Equality Screening Template for Risk Management Policy

Date: June 2023

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LNI Screening Template

Part 1. Policy Scoping

Information about the policy

Name of the policy Risk Management Policy 5.0 2023 (review)
Is this an existing, revised or a new policy? Revised
What is it trying to achieve? (intended aims/outcomes) This policy and associated guidance provide a framework to; ensure all staff are aware of the relevance of risk to the achievement of their objectives and that risk management within Libraries NI is embedded in the normal working routines and activities of the organisation. It is intended to encourage leadership from the top, facilitate training to support staff in risk management and engender an integrated approach to the management of risk at strategic, programme and operational levels so that the levels of activity support each other.
Are there any Section 75 categories which might be expected to benefit from the intended policy? **If so, explain how.** The policy offers the same benefits to all persons irrespective of their status in relation to section 75 categories.
Who initiated or wrote the policy? The policy was initiated to support the Corporate Governance and Accountability structures within Libraries NI
Who owns and who implements the policy? The policy is owned and implemented by the Director of Business Support

Implementation Factors

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

No factors identified.

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 – Board Members, Departments etc**

Other policies with a bearing on this policy

- Code of Conduct for Board Members
- Code of Conduct for Staff
- Anti-Bribery Policy
- Anti-Fraud Policy
- Gifts and Hospitality Policy
- Whistleblowing Policy

Available evidence

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

Section 75 category	Details of evidence/information
Religious belief	As the policy applies to and impacts on all section 75 categories in a fair and consistent manner no qualitative and quantitative evidence has been gathered to inform this policy
Political opinion	As above
Racial group	As above
Age	As above
Marital status	As above
Sexual orientation	As above
Men women generally	As above
Disability	As above
Dependants	As above

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 for each of the section 75 categories.

Section 75 category	Details of needs/experiences/priorities
Religious belief	The policy applies fairly and consistently to all members of staff and persons impacted by this policy irrespective of religious belief
Political opinion	The policy applies fairly and consistently to all members of staff and/or persons impacted by this policy irrespective of political opinion
Racial group	Where necessary the policy may require to be translated into alternative languages.
Age	The policy applies fairly and consistently to all members of staff and persons impacted by this policy irrespective of irrespective of age
Marital status	The policy applies fairly and consistently to all members of staff and persons impacted by this policy irrespective of marital status
Sexual orientation	The policy applies fairly and consistently to all members of staff and persons impacted by this policy irrespective of sexual orientation
Men women generally	The policy applies fairly and consistently to all members of staff and persons impacted by this policy irrespective of gender
Disability	Need to consider use of different formats when communicating the policy in order to allow a full understanding of the policy to be gained
Dependants	The policy applies fairly and consistently to all members of staff and persons impacted by this policy irrespective of dependants

Part 2. Screening questions

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1 What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories?		
Section 75 category	**Details of policy impact**	**Level of impact? Minor/major/none**
Religious belief		None
Political opinion		None
Racial group	Provided consideration is given to those whose first language is not English	None
Age		None
Marital status		None
Sexual orientation		None
Men women generally		None
Disability	Provided consideration is given to the availability of different formats when communicating the policy in order to allow a full understanding of the policy to be gained	None
Dependants		None

2 Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?

Section 75 category	If yes, provide details	If no, provide reasons
Religious belief		The policy does not impact on the equality of opportunity for this category
Political opinion		The policy does not impact on the equality of opportunity for this category
Racial group	By addressing language needs and translation of any relevant material	
Age		The policy does not impact on the equality of opportunity for this category
Marital status		The policy does not impact on the equality of opportunity for this category
Sexual orientation		The policy does not impact on the equality of opportunity for this category
Men women generally		The policy does not impact on the equality of opportunity for this category
Disability	By making policy available in accessible formats	
Dependants		The policy does not impact on the equality of opportunity for this category

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	None	None
Political opinion	None	None
Racial group	None	None

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

Section 75 category	If yes, provide details	If no, provide reasons
Religious belief		The scope of the policy does not offer the opportunity to promote good relations.
Political opinion		As Above
Racial group		As Above

Additional considerations

Multiple identity

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

As the policy applies fairly and consistently to all persons impacted by the policy irrespective of their membership of a particular section 75 category the issues of multiple identity is already covered in the previous responses.

Part 3. Screening decision

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

> The policy does not have any adverse impact on any of the Section 75 categories - provided proper consideration is given to those who may have particular needs in terms of accessing the policy information e.g. persons who do not speak English as a first language, those with sight difficulties etc.

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

> The policy derived from and addresses a range of corporate governance and legislative responsibilities and as such cannot be mitigated or replaced by an alternative

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

>

Mitigation

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.

> The policy derived from and addresses a range of corporate governance and legislative responsibilities and as such cannot be mitigated or replaced by an alternative

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	N/A
Social need	N/A
Effect on people's daily lives	N/A
Relevance to a public authority's functions	N/A

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 in timetabling. Details of the 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

If yes, please provide details:

The policy is derived from Department of Finance best practice guidance DAO (DFP) 10/12: Revision or amendment of this founding guidance may require the policy to be amended accordingly.

Part 4. Monitoring

The policy will be monitored by internal reporting and three yearly review.

Part 5. Approval and authorisation

Screening Reviewed by :	Position/Job Title:	Date:
Jacqueline McKinstry	Head of HR	19 June 2023
Approved by:		
D Mishelly	Director of Business Support	19.06.2023

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 website as soon as possible following completion and made available on request.