

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.

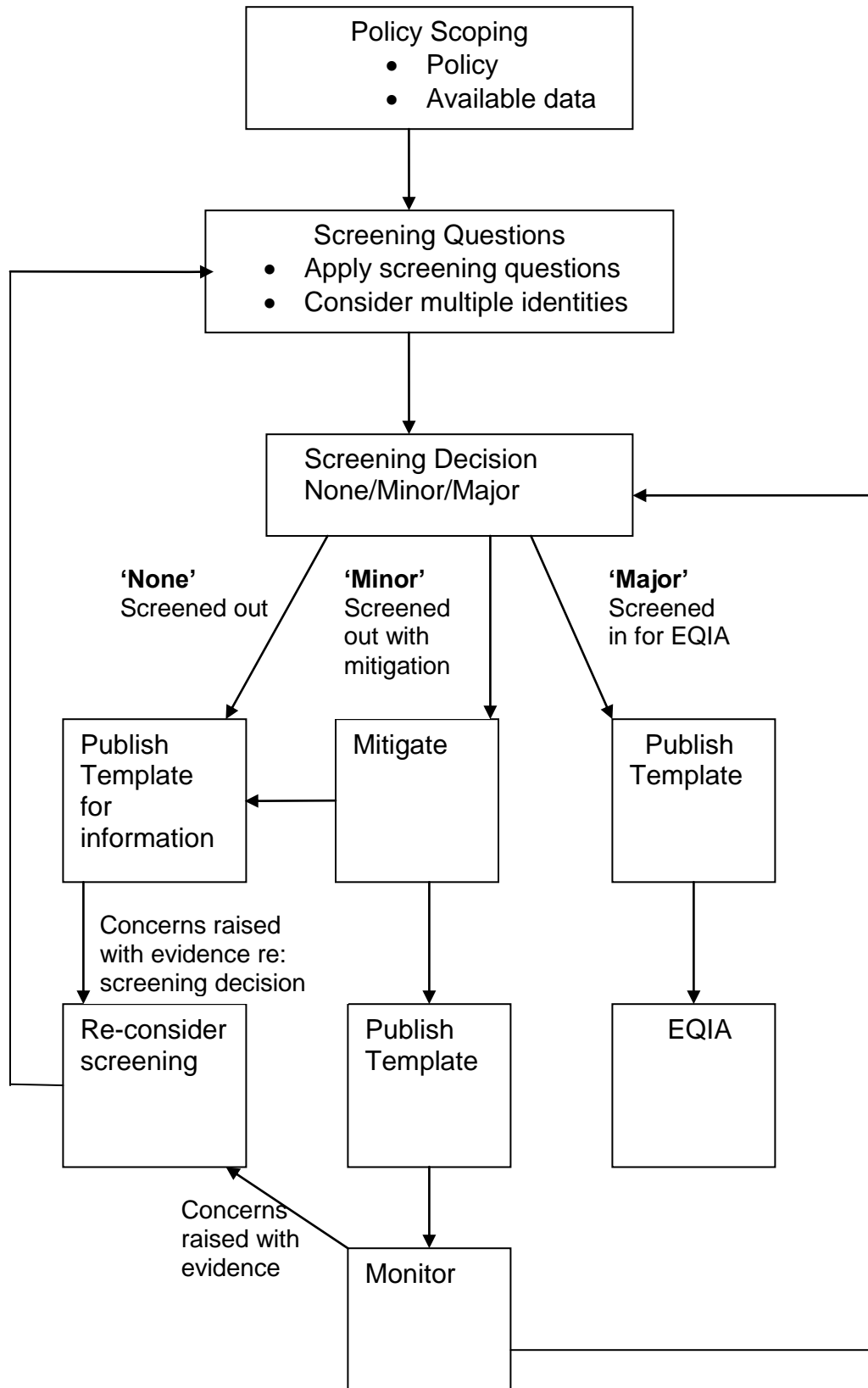
Part 2. Screening questions – asks about the extent of the likely impact of the policy on groups of people within each of the Section 75 categories. Details of the groups consulted and the level of assessment of the likely impact. This includes consideration of multiple identity and good relations issues.

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

Arts Council of Northern Ireland Youth Arts Strategy 2012 – 2016

Is this an existing, revised or a new policy?

Revised policy

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

This strategy has been developed by the Arts Council of Northern Ireland (ACNI) to provide a strategic direction and vision for the youth arts sector for the period 2012 - 2016. The aims of the strategy include improving access to the arts for the most disadvantaged and hard to reach young people; promoting the value of youth arts and the role that it can play in the educational development of children and young people; improving youth arts practice for artists and arts organisations by increasing employment opportunities, improving the quality of engagement and meeting demand for facilitation; building a digital future within youth arts that can help facilitate the ways in which individuals choose to consume, share and create artistic content; support young artists by developing pathways that can provide them with opportunities through which to learn, develop and enhance their creative and artistic talents; and to promote a culture of learning and sharing amongst clients providing a stronger and more visible evidence base of the outcomes and impacts that youth arts have at an individual and community level.

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

If so, explain how.

The Section 75 Category expected to benefit most from this policy will be age seeing as the policy undergoing screening is specifically targeted at children and young people i.e. those aged 0 to 25 years old.

Who initiated or wrote the policy?

The policy was written by the Arts Council's Strategic Development Department in response to a mandate issued by the Board of the Arts Council in response to delivering its 5 year plan, Creative Connections, and its commitment under Theme Three to grow audiences and increase participation in the arts.

Who owns and who implements the policy?

The policy belongs to the Arts Council of Northern Ireland and will be implemented jointly between Strategic Development and Arts Development.

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 _____

Main stakeholders affected

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

- staff
- service users
- other public sector organisations
- voluntary/community/trade unions
- other, please specify _____

Other policies with a bearing on this policy

- what are they?

OFMDFM Our Children and Young People – Our Pledge – A ten year Strategy for Children and Young People in Northern Ireland 2006-2016

OFMDFM Programme for Government 2008-2011

DCAL Learning Strategy

DEL Success Through Skills – Transforming Futures

DE Revised Northern Ireland Curriculum

DE Early Years Strategy 2010-2015

OFMDFM Play and Leisure Policy

OFMDFM Improving Children's Life Chances – The Child Poverty Strategy –
March 2011

- who owns them?

Outlined above

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.

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

Section 75 category	Details of evidence/information
Religious belief	There was no evidence of higher or lower participation or attendance in the arts of children and young people of different religious belief
Political opinion	There was no evidence of higher or lower participation or attendance in the arts of children and young people of different political opinion
Racial group	Research by Audiences NI on ethnic minority engagement in the arts in Northern Ireland has shown that there is a perceived lack of information made available to young ethnic minority groups about what is on. The research also revealed that although children and young people from minority ethnic groups are exposed to the arts during school they have little desire to continue this post secondary school. The research also showed that young ethnic minority groups identified an age group issue with some artforms for example, art galleries attracting few young people. (Audiences NI: <i>Barriers to Access to the Arts and to Intercultural Arts Engagement as experienced by the Chinese and Indian Communities in Northern Ireland,2007</i>)
Age	<p>ACNI Regularly Funded Organisations survey returns for 2009 show that children and young people comprise the largest group of participants in the arts across all age bands (62% of all participants). Broken down, the largest proportion of activity involved children in the age range of 0 to 11 (28%), followed by young people aged between 17 and 24 (18%).</p> <p>Participation rates amongst children and young people tend to be high compared to the general population, although slightly lower than attendance rates. Based on figures from the YPBAS in</p>

	2010, 84% of young people aged between (11 and 16 years) participated in the arts.
Marital status	There was no evidence of higher or lower participation or attendance in the arts amongst young people with regard to this Section 75 category.
Sexual orientation	There was no evidence of higher or lower participation or attendance in the arts of children and young people of different sexual orientation
Men and women generally	Survey evidence shows that attendance of young females at arts events is marginally higher than their male counterparts (94% compared to 86%, GPS 2009). This is further supported by evidence from the YPBAS 2010 which showed that girls are more likely to attend or participate in the arts than boys, the difference being greatest in relation to participation, with 93% of girls sampled participating, compared to 73% of boys.
Disability	<p>Research by Mencap produced in partnership with Arts Council England found that it is much harder for young people with a learning disability to access the arts than their peers. (Mencap 2009, Youth Arts Consultation - Young People with a Learning Disability).</p> <p>In developing this strategy, our own consultation with children and young people with a learning and/or physical disability indicated some common barriers to attending and/or participating in the arts including cost, transport problems and that there is a lack of suitable arts provision for children and young people with a disability.</p>
Dependants	Despite not having found any concrete evidence to suggest a differential between attendance and/ or participation in the arts of young people with dependants and those without, we would make a pragmatic judgement that young people with dependants would be less likely to access and/or participate in the arts compared to those without dependants. Reasons leading us to believe this include financial barriers, lack of time given other responsibilities and insufficient support in place to help facilitate their engagement.

Needs, experiences and priorities

Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Specify details for each of the Section 75 categories

Section 75 category	Details of needs/experiences/priorities
Religious belief	No specific needs/ experiences/ priorities identified
Political opinion	No specific needs/ experiences/ priorities identified
Racial group	Evidence shows that there is a need to produce and distribute more information on what's on in the arts to young ethnic minority groups in formats which are accessible e.g. information available in different languages; distributed in communities in which ethnic minority groups are living. This strategy will be working in a complimentary manner with the Arts Council's Intercultural Arts Strategy 2011-2016.
Age	Consultation with the sector evidenced that children and young people have different needs and benefit from their engagement in the arts in different ways dependent on their age. Hence the policy seeks to address these age specific issues by identifying and delivering arts activity and professional training across 4 specific age bands defined as Early Years (0-4); Primary age (5-11); Young People (12-15); and Young adults (16+)
Marital status	Insufficient evidence to identify specific needs/ experiences/ priorities for this Section 75 category
Sexual orientation	No specific needs/ experiences/ priorities identified
Men and women	No specific needs/ experiences/ priorities identified

generally	
Disability	Evidence shows that children and young people with a disability require support when attending and/or participating in the arts. This can include better access to venues, suitable transport and ensuring access to professional artists that have the skills to work with children and young people with a disability. Therefore this policy must ensure equal access for all children and young people to attend and participate in the arts as well as supporting professional development opportunities for arts practitioners.
Dependants	There was lack of available evidence to identify needs, priorities and experiences for this particular Section 75 category however the Arts Council believes that young people with dependants would require appropriate support structures to be in place to help facilitate their engagement with the arts. We would welcome an EQIA to better assess this.

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? minor/major/none		
Section 75 category	Details of policy impact	Level of impact? minor/major/none
Religious belief	N/A	None
Political opinion	N/A	None
Racial group	In response to the needs/ experiences and priorities identified earlier, this policy will aim to provide opportunities to access the arts for the most disadvantaged and hard to reach young people in society, including those from minority ethnic backgrounds. This will be achieved through targeted arts based initiatives as well as improved information on what's on. This will support what is already being delivered through ACNI's recently completed Intercultural Arts Strategy.	Minor
Age	The policy will have a positive impact on this Section 75 category given that the policy is specifically targeted at children and young people. It will increase opportunities for all children and young people aged between 0-25 to access and participate in the arts.	Major
Marital status	N/A	None

Sexual orientation	N/A	None
Men and women generally	N/A	None
Disability	In response to the needs/ experiences and priorities identified earlier, this policy will aim to ensure that appropriate support mechanisms are in place to support access to the arts for children and young people with a disability. The Arts Council's commitment in the strategy to implement developmental and skills based training opportunities for professional artists will help to ensure that artists have the required skills to work with and communicate with children and young people with a disability.	Minor
Dependants	By looking to develop bespoke training programmes that can help clients build capacity in the use of digital platforms and social media as a means of engaging with children and young people, this should act as a means through which to provide easier access to the arts for young people with dependants. We would however welcome an EQIA to better assess this.	Minor

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		There is no evidence to suggest any significant differential in attendance and/ or participation in the arts of

		young people of different religious belief.
Political opinion		There is no evidence to suggest any significant differential in attendance and/or participation in the arts of young people of different political opinion.
Racial group	Given the needs/ experiences/ priorities identified earlier, there are opportunities to better promote equality of opportunity for this Section 75 category. This can be supported through the implementation of ACNI's recently completed Intercultural Arts Strategy 2011-2016	
Age	To better promote equality of opportunity, this strategy sets out the importance of working in partnership with other Government departments such as DE and DEL in helping deliver policy and specific programmes targeted at children and young people.	
Marital status		There is insufficient evidence to suggest whether there are opportunities to better promote equality of opportunity amongst young people of different marital status.
Sexual orientation		There is no evidence to suggest any significant differential in attendance and/or participation in the arts of young people of different sexual orientation.

Men and women generally	Referring back to the earlier evidence section of this document, it appears that there could be opportunities to better promote equality of opportunity with regard to participation and attendance in the arts by young males.	
Disability	Based on the evidence outlined in the earlier section, there is opportunity to better promote equality of opportunity for this Section 75 category by ensuring that appropriate and effective access and support mechanisms are in place for persons with a learning, physical and/or sensory disability. The strategy also outlines working in partnership with relevant stakeholders including the Public Health Agency.	
Dependants	Based on our earlier comments, we believe that there is a need for specific support and access structures to be put in place however would welcome an EQIA to explore this further.	

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	<p>There are a number of Youth Arts clients currently delivering arts based initiatives/ projects on a cross community basis, a number of which are in deprived communities. The Arts Council, through this strategy, will continue to encourage this which in turn will have a positive impact on good relations between people of different religious belief.</p> <p>The Arts Council's Intercultural Arts Strategy 2011-2016 will also help promote good relations within this Section 75 category.</p>	Minor
Political opinion	<p>There are a number of Youth Arts clients currently delivering arts based initiatives/ projects on a cross community basis, a number of which are in deprived communities. The Arts Council, through this strategy, will continue to encourage this which in turn will have a positive impact on good relations between people of different political opinion.</p>	Minor
Racial group	<p>The Arts Council's Intercultural Arts Strategy 2011-2016 has been specifically developed to help promote good relations amongst persons of different racial group, including children and young people.</p>	None

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	The Arts Council will continue to support the delivery of cross community arts based programmes/ initiatives to help better promote good relations between persons of different religious belief.	
Political opinion	The Arts Council will continue to support the delivery of cross community arts based programmes/ initiatives to help better promote good relations between persons of different political opinion.	
Racial group	It is hoped that the Arts Council's Intercultural Arts Strategy 2011-2016 will help to promote good relations of people of different racial group. The strategy is targeted at all ages.	None

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).

Young people with a disability
Ethnic minority young people
Young people with dependants

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

Young people with a disability

Our consultation with children and young people with a learning and/or physical disability indicated some common barriers to attending and/or participating in the arts including cost, transport problems and that there is a lack of suitable arts provision for children and young people with a disability. This strategy seeks to address the barriers identified including improved access and building capacity amongst professional artists working with young people with a disability.

Ethnic minority young people

Research by Audiences NI on ethnic minority engagement in the arts in Northern Ireland has shown that there is a perceived lack of information made available to young ethnic minority groups about what is on. The research also revealed that although children and young people from minority ethnic groups are exposed to the arts during school they have little desire to continue this post secondary school. This strategy working together with the Intercultural Arts Strategy will seek to improve opportunities to access and participate in the arts for young people from ethnic minority backgrounds.

Young people with dependants

Despite not having found any concrete evidence to suggest a differential between attendance and/ or participation in the arts of young people with dependants and those without, we would make a pragmatic judgement that young people with dependants would be less likely to access and/or participate in the arts compared to those without dependants. Reasons leading us to believe this include financial barriers, lack of time given other responsibilities and insufficient support in place to help facilitate their engagement. We hope to garner information on young people with dependants during the EQIA stage with a view to reflecting their needs both within the strategy and action plan.

Part 3. Screening decision

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

N/A

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

N/A

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

The decision has been made to subject the policy to an equality impact assessment (EQIA) given that it specifically targets the Section 75 Age category, given that the policy is targeted at children and young people aged 0 to 25 years.

In addition to this, for some Section 75 categories, potential equality impacts are unknown or there is a lack of evidence upon which to make an assessment. Hence subjecting the policy to EQIA would help better assess them.

The policy is also significant in terms of its strategic importance, both for the Arts Council and in light of the wider policy environment given the policies and strategies that are being implemented by other government departments (outlined earlier in this document).

Subjecting the policy to a full EQIA will also help provide a better assessment around the potential impacts of the policy on people with multiple identities.

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

Mitigation

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

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

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

N/A

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	3
Social need	3
Effect on people's daily lives	3
Relevance to a public authority's functions	3

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?

N/A

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).

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

Part 5 - Approval and authorisation

Screened by:	Position/Job Title	Date
Karen Barklie/ Rebecca Davis	Research and Policy Officer/ Policy Development Officer	9 th January 2012
Approved by:		
Nick Livingston	Director of Strategic Development	9 th January 2012

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.