

Screening flowchart and template (taken from Section 75 of the Northern Ireland Act 1998 – A Guide for public authorities April 2010 (*Appendix 1*)).

Introduction

Part 1. Policy scoping – 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.

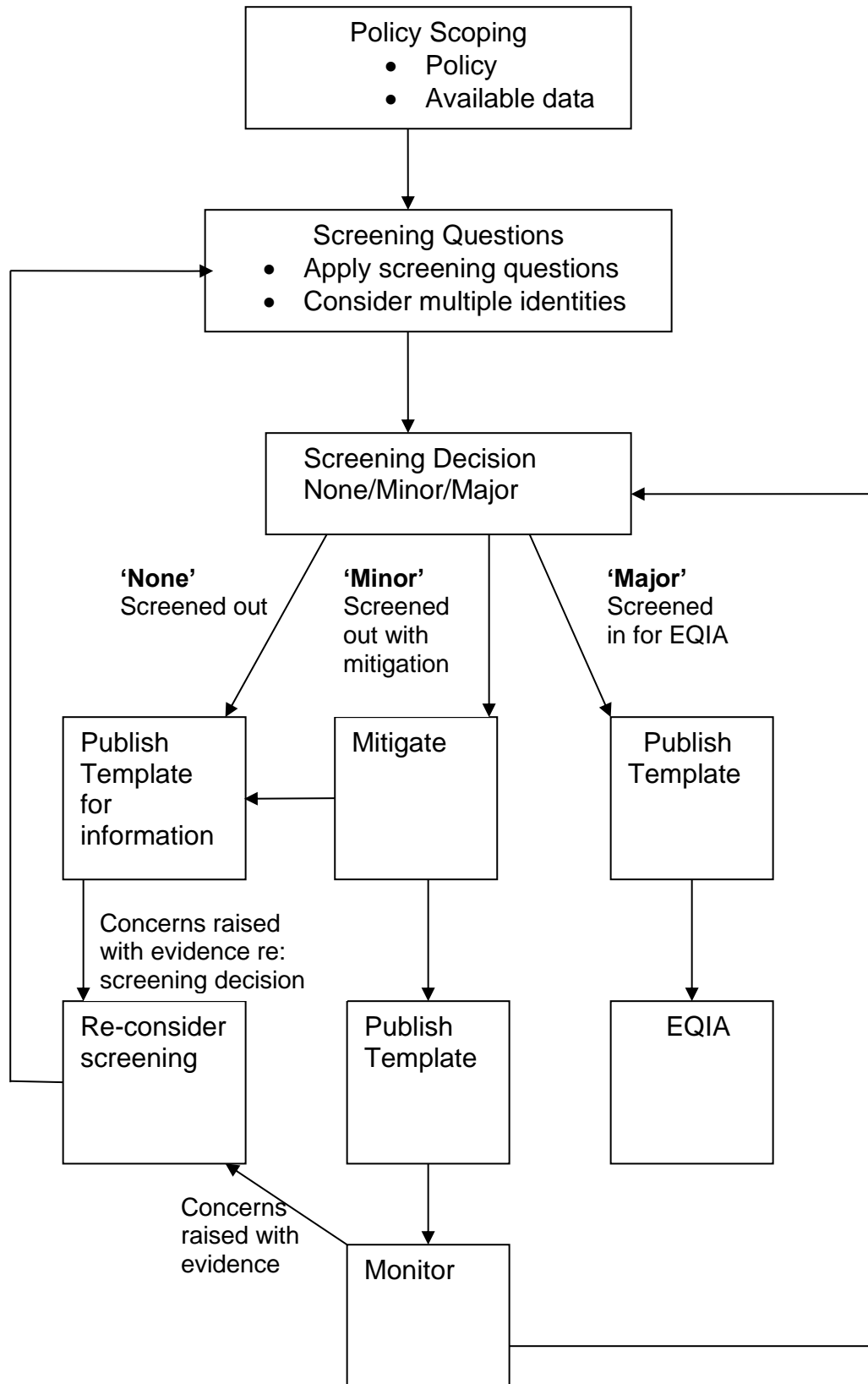
Part 2. Screening questions – asks about the extent of the likely impact of the policy on groups of people within each of the Section 75 categories. Details of the groups consulted and the level of assessment of the likely impact. This includes consideration of multiple identity and good relations issues.

Part 3. Screening decision – 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 to introduce measures to mitigate the likely impact, or the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

Part 4. Monitoring – provides guidance to public authorities on monitoring for adverse impact and broader monitoring.

Part 5. Approval and authorisation – verifies the public authority's approval of a screening decision by a senior manager responsible for the policy.

A screening flowchart is provided overleaf.



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 the policy

SPORT NI ENVIRONMENTAL & CLIMATE CHANGE POLICY

Is this an existing, revised or a new policy?

Revised

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

Sport NI is committed to ensuring compliance with all legislative requirements in respect of protecting the environment, climate change and sustainable development. Sport NI will also ensure that it operates within the confines of any environmental policies and direction set by the NI Executive and Department for Communities. Sport NI will encourage all employees to do what is possible to incorporate these commitments into practice through administration, investment, advocacy, and service provision. Sport NI will provide staff training and will work with partners and suppliers to improve environmental performance. This policy will be communicated to all employees, partners and contractors working for, or on behalf, of Sport NI.

Through implementation of this policy, Sport NI aims to:

- Ensure compliance with all legislative and government policy requirements in terms of environmental responsibility.

- Ensure environmental issues and climate change are considered in the development of Sport NI's Corporate and Business Plans.
- Ensure environmental issues and climate change are considered in the implementation of Sport NI's operations including (but not limited to): administration, investment (both capital and revenue), advocacy, and service provision.
- Promote responsible and efficient use of natural and recycled resources.
- Ensure that staff are able to implement the Environmental Policy by raising awareness and educating employees to ensure that all staff have the knowledge, skills and understanding to implement this Policy.

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

Whilst this Policy is not targeted at any particular group, it is intended and expected that all the benefits of adopting an Environmental & Sustainability Policy will be of benefit to all Sport NI staff and service users. This policy will provide a framework where the Sport NI recognises the dangers of Climate Change and be committed to address these issues. It will align Sport NI commitments to the Programme for Government and UN Sustainable Development Goals.

Who initiated or wrote the policy?

SNI Outdoor Recreation Development Officer / Policy and Insights Manager

Who owns and who implements the policy?

**Sport NI Chief Operating Officer.
The policy will be overseen and implemented by the Environmental Climate Change Policy internal working Group Chaired by the Chief Operating Officer.**

Implementation factors

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

Yes

If yes, are they (please delete as appropriate)

Financial – The implementation of this policy will be dependable on the availability of exchequer budget and lottery income.

Legislative – The policy will be reviewed in line with Sport NI policy review process and updated based on any reviews by DAERA/ NI Executive/DfC. The policy will undergo amendments if necessary to align with climate change/environmental legislation amendments and or statutory requirements.

other, please specify _____

Main stakeholders affected

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

- **staff**
- **service users**

~~other public sector organisations~~

voluntary/community as in Sports Clubs and sporting organisations

- other, please specify **Contractors working for, or on behalf, of Sport NI.**

Other policies with a bearing on this policy

None

- what are they? who owns them?

The Power of Sport (SNI Corporate Plan)
Active Living (Sport and Physical Activity Strategy for NI)
Programme for Government
Outcomes Delivery Plan
UN Sustainable Development Goals

Sport NI
NI Executive
NI Executive
NI Executive
United Nations

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 Commission has produced this guide to [signpost to S75 data](#).

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

The Policy is for the benefit of all citizens and Section 75 groups. This Policy does not directly affect any Section 75 categories, but may do so indirectly through specific SNI policies, plans and projects having to reference this Policy and take due regard of Sustainability Screening outcomes. This Policy will be applied equitably and proportionately across all groups within SNI in a consistent manner by way of delivering an action plan which will be implemented and monitored by an internal working group.

In terms of research that informed this policy, mainly it has been legislative requirement under the Climate Change Act (Northern Ireland) 2022 [Climate Change Act \(Northern Ireland\) 2022 \(legislation.gov.uk\)](#)

Religious belief evidence / information: **N/A**

Political Opinion evidence / information: **N/A**

Racial Group evidence / information: **N/A**

Age evidence / information: **N/A**

Marital Status evidence / information: **N/A**

Sexual Orientation evidence / information: **N/A**

Men & Women generally evidence / information: **N/A**

Disability evidence / information: **N/A**

Dependants evidence / information: **N/A**

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?

Sport NI is committed to leading the sports sector to make significant progress on reducing its environmental footprint, contributing to reducing carbon emissions and becoming self-sustaining. Sport NI will contribute to the delivery of recommendations made in the **Environmental Strategy for NI**, particularly **Outcome 2 - Healthy & Accessible Environment & Landscapes** everyone can connect with and enjoy. Sport NI also recognises the commitment in **New Decade New Approach** to legislation setting out the route-map to tackling climate change and will drive a sustainability agenda towards the greening of sport.

This Sport NI Environmental Climate Change Policy has primarily been developed and informed by legislative requirement under the Climate Change Act (Northern Ireland) 2022 [Climate Change Act \(Northern Ireland\) 2022 \(legislation.gov.uk\)](https://www.legislation.gov.uk/ukni/2022/1/1) This policy will benefit all of the S75 categories and will not negatively impact any of the categories, collectively or individually.

Specify details of the needs, experiences and priorities for each of the Section 75 categories below:

Evidence to identify and understand the needs, experiences and priorities of S75 categories is referenced below against each category.

Religious belief

None_____

Political Opinion

None_____

Racial Group

None_____

Age

None_____

Marital status

None_____

Sexual orientation

None

Men and Women Generally

None_____

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 this Guide.

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.

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.

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 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 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.

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 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.

Screening questions

1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories?

Please provide details of the likely policy impacts and determine the level of impact for each S75 categories below i.e. either minor, major or none.

Details of the likely policy impacts on **Religious belief**: (insert text here)

What is the level of impact? ~~Minor~~ / ~~Major~~ / **None** (circle as appropriate)

Details of the likely policy impacts on **Political Opinion**: (insert text here)

What is the level of impact? ~~Minor~~ / ~~Major~~ / **None** (circle as appropriate)

Details of the likely policy impacts on **Racial Group**: (insert text here)

What is the level of impact? ~~Minor~~ / ~~Major~~ / **None** (circle as appropriate)

Details of the likely policy impacts on **Age**: (insert text here)

What is the level of impact? ~~Minor~~ / ~~Major~~ / **None** (circle as appropriate)

Details of the likely policy impacts on **Marital Status**: (insert text here)

What is the level of impact? ~~Minor~~ / ~~Major~~ / **None** (circle as appropriate)

Details of the likely policy impacts on **Sexual Orientation**:

What is the level of impact? ~~Minor~~ / ~~Major~~ / **None** (circle as appropriate)

Details of the likely policy impacts on **Men and Women**: (insert text here)

What is the level of impact? ~~Minor~~ / ~~Major~~ / **None** (circle as appropriate)

Details of the likely policy impacts on **Disability**: (insert text here)

What is the level of impact? ~~Minor~~ / ~~Major~~ / **None** (circle as appropriate)

Details of the likely policy impacts on **Dependants**:

What is the level of impact? ~~Minor~~ / ~~Major~~ / **None** (circle as appropriate)

2. Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories? Yes/No

Detail opportunities of how this policy could promote equality of opportunity for people within each of the Section 75 Categories below:

Whilst no adverse impact is identified for any particular group, it is considered that this Policy will support positive environmental impacts irrespective of the characteristics/ community background of the individual or group.

Religious Belief - If Yes, provide details:

If No, provide reasons:

No, the implementation of the measures of this policy will not create opportunity for people within this particular Section 75 category, it applies to all groups.

Political Opinion - If Yes, provide details:

If No, provide reasons:

No, the implementation of the measures of this policy will not create opportunity for people within this particular Section 75 category, it applies to all groups.

Racial Group - If Yes, provide details:

If No, provide reasons:

No, the implementation of the measures of this policy will not create opportunity for people within this particular Section 75 category, it applies to all groups.

Age - If Yes, provide details:

If No, provide reasons:

No, the implementation of the measures of this policy will not create opportunity for people within this particular Section 75 category, it applies to all groups.

Marital Status - If Yes, provide details:

If No, provide reasons:

No, the implementation of the measures of this policy will not create opportunity for people within this particular Section 75 category, it applies to all groups.

Sexual Orientation - If Yes, provide details:

If No, provide reasons:

No, the implementation of the measures of this policy will not create opportunity for people within this particular Section 75 category, it applies to all groups.

Men and Women generally - If Yes, provide details:

If No, provide reasons:

No, the implementation of the measures of this policy will not create opportunity for people within this particular Section 75 category, it applies to all groups.

Disability - If Yes, provide details:

If No, provide reasons:

No, the implementation of the measures of this policy will not create opportunity for people within this particular Section 75 category, it applies to all groups.

Dependants - If Yes, provide details:

If No, provide reasons:

No, the implementation of the measures of this policy will not create opportunity for people within this particular Section 75 category, it applies to all groups.

3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?

Please provide details of the likely policy impact and determine the level of impact for each of the categories below i.e. either minor, major or none.

Details of the likely policy impacts on **Religious belief**: (insert text here)

What is the level of impact? ~~Minor~~ / ~~Major~~ / None (circle as appropriate)

Details of the likely policy impacts on **Political Opinion**: (insert text here)

What is the level of impact? ~~Minor~~ / ~~Major~~ / None (circle as appropriate)

Details of the likely policy impacts on **Racial Group**: (insert text here)

What is the level of impact? ~~Minor~~ / ~~Major~~ / None (circle as appropriate)

4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

Detail opportunities of how this policy could better promote good relations for people within each of the Section 75 Categories below:

Religious Belief - If Yes, provide details:

If No, provide reasons:

***Yes, implementation of the policy may promote good relations through the opportunity for people to work together through community engagement or groups in order to achieve the outcomes of the policy. An internal working group has been established who will oversee and review an action plan to implement, monitor and measure policy outcomes.**

Political Opinion - If Yes, provide details:

If No, provide reasons

***See above.**

Racial Group - If Yes, provide details:

If No, provide reasons

***See above.**

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).

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

Not applicable. The Environmental Climate Change Policy applies to everyone across the Section 75 categories. As such, it encompasses those individuals with multiple identities.

Part 3. Screening decision

Likely Impact - None

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

N/A - This policy has no relevance or impact to equality of opportunity for S75 categories and/or good relations.

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 - please provide details.

The policy will be kept under review in line with Sport NI policy review process ensuring it remains fit for purpose and meets legislative requirements of the NI Climate Change Act.

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

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.

Following completion of the screening process, the screening template, will be signed off and approved by the senior manager responsible for the policy, and will be published on the SNI website and on request as part of SNI's quarterly screening report.

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?

No

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

The policy will be kept under review by the Head of Policy and Innovation and if further mitigation is identified SNI process will be followed to address this.

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	
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. 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? **No**

If yes, please provide details.

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) 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.

An action plan will set out a timeline to measure progress and implementation of the environmental climate change policy deliverables. In accordance with Sport NI Equality Scheme, Sport NI will monitor progress on the delivery of action measures annually and update the action plan as necessary to ensure that it remains effective and relevant to Sport NI functions and work throughout the year. Action plan progress will be reviewed in the quarterly progress reports to the Executive Leadership Team. Sport NI will inform the EC of any changes or amendments and Section 75 annual progress report will incorporate information on progress Sport NI has made in implementing of action plans/action measures.

The policy will be reviewed at the end of the first year and thereafter every 3 years as part of the normal Sport NI review process, or sooner due to technological changes or if legislation dictates. This review will ensure the policy remains fit for purpose and meets legislative requirements of NI Climate Change Act.

Part 5 - Approval and authorisation

Screened by: Marie-Therese Higgins
Position/Job Title: Policy and Insights Officer
Date: 20/04/2023

Approved by: John Hart
Position/Job Title: Head of Policy & Innovation
Date: 20/04/2023

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.