by 4.25% in 2009, employee salary costs increased by 6.4%. (New Funding Model Page 6)

Diminution of the overall budget of Foras na Gaeilge may impact on the budget for the Schemes and an adverse impact on service delivery may be inevitable; there is, however, no reason to believe that this impact would be felt more keenly with the new model than with the current “closed shop” and the intention is to ensure that any impact would not adversely affect any particular policy area or areas. Legislative changes in relation to language in Northern Ireland such as an Act or Language Strategy with statutory effect, would be likely to contribute positively to the intended aims and outcomes.

Main stakeholders affected

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

- | | |
|--|-------------------------------------|
| <i>Staff</i> | <input checked="" type="checkbox"/> |
| <i>Service Users</i> | <input checked="" type="checkbox"/> |
| <i>Other public sector organisations</i> | <input type="checkbox"/> |
| <i>Voluntary/community/trade unions</i> | <input checked="" type="checkbox"/> |
| Other, please specify _____ | |

Other policies with a bearing on this policy

1. *What are they?*

Languages policy (documented and/or de facto) and Cultural Diversity Policies of the NI Executive and of Departments

A Shared Future Strategy

“Language diversity policy, on which DCAL is in the lead, has the potential to make a contribution to the promotion of good relations in Northern Ireland. Government recognises the importance of respect, understanding and tolerance in relation to linguistic diversity, including in Northern Ireland, the Irish language, Ulster-Scots and the languages of the various minority ethnic communities, all of which are part of the cultural wealth of the island of Ireland.” (p.35)

Conhesion, Integration and Inclusion Strategy

“Language can be another vehicle of cultural expression. In this regard, the Department of Culture, Arts and Leisure will have a key role to play through the Regional or Minority Languages Strategy. Although the specific actions arising from the Strategy have not yet been agreed, it is envisioned that these actions, and this Strategy, will contribute to the Executive's goal of a shared and better future for all citizens living here.” (p.32)

2. *Who owns them?*

Office of the First Minister and Deputy First Minister

1.3 Available Evidence

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
<i>Religious belief</i>	<i>There is evidence that language is viewed in a sectarian manner in NI (see the section 'Sociolinguistic Background' above). Facing the stereotypes and dispersing the myths surrounding the Irish language is the only means to address this.</i>
<i>Political Opinion</i>	<i>Again Irish is viewed as belonging to one community when in fact it is part of the shared heritage of all in Northern Ireland and has an incontrovertible presence in and influence on people's lives particularly through the natural heritage of Northern Ireland such as place-names, and also through surnames and the way English is spoken in NI.</i>
<i>Racial Group</i>	<i>There will continue to be, as part of the new schemes, an element that encompasses cross community themes in every sense of the word.</i>
<i>Age</i>	<i>There is a young and growing Irish language population and the current schemes operated by Foras na Gaeilge outside of the core funding grant awards will be enhanced by a scheme geared specifically at young people.</i>
<i>Marital status</i>	<i>No information available</i>

<i>Sexual Orientation</i>	<i>No information available</i>
<i>Men & Women generally</i>	<i>No information available</i>
<i>Disability</i>	<i>No information available</i>
<i>Dependants</i>	<i>No information available</i>

1.4 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
<i>Religious belief</i>	<i>There are certain connotations concerning languages in NI and these are based on misconceptions. Through this scheme it is hoped to disperse some of the myths surrounding the Irish language. If we are to build a better understanding between the communities in NI this is a priority.</i>
<i>Political opinion</i>	<i>As above – Language is viewed in NI as belonging to one side of the political divide and the work referred to above will enhance the on-going work to help disperse this myth.</i>
<i>Racial group</i>	<i>There are on the island of Ireland many new Irish some of whom have had no contact with or any understanding of the Irish language. This needs to be addressed and a specific element in a new scheme will do so as well as augmenting the cross-community work already in train.</i>
<i>Age</i>	<i>The majority of Irish speakers are young and of school going age, census figures bear this out, and under the new funding scheme the current Foras na Gaeilge youth and summer camp schemes will be enhanced by a scheme dedicated to youth work.</i>
<i>Marital status</i>	<i>No information available</i>

<i>Sexual Orientation</i>	<i>No information available</i>
<i>Men & Women generally</i>	<i>No information available</i>
<i>Disability</i>	<i>No information available</i>
<i>Dependants</i>	<i>No information available</i>

2. SCREENING QUESTIONS

In making a decision as to whether or not there is a need to carry out an equality impact assessment, you should consider the answers to questions 2.1 – 2.4 below.

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

If the 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.

If the 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.

Screening Questions

2.1 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	Since this policy will provide funding for a scheme specifically targeting better understanding of languages it will continue the cross-community work already in train.	Minor
Political opinion	Since this policy will provide funding for a scheme specifically targeting better understanding of languages it will build on the work already in train in this area.	Minor
Racial group	Since this policy will provide funding for a scheme specifically targeting better understanding of languages it will build on the work already in train in this area.	Minor
Age	A scheme specifically targeting young people will build on work already undertaken by Foras na Gaeilge in this area.	Minor
Marital status		None
Sexual Orientation		None
Men & Women generally		None
Disability		None
Dependants		None

2.2 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	Yes - The revised policy will be aimed at promoting equality in this category.	
Political opinion	Yes - The revised policy will be aimed at promoting equality in this category.	
Racial group	Yes - The revised policy will be aimed at promoting equality in this category.	
Age	Yes: Projects approved for funding will contain targets which ensure that this category is included in projects funded.	
Marital status		No: there is no evidence that the revised strategy will have a negative impact on this category.
Sexual orientation		No: there is no evidence that the revised strategy will have a negative impact on this category
Men & women generally		No: there is no evidence that the revised strategy will have a negative impact on this category.
Disability		No: there is no evidence that the revised strategy will have a negative impact on this category
Dependants		No: there is no evidence that the revised strategy will have a negative impact on this category.

2.3 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	The policy is likely to impact positively on this group	Minor
Political opinion	The policy is likely to impact positively on this group	Minor
Racial group	The policy is not likely to have a positive or negative impact on this group	Minor

2.4 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	Yes: The revised policy is aimed at continuing to promote good relations between the two main culture traditions in Northern Ireland.	
Political opinion	Yes: The revised policy is aimed at continuing to promote good relations between the two main culture traditions in Northern Ireland.	
Racial group	Yes: The revised policy is aimed at continuing to promote good relations between the two main culture traditions in Northern Ireland.	

2.5 Additional Consideration

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 lesbian, gay and bisexual people).

The policy will impact positively on the following multiple identities

- Religious belief
- Political opinion

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

The policy is aimed at providing funding to projects that promote a better understanding of, and respect for, the Irish language that will impact on both religious and political opinion in Northern Ireland.

As the policy is aimed at providing funding to projects that promote tolerance and respect for the Irish language as well as normalising the language it is expected to have some positive impact on all other section 75 categories.

3. SCREENING DECISION

3.1 If the policy has been 'screened out' without mitigation or an alternative policy adopted please provide details of the reasons.

The policy is not likely to have an adverse impact on any Section 75 categories and through some of the activities funded it will promote good relations in NI as well as normalising the language

3.2 If the policy has been 'screened out' with mitigation or an alternative policy put in place please provide details of the reasons

No adverse impact which requires mitigation

3.3 If the policy has been 'screened in' for 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 assessments as the tools to be utilised for such assessments.

4. MITIGATION

When the conclusion is that the likely impact is 'minor' and an equality impact assessment is not to be conducted, the department 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.

<p>There will be no adverse effect on any of the section 75 groups which requires mitigation or an alternative policy.</p>
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5. TIMETABLE 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	
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 equality impact assessment. This list of priorities will assist the public authority in timetabling.

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

If yes, please provide details.

6. MONITORING

The department 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.

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

7. DISABILITY DUTIES

DCAL has legislative obligations to meet under the Disability Discrimination Order.

7.1 Consideration of Disability Duties

Does this proposed policy/decision provide an opportunity for DCAL to better promote positive attitudes towards disabled people?

The revised policy is aimed at:

- The implementation of NSMC decisions.
- The replacement of 'closed-shop' funding to 19 organizations by Funding Schemes run by open competition

It is unlikely that there will be opportunities to directly promote positive attitudes towards disabled people.

Does this proposed policy/decision provide an opportunity for DCAL to actively increase the participation by disabled people in public life?

See above

8. CONSIDERATION OF HUMAN RIGHTS

Indicate below (by placing an X in the third column) any adverse impacts of the policy/decision in relation to the Human Rights Articles as set out in the European Convention of Human Rights.

Right to Life	Article 2	
Prohibition of torture, inhuman or degrading treatment	Article 3	
Prohibition of slavery and forced labour	Article 4	
Right to liberty and security	Article 5	
Right to a fair and public trial	Article 6	
Right to no punishment without law	Article 7	
Right to respect for private and family life, home and correspondence	Article 8	
Right to freedom of thought, conscience and religion	Article 9	
Right to freedom of expression	Article 10	
Right to freedom of assembly and association	Article 11	
Right to marry and to found a family	Article 12	
The prohibition of discrimination	Article 14	
Protection of property	Protocol 1 Article 1	

Right to education	Protocol 1 Article 2	
Right to free and secret elections	Protocol 1 Article 3	

Please explain any adverse impacts on human rights that you have identified.

None

Please indicate any ways which you consider the policy positively promotes human rights.

The proposed new funding mechanism opens up what is currently a closed shop to new applicants. It will also afford an opportunity to new groups to become engaged in the sector.

9. EQUALITY IMPACT ASSESSMENT RECOMMENDATION

Formal Record of Screening Decision

Title of Proposed Policy/Decision being screened:-
Samhain Nua Mhaoinithe / New Funding Mechanism

I can confirm that the proposed policy/decision has been screened for –

equality of opportunity and good relations

disabilities duties: and

human rights issues

On the basis of the answers to the screening questions, I recommend that this policy/decision is –

*Screened Out – No EQIA necessary

*Screened In – Necessary to conduct a full EQIA

*(please check appropriate box above)

Names and signatures of those completing this form:

Name	Branch	Signature	Date
F Mac an Fhailigh			

**Please ensure that a copy of this form is held by the Equality Unit.
NB: A copy of the Screening Template, for each policy screened should be signed off and approved by a senior manager responsible for the policy. It should be made easily accessible on the DCAL website after completion and made available on request.**