



**General Teaching Council
for Northern Ireland**

Promoting Teacher Professionalism

EQUALITY SCREENING

POLICY:

1. Part 1: Policy Scoping

As set out in the GTCNI Equality Scheme (section 5.1) 'policy' is broadly defined and covers all the ways in which the GTCNI carries out or propose to carry out its functions. In respect the term policy is used for any (proposed/amended/existing) strategy, policy initiative or practice and/or decision.

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.

1.1. Information about the Policy

Name of the policy	
Is this an existing, revised or a new policy?	
What is it trying to achieve? (intended aims/outcomes)	
Are there any Section 75 categories which might be expected to benefit from the intended policy? If so, explain how.	
Who initiated or wrote the policy?	
Who owns and who implements the policy?	

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 (Delete as Appropriate):

Financial	Y / N
Legislative	Y / N
Other, please specify	

1.3. Main stakeholders affected

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

Staff	
Service users	
Other public sector organisations	
Voluntary/community/trade unions	
Other, please specify	

1.4. Other policies with a bearing on this policy

What are they?	
Who owns them?	

1.5. Available evidence

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

The [insert name of policy] has been written in accordance with:

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Section 75 category	Details of evidence/information
Religious Belief	
Political Opinion	
Racial Group	
Age	
Marital Status	
Sexual Orientation	
Men and Women generally	
Disability	
Dependants	

1.6. Needs, experiences and priorities

Taking into account the information referred to previously, are there different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Please specify details as appropriate for each of the Section 75 categories.

Section 75 category	Yes/No/ Not sure	If yes, please provide details of needs/experiences/priorities
Religious Belief		
Political Opinion		
Racial Group		
Age		
Marital Status		
Sexual Orientation		

Section 75 category	Yes/No/ Not sure	If yes, please provide details of needs/experiences/priorities
Men and Women generally		
Disability		
Dependants		

2. Part 2: Screening

2.1. 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 (minor/major/none)?		
Section 75 category	Details of policy impact	Level of impact? Minor/major/none
Religious Belief		
Political Opinion		
Racial Group		
Age		
Marital Status		
Sexual Orientation		
Men and Women generally		
Disability		
Dependants		

2. Are there opportunities to better promote equality of opportunity for people within the Section 75 categories?		
Section 75 category	Is <u>Yes</u> , provide details	If <u>No</u> , provide reasons
Religious Belief		
Political Opinion		
Racial Group		
Age		
Marital Status		
Sexual Orientation		
Men and Women generally		
Disability		
Dependants		

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)?		
Section 75 category	Details of policy impact	Level of impact? Minor/major/none
Religious Belief		
Political Opinion		
Racial Group		

4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?		
Section 75 category	Is <u>Yes</u>, provide details	If <u>No</u>, provide reasons
Religious Belief		
Political Opinion		
Racial Group		

5. Will the policy contribute to strengthening or weakening social capital and hence, the health and sustainability of rural communities? (minor/major/none)?		
Section 75 category	Details of policy impact	Level of impact? Minor/major/none
Religious Belief		
Political Opinion		
Racial Group		

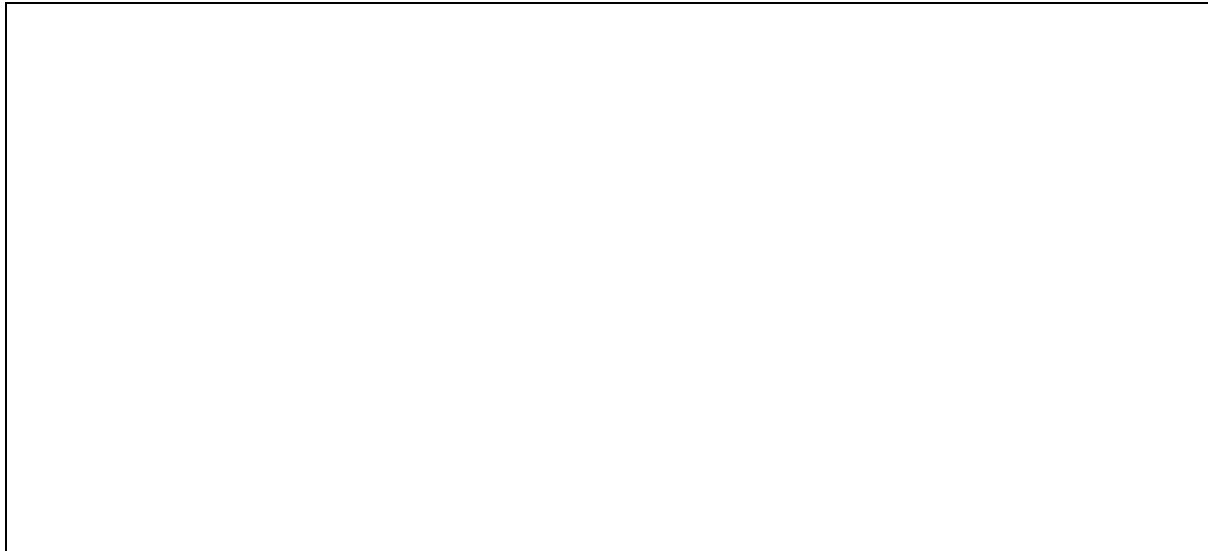
2.2. Additional Considerations

2.2.1. 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? Yes/No (delete as appropriate).

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.



2.2.2. Consideration of Human Rights

The Human Rights Act (HRA) 1998 brings the European Convention on Human Rights (ECHR) into UK law and it applies in N Ireland. Articles 3 and 4 are classified as “absolute” rights ie the State can never withhold or take away these rights. All others are either “qualified” or “limited”. Further information is available via the following link <http://www.nicshumanrightsguide.com/>

Indicate any potential adverse impacts that the policy / decision may have in relation to human rights issues. Adverse Impact (delete as appropriate)

Human Rights Issue	HRA 1998 Article	Impact Y / N
Right to Life	Article 2	Y / N
Prohibition of torture, inhuman or degrading treatment	Article 3	Y / N
Prohibition of slavery and forced labour	Article 4	Y / N
Right to liberty and security	Article 5	Y / N
Right to a fair and public trial	Article 6	Y / N
Right to no punishment without law	Article 7	Y / N

Human Rights Issue	HRA 1998 Article	Impact Y / N
Right to respect for private and family life, home and correspondence	Article 8	Y / N
Right to freedom of thought, conscience and religion	Article 9	Y / N
Right to freedom of expression	Article 10	Y / N
Right to freedom of peaceful assembly and association	Article 11	Y / N

3. Part 3: Screening Decision

3.1. Decision

Decision	Delete as appropriate
The policy has been 'screened in' for equality impact assessment.	Yes/No
The policy has been 'screened out' for equality impact assessment.	Yes/No
If the decision is to subject the policy to an equality impact assessment, please provide details of the reasons.	
If the decision is not to conduct an equality impact assessment, please provide details of the reasons.	

3.2. Mitigation

If the decision is not to conduct an equality impact assessment you 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 or opportunity and/or good relations?	Yes/No
If yes, give the reasons to support your decision, together with the proposed changes/amendments or alternative policy.	

3.3. Timetabling and Prioritising

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	

Priority criterion	Rating (1-3)
Social need	
Effect on people's daily lives	
Relevance to GTCNI's functions	

The total rating score will 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 GTCNI in timetabling.

4. Part 4: Monitoring

Where a policy has been amended or an alternative policy introduced, effective monitoring will help you identify any future adverse impact arising from the policy, which may lead to carrying out an equality impact assessment, as well as helping with future planning and policy development.

5. Part 5: Approval and authorisation

Screened by	Organisational Role

Referred to DE GIST for Review on:	
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Approved by (Manager/Accounting Officer)	
Position	
Date	