Equality & Disability Duties Screening Template

December 2023 version

Department of Agriculture, Environment and Rural Affairs
www.daera-ni.gov.uk
An Roinn Talmhaíochta, Comhshaoil agus Gnóthaí Tuaithe
Depairtment o' Fairmin, Environment an' Kintra Matthers

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. This section also includes two questions related to the Disability Duties.

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. Consideration of Human Rights – please note this is not a Human Rights Screening form but rather a prompt that impacts on Human Rights should be considered.

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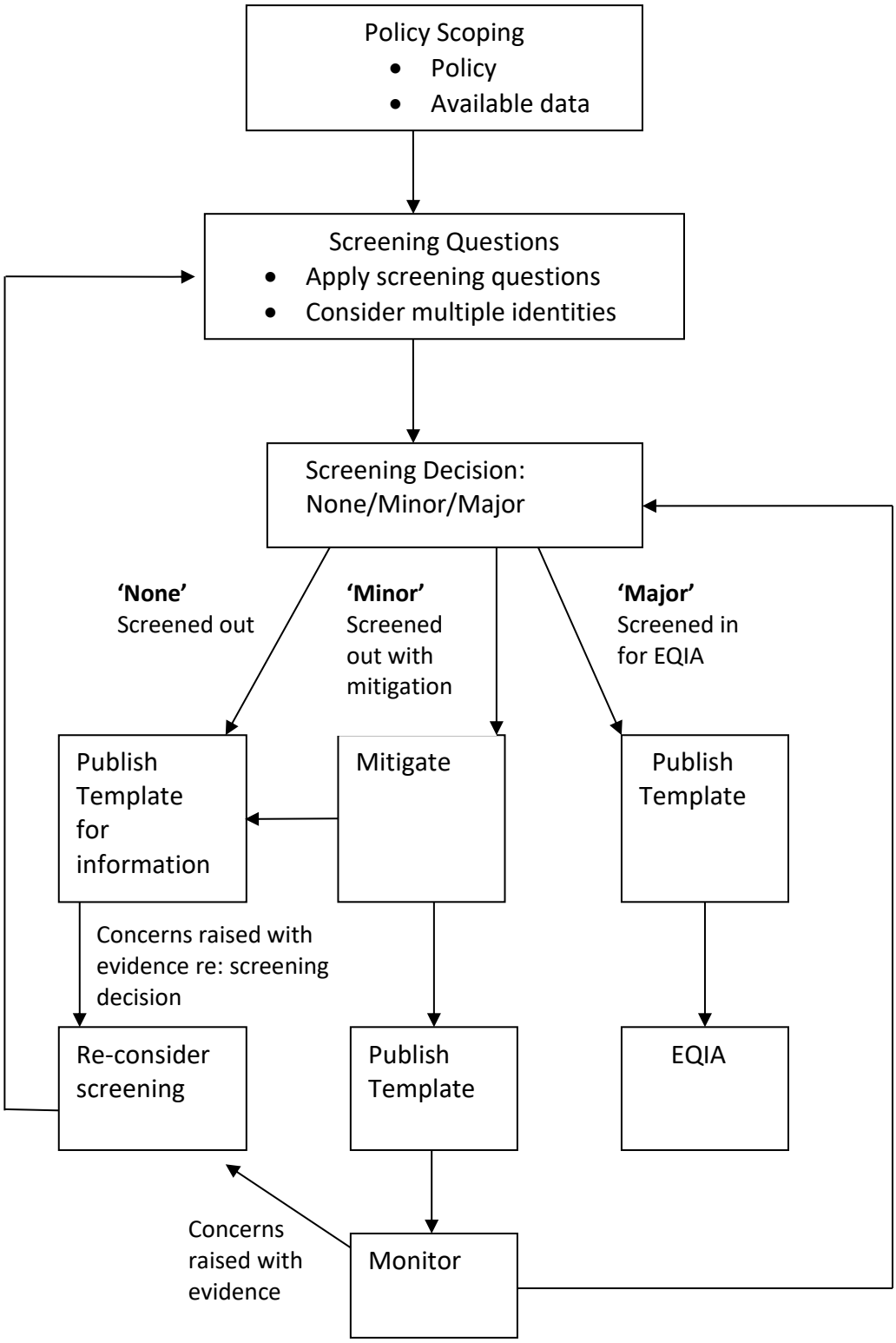
Part 6. Approval and authorisation – verifies the public authority's approval of a screening decision by a senior manager responsible for the policy.

A screening flowchart is provided below.



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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

Non Quota Shellfish Fisheries Management Plan for Northern Ireland

Is this an existing, revised or new policy?

New

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

Fisheries Management Plans (FMPs) are evidence-based action plans, developed with input from industry and other stakeholders. They set out a range of policies that detail how fishing is managed, by stock, fishery, or location. FMPs are based on the best available science, fisher experience, and set policy actions through participation of key stakeholders. The UK Fisheries Act 2020 placed FMPs as the main tool for reforming UK fisheries management.

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Are there any Section 75 categories which might be expected to benefit from the intended policy? ☒ Yes ☐ No (select as appropriate)

If so, explain how.

The beneficiaries of the FMP may include individual fishers, fishing and seafood businesses and other organisations involved in marine and fishing activities. It is expected that the implementation of the proposed measures in the FMP will benefit a diverse range of individuals across all s75 categories in NI.

In 2023, there were a total of 293 NI registered fishing vessels. An analysis of the % of vessels in the NI fleet that targeted the Non-Quota Stock (NQS) within scope of this FMP shows that 101 NI registered vessels (34.5% of the overall total number of 2023 NI Registered Vessels) targeted Brown Crab, 80 (27.3%) targeted Velvet Crab, 113 (38.6%) targeted Lobster, 28 (9.6%) targeted King Scallops and 2 (0.7%) targeted Queen Scallops. There were also occasions where the same vessels targeted more than one of the NQS during this year.

Who initiated or wrote the policy?

DAERA

Who owns and who implements the policy?

DAERA

Implementation factors

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision? ☒ Yes ☐ No (select as appropriate)

If yes, are they (please select as appropriate)

Financial ☒

Legislative ☒

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other, please specify:

Main stakeholders affected

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

Staff ☐

Service users ☒

Other public sector organisations ☒

Voluntary/community/trade unions ☐

Other, please specify

The main service users are those within the marine and sea fisheries, aquaculture and seafood sectors in Northern Ireland.

Other policies with a bearing on this policy

What are they?

Joint Fisheries Statement

Who owns them?

The fisheries policy authorities in the United Kingdom

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.

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

Please ensure all data used is the most current and up to date available. You should verify this by contacting the Departmental Statisticians.

Religious belief evidence/information:

There is no specific data available pertaining to religious belief for individual fishers, fishing and seafood businesses and other organisations involved in marine and fishing activities.

However, the 2021 Census of Northern Ireland found that 46% of the population were either Catholic or brought up as Catholic, while 43% belonged to or were brought up in Protestant, Other Christian or Christian-related denominations. A further 1% belonged to or had been brought up in other religions or philosophies, while 9% neither belonged to, nor had been brought up in, a religion.

Political Opinion evidence/information:

There is no specific data available pertaining to political opinion for individual fishers, fishing and seafood businesses and other organisations involved in marine and fishing activities.

However, the Northern Ireland Life and Times Survey 2022 found that 26% of the NI population describe themselves as nationalist, 31% as unionist and 38% held neither political opinion.

Racial Group evidence/information:

Those working in the sea fishing, aquaculture and seafood sectors industry, are representative of the range of racial groups that are evident in NI.

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Many crew working onboard the fishing vessels in the Northern Ireland fleet are EU and non-EEA nationals. The 2021 Census of Northern Ireland found that 97% of the population state their ethnic origin to be white.

The Seafish survey of 2024 gathered data from a sample of 406 vessels (14 from NI) and 927 workers (37 from NI) across the UK catching sector. The survey found that the majority (86%) of workers in the sample were from the UK, up from 64% recorded in 2021. The most common other nationalities of workers in the sample were Philippines (7%), Ghana and Latvia (2% each).

The Seafish survey of 2024 reported that Northern Irish vessels had the highest proportion of workers from outside the UK (20% of all workers on these vessels), down significantly from the 2021 figure (61%). Most were from the Philippines (11%) and 'other' countries (9%).

Age evidence/information:

Those working in the sea fishing, aquaculture and seafood sectors industry, are representative of the range of age groups that are evident in NI. The 2021 Census of Northern Ireland showed that around 30% of the population was 55 years or older and around 44% were under 35 years old.

The Seafish survey of 2024 reported that the average age of workers in the sample was 44 years and the age profile in the sample varied by job position, with 843 workers sampled. Younger people mainly worked as deckhands, whilst owners were in older age groups. In a shift from the previous 2021 Seafish survey, skippers are now more commonly found in the younger 30–39 year bracket as opposed to older age groups. Northern Ireland employed the highest proportion of workers under the age of 30 (24%), out of 34 workers sampled.

Marital Status evidence/information:

Those working in the sea fishing, aquaculture and seafood sectors industry, are representative of the range of marital statuses that are evident in NI. The Seafish survey of

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2024 did not cover marital status however the 2021 Census of Northern Ireland showed that around 46% of the population were married or in a civil partnership, and 38% were single.

Sexual Orientation evidence/information:

Those working in the sea fishing, aquaculture and seafood sectors industry, are representative of the range of sexual orientations that are evident in NI. The Seafish survey of 2024 did not cover sexual orientation evidence.

The 2021 census classified a person according to their response to the sexual orientation question on the census questionnaire.

The 2021 Census of Northern Ireland showed that around 90% of people aged 16 and over classified themselves as straight or heterosexual, and 2% of people aged 16 and over classified themselves as Gay, Lesbian, Bisexual or other sexual orientation.

Men & Women generally evidence/information:

The 2021 Census of Northern Ireland showed that 49% of the population was male and 51% female.

The Seafish survey of 2024 reported similar results to the Seafish survey of 2021 , where almost all of the jobs in the sample were filled by male workers. Out of 917 workers, females occupied only 0.8%. Specifically in Northern Ireland, there were no women registered to be working on vessels, opposed to 37 men.

The Seafish survey further reported that the largest proportion of female workers (86%) was split equally between being deckhands and working onboard as owners. This presents a shift since the Seafish survey of 2021, when women were more commonly found in onshore and supporting roles in addition to being deckhands.

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Disability evidence/information:

There is no data that can be gathered from the processing sector on this matter however the sector is required to facilitate disabled workers like any other companies.

The 2021 Census of Northern Ireland showed that around 11% of the population found their day to day activities to be limited a lot due to a disability and around 13% found their activities limited a little.

Dependants evidence/information:

Those working in the sea fishing, aquaculture and seafood sectors industry, are representative of the level of people with dependents that are evident in NI.

The 2021 Census of Northern Ireland showed that 31% of family households contained dependent children.

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

Religious belief

The FMPs set out a plan for developing fisheries management policy, it applies to all persons involved in the listed fisheries irrespective of their religious belief.

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Political Opinion

The FMPs set out a plan for developing fisheries management policy, they apply to all persons involved in the listed fisheries irrespective of their political opinion.

Racial Group

The FMPs set out a plan for developing fisheries management policy, they apply to all persons involved in the listed fisheries irrespective of their racial group.

Age

The FMPs set out a plan for developing fisheries management policy, they apply to all persons involved in the listed fisheries irrespective of their age.

Marital status

The FMPs set out a plan for developing fisheries management policy, they apply to all persons involved in the listed fisheries irrespective of their marital status.

Sexual orientation

The FMPs set out a plan for developing fisheries management policy, they apply to all persons involved in the listed fisheries irrespective of their sexual orientation.

Men and Women Generally

The FMPs set out a plan for developing fisheries management policy, they apply to all persons involved in the listed fisheries irrespective of their gender.

Disability

The FMPs set out a plan for developing fisheries management policy, they apply to all persons involved in the listed fisheries irrespective of the limit to their level of day to day activity due to disability.

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Dependants

The FMPs set out a plan for developing fisheries management policy, they apply to all persons involved in the listed fisheries irrespective of whether or not they have dependants.

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.

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

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- 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;

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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

1) The policy has no relevance to equality of opportunity or good relations.
2) 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*:

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The plans will set out policies and measures to secure long-term sustainability of Northern Ireland's key non-quota shellfish stocks in line with the criteria as set out in section 25 of the Fisheries Act 2020 and the Joint Fisheries Statement (JFS). The FMPs set out a plan for developing fisheries management policy, they apply to all persons involved in the listed fisheries regardless of their religious belief.

What is the level of impact? Minor ☐ Major ☐ None ☒
(select as appropriate)

Details of the likely policy impacts on *Political Opinion:*

The plans will set out policies and measures to secure long-term sustainability of Northern Ireland's key non-quota shellfish stocks in line with the criteria as set out in section 25 of the Fisheries Act 2020 and the Joint Fisheries Statement (JFS). The FMPs set out a plan for developing fisheries management policy, they apply to all persons involved in the listed fisheries regardless of their political opinion.

What is the level of impact? Minor ☐ Major ☐ None ☒
(select as appropriate)

Details of the likely policy impacts on *Racial Group*:

The plans will set out policies and measures to secure long-term sustainability of Northern Ireland's key non-quota shellfish stocks in line with the criteria as set out in section 25 of the Fisheries Act 2020 and the Joint Fisheries Statement (JFS). The FMPs set out a plan for developing fisheries management policy, they apply to all persons involved in the listed fisheries regardless of their race.

What is the level of impact? Minor ☐ Major ☐ None ☒
(select as appropriate)

Details of the likely policy impacts on *Age*:

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The plans will set out policies and measures to secure long-term sustainability of Northern Ireland's key non-quota shellfish stocks in line with the criteria as set out in section 25 of the Fisheries Act 2020 and the Joint Fisheries Statement (JFS). The FMPs set out a plan for developing fisheries management policy, they apply to all persons involved in the listed fisheries regardless of their age.

What is the level of impact? Minor ☐ Major ☐ None ☒
(select as appropriate)

Details of the likely policy impacts on *Marital Status*:

The plans will set out policies and measures to secure long-term sustainability of Northern Ireland's key non-quota shellfish stocks in line with the criteria as set out in section 25 of the Fisheries Act 2020 and the Joint Fisheries Statement (JFS). The FMPs set out a plan for developing fisheries management policy, they apply to all persons involved in the listed fisheries regardless of their marital status.

What is the level of impact? Minor ☐ Major ☐ None ☒
(select as appropriate)

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

The plans will set out policies and measures to secure long-term sustainability of Northern Ireland's key non-quota shellfish stocks in line with the criteria as set out in section 25 of the Fisheries Act 2020 and the Joint Fisheries Statement (JFS). The FMPs set out a plan for developing fisheries management policy, they apply to all persons involved in the listed fisheries regardless of their sexual orientation.

What is the level of impact Minor ☐ Major ☐ None ☒
(select as appropriate)

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Details of the likely policy impacts on *Men and Women*:

The plans will set out policies and measures to secure long-term sustainability of Northern Ireland's key non-quota shellfish stocks in line with the criteria as set out in section 25 of the Fisheries Act 2020 and the Joint Fisheries Statement (JFS).

The FMPs set out a plan for developing fisheries management policy, they apply to all persons involved in the listed fisheries regardless of their gender.

What is the level of impact? Minor ☐ Major ☐ None ☒
(select as appropriate)

Details of the likely policy impacts on *Disability*:

The plans will set out policies and measures to secure long-term sustainability of Northern Ireland's key non-quota shellfish stocks in line with the criteria as set out in section 25 of the Fisheries Act 2020 and the Joint Fisheries Statement (JFS).

The FMPs set out a plan for developing fisheries management policy, they apply to all persons involved in the listed fisheries regardless of the limit of their level of day to day activity.

What is the level of impact? Minor ☐ Major ☐ None ☒
(select as appropriate)

Details of the likely policy impacts on *Dependants*:

The plan will set out policies and measures to secure long-term sustainability of Northern Irelands key fish stocks in line with the criteria as set out in section 25 of the Fisheries Act 2020 and the Joint Fisheries Statement (JFS).

The plan will be available to any person/organisation regardless of whether or not they have dependants.

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What is the level of impact? ☐ Major ☐ None ☒
(select as appropriate)

2. **Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?**
☐ Yes ☒ No (select as appropriate)

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

Religious Belief **- If Yes, provide details:**

N/A

If No, provide reasons:

The policy relates solely to fisheries management and does not involve services, benefits, or restrictions based on religion.

Political Opinion **- If Yes, provide details:**

N/A

If No, provide reasons:

The policy is technical, sustainability related and environmental in nature, with no political dimension affecting participation or access.

Racial Group **- If Yes, provide details:**

N/A

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If No, provide reasons:

The policy applies equally to all fishers regardless of racial background; no differential impact identified.

Age **- If Yes, provide details:**

N/A

If No, provide reasons:

Participation in commercial fishing is governed by licensing and safety regulations, not age-based criteria beyond legal requirements.

Marital Status **- If Yes, provide details:**

N/A

If No, provide reasons

Marital status has no relevance to fisheries management or access to related activities.

Sexual Orientation **- If Yes, provide details:**

N/A

If No, provide reasons:

There is no direct link between sexual orientation and participation in fisheries management plans; the policy applies equally to all individuals regardless of orientation.

Men and Women generally **- If Yes, provide details:**

N/A

If No, provide reasons:

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The policy does not differentiate by sex; opportunities and obligations are the same for all participants.

Disability **- If Yes, provide details:**

N/A

If No, provide reasons:

The policy does not create or restrict opportunities based on disability; participation is determined by compliance with fisheries regulations, not personal characteristics.

Dependants **- If Yes, provide details:**

N/A

If No, provide reasons:

The policy does not impact individuals differently based on caring responsibilities; it applies uniformly to all participants.

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*:

The policy is to set out plans and policies to secure the long-term sustainability of Northern Ireland's key non-quota shellfish stocks. The plan will be available to any person regardless of their religious beliefs.

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What is the level of impact? Minor ☐ Major ☐ None ☒
(select as appropriate)

Details of the likely policy impacts on *Political Opinion*:

The policy is to set out plans and policies to secure the long-term sustainability of Northern Ireland's key non-quota shellfish stocks. The plan will be available to any person regardless of their political opinion.

What is the level of impact? Minor ☐ Major ☐ None ☒
(select as appropriate)

Details of the likely policy impacts on *Racial Group*:

The policy is to set out plans and policies to secure the long-term sustainability of Northern Ireland's key non-quota shellfish stocks. The plan will be available to any person regardless of their race.

What is the level of impact? Minor ☐ Major ☐ None ☒
(select 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:**

N/A

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If No, provide reasons:

No specific opportunities identified at screening stage. The measures in this FMP are technical fisheries management provisions applied uniformly to all fishers. They do not differentiate on the basis of religious belief, political opinion or racial group, and they operate within devolved fisheries responsibilities where participation is regulated by fishing activity and compliance, not personal characteristics.

***Political Opinion* - If Yes, provide details:**

N/A

If No, provide reasons:

No specific opportunities identified at screening stage. The measures in the FMP are technical, evidence-based fisheries controls and stakeholder processes open to all affected operators; they do not involve, reference, or impact individuals' political opinions. Participation or compliance does not depend on political views.

***Racial Group* - If Yes, provide details:**

N/A

If No, provide reasons:

No specific opportunities identified at screening stage. Access and obligations are determined by licensing/permissions and compliance with fisheries rules. The policy does not use race/ethnicity as a criterion, and no differential impact by racial group is anticipated.

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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? If so, please detail below.

(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.

The policy is to set out policies and measures to secure the long-term sustainability of Northern Ireland's key non-quota shellfish stocks. This policy will be available to any person regardless of their s75 group. There would be no impact on people with multiple identities as the industry as a whole receives benefits from it.

DAERA also has legislative obligations to meet under the **Disability Discrimination Order**. Questions 5 - 6 relate to these.

Consideration of Disability Duties

5. **Does this proposed policy or decision provide an opportunity for DAERA to better *promote positive attitudes* towards disabled people?**

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This policy does not provide an opportunity to promote positive attitudes towards disabled people. Companies employing people in the fish food supply chains will be bound by the Disability Discrimination Order.

6. Does this proposed policy or decision provide an opportunity to actively *increase the participation* by disabled people in public life?

The FMP will not directly increase participation by disabled persons in the NI fishing industry.

Part 3. Screening decision

"Screened out" with mitigation or an alternative policy proposed to be adopted.

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

The fisheries management plans are being formulated with the aim of supporting the marine, fisheries, aquaculture and seafood sectors by ensuring that plans and policies are in place to secure the long-term sustainability of Northern Ireland's key non-quota shellfish stocks. The broader objective of this plan, in sustaining the marine and fisheries, aquaculture and seafood sectors, contribute to protecting the employment of all groups and all abled and disabled persons working therein.

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 beneficiaries of the fisheries management plan may include individual fishers, fishing and seafood businesses and other organisations involved in marine and fishing activities. There will also be incidental benefits for coastal communities across Northern Ireland as well as encouraging environmental sustainability, therefore there is no requirement to mitigate this scheme nor introduce an alternative policy. This development approach offers the best solution for supporting this FMP.

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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: A Practical Guide to 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? ☐ **Yes** ☒ **No** (select as appropriate)

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

N/A

Timetabling and prioritising

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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	
Total score	

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? ☐ Yes ☒ No (select as appropriate)

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If yes, please provide details.

N/A

Part 4. Monitoring

Section 75 places a requirement on DAERA to have equality monitoring arrangements in place in order to assess the impact of policies and services etc; and to help identify barriers to fair participation and to better promote equality of opportunity. Please note the following excerpt from The Equality Commission for Northern Ireland in relation to monitoring:

A system must be established to monitor the impact of the policy in order to find out its effect on relevant groups. The results of ongoing monitoring must be reviewed on an annual basis. The public authority is required to publish the results of this monitoring. And they must be included in the public authorities´ annual review on progress to the Equality Commission. The Equality Scheme must specify how and where such monitoring information will be published. It is therefore essential that monitoring is carried out in a systematic manner and that the results are widely and openly published.

If the monitoring and analysis of results over a two year period show that the policy results in greater adverse impact than predicted, or if opportunities arise which would allow for greater equality of opportunity to be promoted, the public authority must ensure that the policy is revised to achieve better outcomes for the relevant equality groups.

Further advice on monitoring can be found at: ECNI Monitoring Guidance for Public Authorities

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Outline what data you will collect in the future in order to monitor the impact of this policy or decision on equality, good relations and disability duties.

Equality:

Before publication, FMPs go through public consultations to gather input from relevant stakeholders. During this engagement DAERA will collect anonymous equality monitoring data where appropriate, plus accessibility requests and equality-related feedback.

In addition FMPs are reviewed according to a structured schedule set out under the Fisheries Act 2020 and the Joint Fisheries Statement. Every 6 years, each FMP undergoes a comprehensive review to ensure it remains fit for purpose and aligned with sustainability goals. At this time DAERA will also collect anonymous equality monitoring data where appropriate, plus accessibility requests and equality-related feedback.

Good Relations:

Monitor consultation responses and complaints for issues linked to religious belief, political opinion or racial group, and track participation by geography/sector. Analyse through any consultation or review and act if risks or opportunities emerge. DAERA will monitor the impact of the process through its continuous, regular engagement with representatives across the sea fishing, aquaculture and seafood sectors.

Disability Duties:

Record reasonable adjustment requests, participation by disabled people (voluntary), and any policy changes prompted by disability feedback. Develop a suitable workplan to address any requirements if barriers persist.

Part 5. Consideration of Human Rights

7. **The Human Rights Act (HRA) 1998 brings the European Convention on Human Rights (ECHR) into UK law and it applies in N Ireland.**

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Indicate below by deleting Yes/No as appropriate, any potential *adverse impacts* that the policy or decision may have in relation to human rights issues.

See Annex A for brief synopsis on each of the Human Rights Articles & Protocols.

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

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Protection of property and enjoyment of possessions	**Protocol 1 Article 1**	No
Right to education	**Protocol 1 Article 2**	No
Right to free and secret elections	**Protocol 1 Article 3**	No

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

All listed rights reviewed; no potential adverse impacts identified as the policy is technical, applies equally to all fishers, and does not engage individual rights under the HRA/ECHR. No adverse impacts identified because the measures regulate fisheries activity only and do not affect personal freedoms, privacy, or other human rights.

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

Before publication, FMPs go through public consultations to gather input from relevant stakeholders. In addition FMPs are reviewed according to a structured schedule set out under the Fisheries Act 2020 and the Joint Fisheries Statement**.** Every 6 years, each FMP undergoes a comprehensive review to ensure it remains fit for purpose.

These public consultations and reviews promote transparency and participation by ensuring open consultation and equal access for all affected stakeholders, supporting rights to information and involvement in decision-making. They also apply uniformity, reinforcing non-discrimination and fairness principles.

Part 6 - Approval and authorisation

Before signing off this screening template please confirm that you have completed all the actions listed below.

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I can confirm that all the actions listed below have been completed -

- I have explained any technical issues in plain English (easily understood by a 12 year old)
- I have used the most relevant, current & up to date data available
- I have added evidence and explained my assessments in full
- I have provided a brief note to justify my decision to 'Screen In' or 'Screen Out'
- A copy of this screening template and the final decision has been sent to the Equality Unit for their consideration before it has been forwarded for sign-off

Screening assessment completed by (Staff Officer level or above) -

Name: Noel Martin **Grade: SO**

Branch: Sea Fisheries Policy **Date: 11/11/25**

Signature: please insert a scanned image of your signature.

Screening decision approved by (must be Grade 3/Deputy Secretary or above) -

Name: Julie Thompson **Grade: Grade 3**

Branch: EMFG **Date: 14/11/2025**

Signature: please insert a scanned image of your signature.

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

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

Please save the final signed version of the completed screening form in the CM container (AE2-19-11940) below as soon as possible after completion and forward the CM link to Equality Branch at equality@daera-ni.gov.uk. The screening form will be placed on the DAERA website and a link provided to the Department's Section 75 consultees.

For more information about equality screening, contact:

DAERA Equality Unit
Capacity, Capability, Equality & Diversity Branch
Jubilee House
111 Ballykelly Road
LIMAVADY
BT49 9HP

Email: equality@daera-ni.gov.uk
Tel: 028 7744 2027

Department of Agriculture, Environment and Rural Affairs
www.daera-ni.gov.uk
An Roinn Talmhaíochta, Comhshaoil agus Gnóthaí Tuaithe
Depairtment o' Fairmin, Environment an' Kintra Matthers

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Annex A

Synopsis of Human Rights Act Articles & Protocols

ARTICLE 2

Right to life

1. Everyone's right to life shall be protected by law. No one shall be deprived of his life intentionally save in the execution of a sentence of a court following his conviction of a crime for which this penalty is provided by law.
2. Deprivation of life shall not be regarded as inflicted in contravention of this Article when it results from the use of force which is no more than absolutely necessary:
    a. In defense of any person from unlawful violence;
    b. In order to effect a lawful arrest or to prevent the escape of a person lawfully detained;
    c. In action lawfully taken for the purpose of quelling a riot or insurrection.

ARTICLE 3

Prohibition of torture

No one shall be subjected to torture or to inhuman or degrading treatment or punishment.

ARTICLE 4

Prohibition of slavery and forced labour

1. No one shall be held in slavery or servitude.
2. No one shall be required to perform forced or compulsory labour.

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3. For the purpose of this Article the term “forced or compulsory labour” shall not include:
    a. Any work required to be done in the ordinary course of detention imposed according to the provisions of Article 5 of this Convention or during conditional release from such detention;
    b. Any service of a military character or, in case of conscientious objectors in countries where they are recognised, service exacted instead of compulsory military service;
    c. Any service exacted in case of an emergency or calamity threatening the life or well-being of the community;
    d. Any work or service which forms part of normal civic obligations.

ARTICLE 5

Right to liberty and security

1. Everyone has the right to liberty and security of person. No one shall be deprived of his liberty save in the following cases and in accordance with a procedure prescribed by law:
    a. The lawful detention of a person after conviction by a competent court;
    b. The lawful arrest or detention of a person for non-compliance with the lawful order of a court or in order to secure the fulfilment of any obligation prescribed by law;
    c. the lawful arrest or detention of a person effected for the purpose of bringing him before the competent legal authority on reasonable suspicion of having committed an offence or when it is reasonably considered necessary to prevent his committing an offence or fleeing after having done so;

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d. the detention of a minor by lawful order for the purpose of educational supervision or his lawful detention for the purpose of bringing him before the competent legal authority;
e. The lawful detention of persons for the prevention of the spreading of infectious diseases, of persons of unsound mind, alcoholics or drug addicts or vagrants;
f. The lawful arrest or detention of a person to prevent his effecting an unauthorised entry into the country or of a person against whom action is being taken with a view to deportation or extradition.

2. Everyone who is arrested shall be informed promptly, in a language which he understands, of the reasons for his arrest and of any charge against him.
3. Everyone arrested or detained in accordance with the provisions of paragraph 1(c) of this Article shall be brought promptly before a judge or other officer authorised by law to exercise judicial power and shall be entitled to trial within a reasonable time or to release pending trial. Release may be conditioned by guarantees to appear for trial.
4. Everyone who is deprived of his liberty by arrest or detention shall be entitled to take proceedings by which the lawfulness of his detention shall be decided speedily by a court and his release ordered if the detention is not lawful.
5. Everyone who has been the victim of arrest or detention in contravention of the provisions of this Article shall have an enforceable right to compensation.

ARTICLE 6

Right to a fair trial

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1. In the determination of his civil rights and obligations or of any criminal charge against him, everyone is entitled to a fair and public hearing within a reasonable time by an independent and impartial tribunal established by law. Judgment shall be pronounced publicly but the press and public may be excluded from all or part of the trial in the interest of morals, public order or national security in a democratic society, where the interests of juveniles or the protection of the private life of the parties so require, or to the extent strictly necessary in the opinion of the court in special circumstances where publicity would prejudice the interests of justice.
2. Everyone charged with a criminal offence shall be presumed innocent until proved guilty according to law.
3. Everyone charged with a criminal offence has the following minimum rights:
    a. To be informed promptly, in a language which he understands and in detail, of the nature and cause of the accusation against him;
    b. To have adequate time and facilities for the preparation of his defense;
    c. To defend himself in person or through legal assistance of his own choosing or, if he has not sufficient means to pay for legal assistance, to be given it free when the interests of justice so require;
    d. To examine or have examined witnesses against him and to obtain the attendance and examination of witnesses on his behalf under the same conditions as witnesses against him;
    e. To have the free assistance of an interpreter if he cannot understand or speak the language used in court.

ARTICLE 7

No punishment without law

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1. No one shall be held guilty of any criminal offence on account of any act or omission which did not constitute a criminal offence under national or international law at the time when it was committed. Nor shall a heavier penalty be imposed than the one that was applicable at the time the criminal offence was committed.
2. This Article shall not prejudice the trial and punishment of any person for any act or omission which, at the time when it was committed, was criminal according to the general principles of law recognised by civilised nations.

ARTICLE 8

Right to respect for private and family life

1. Everyone has the right to respect for his private and family life, his home and his correspondence.
2. There shall be no interference by a public authority with the exercise of this right except such as is in accordance with the law and is necessary in a democratic society in the interests of national security, public safety or the economic well-being of the country, for the prevention of disorder or crime, for the protection of health or morals, or for the protection of the rights and freedoms of others.

ARTICLE 9

Freedom of thought, conscience and religion

1. Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief and freedom, either alone or in community with others and in public or private, to

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manifest his religion or belief, in worship, teaching, practice and observance.

2. Freedom to manifest one's religion or beliefs shall be subject only to such limitations as are prescribed by law and are necessary in a democratic society in the interests of public safety, for the protection of public order, health or morals, or for the protection of the rights and freedoms of others.

ARTICLE 10

Freedom of expression

1. Everyone has the right to freedom of expression. This right shall include freedom to hold opinions and to receive and impart information and ideas without interference by public authority and regardless of frontiers. This Article shall not prevent States from requiring the licensing of broadcasting, television or cinema enterprises.
2. The exercise of these freedoms, since it carries with it duties and responsibilities, may be subject to such formalities, conditions, restrictions or penalties as are prescribed by law and are necessary in a democratic society, in the interests of national security, territorial integrity or public safety, for the prevention of disorder or crime, for the protection of health or morals, for the protection of the reputation or rights of others, for preventing the disclosure of information received in confidence, or for maintaining the authority and impartiality of the judiciary.

ARTICLE 11

Freedom of assembly and association

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1. Everyone has the right to freedom of peaceful assembly and to freedom of association with others, including the right to form and to join trade unions for the protection of his interests.
2. No restrictions shall be placed on the exercise of these rights other than such as are prescribed by law and are necessary in a democratic society in the interests of national security or public safety, for the prevention of disorder or crime, for the protection of health or morals or for the protection of the rights and freedoms of others. This Article shall not prevent the imposition of lawful restrictions on the exercise of these rights by members of the armed forces, of the police or of the administration of the State.

ARTICLE 12

Right to marry

Men and women of marriageable age have the right to marry and to found a family, according to the national laws governing the exercise of this right.

ARTICLE 14

Prohibition of discrimination

The enjoyment of the rights and freedoms set forth in this Convention shall be secured without discrimination on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status.

Protocol 1

ARTICLE 1

Protection of property

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Every natural or legal person is entitled to the peaceful enjoyment of his possessions. No one shall be deprived of his possessions except in the public interest and subject to the conditions provided for by law and by the general principles of international law.

The preceding provisions shall not, however, in any way impair the right of a State to enforce such laws as it deems necessary to control the use of property in accordance with the general interest or to secure the payment of taxes or other contributions or penalties.

Protocol 1

ARTICLE 2

Right to education

No person shall be denied the right to education. In the exercise of any functions which it assumes in relation to education and to teaching, the State shall respect the right of parents to ensure such education and teaching in conformity with their own religious and philosophical convictions.

Protocol 1

ARTICLE 3

Right to free elections

The High Contracting Parties undertake to hold free elections at reasonable intervals by secret ballot, under conditions which will ensure the free expression of the opinion of the people in the choice of the legislature.

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For further information:

Equality Unit,
Equality & Diversity Branch
Department of Agriculture, Environment and Rural Affairs (DAERA)
Jubilee House
111 Ballykelly Road
Ballykelly
Limavady
BT49 9HP

Tel: 028 7744 2027
Email: equality@daera-ni.gov.uk