

DoF Screening template

Screening is the first of two methods by which the necessary level of “regard” is demonstrated as being paid to the statutory equality goal, as set out in Section 75 of the Northern Ireland Act 1998. The DoF Equality Scheme commits us to screening our policies. This includes our strategies and plans, policies, legislative developments; and new ways of working such as – the introduction, change or end of an existing service, procedure, policy etc.

This screening template is designed to help business areas consider the likely equality and human rights impacts of their proposed decisions on different groups of customers, service users, staff and visitors.

Detailed information about the Section 75 equality duties and what they mean in practice is available on the Equality Commission’s website: <https://equalityni.org/workplace/workplace-guidance/guidance-library/section-75-guide-for-public-authorities>

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 accessible on the DoF website as soon as possible following completion and made available in alternative formats on request.

All Section 75 consultees should be advised of the screening exercise once the final policy decision has been taken.

The screening template has 4 sections to complete. These are:

Section A - details about the policy / decision that is being screened.

Section B - 4 key questions that require you to outline the likely impacts on equality groups, and all supporting evidence.

Section C - 4 key questions in relation to obligations under the Disability Discrimination Order and the Human Rights Act.

Section D - the formal record of the screening decision.

SECTION A

Information about the policy

This 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 on a step-by-step basis.

Remember that the Section 75 statutory duties apply to internal policies (relating to people who work for us) as well as external policies (relating to those who are, or could be, served by us).

Is this a new or revised policy?

Revised

a) Name of the policy

The Public Service Pensions (Valuations and Employer Cost Cap) (Amendment) Directions (Northern Ireland) 2026

b) Brief Description of the policy

DoF has responsibility to deliver Directions on valuations and cost control to the NI Departments with responsibility for the devolved public service pension schemes. The Directions are made under the Public Service Pensions Act (Northern Ireland) 2014. The general policy for Directions was scrutinised and approved by the NI Assembly in the passing of that Act, which included policy screening. The Directions are designed to manage future costs risks for employers and the taxpayer; provide a consistent and common approach on scheme valuation and cost control across schemes and maintain the sustainability of NI public service pension schemes. They set out centrally determined fiscal and demographic assumptions which departments must use when measuring current scheme liabilities and projecting future scheme costs in quadrennial valuations. The Directions and amendment Directions to which this screening relates, reflect central HM Treasury policy for valuations and cost control, as set out in comparable Directions it makes for the equivalent public service schemes in GB.

c) Aims of the policy/ Rationale behind the changes

One of the key principles for the 2014 Directions was to ensure that they were kept under review and updated in line with changes and developments in policy and relevant assumptions.

The Public Service Pensions (Valuations & Employer Cost Cap) Directions (Northern Ireland) 2023 consolidated the original Directions made in 2014 as well as the subsequent amendments made since in 2015, 2018, 2019 and 2021. The Public Service Pensions (Valuations & Employer Cost Cap) (Amendment) Directions (Northern Ireland) 2026 will make amendments to the 2023 Directions which include the updating of the SCAPE discount rate as [announced](#) by HM Treasury on 19 May 2026, economic assumptions for CPI, CARE revaluation and earnings growth and modifications to the application of the Directions for local government workers.

d) Who will the policy affect?

The amending Directions will be used by NI Departments with responsibility for public service pension schemes when completing 'as at' 2024 scheme valuations.

e) Is this a NICS wide policy?

The policy affects five of the NICS Departments who have responsibility for the devolved public service pension schemes. Civil Servants – the Department of Finance; Members of the Police Service – the Department of Justice; Local Government Workers – the Department for Communities; Teachers – the Department for Education; Health Service workers and Fire & Rescue workers – the Department of Health.

f) Who will implement the policy?

Once made by the Department of Finance the amended Directions will be used by each scheme responsible Departments in conjunction with their scheme actuaries to complete the actuarial valuation of their scheme.

g) Will this policy or revision address an existing inequality? Yes/No
If yes, please give details.

No – The Directions and Amendment Directions “the Directions” relate exclusively to the management of scheme valuation and cost cap processes in line with the established requirements set out in the Public Service Pensions Act (Northern Ireland) 2014. These will not address an existing inequality.

h) Will this policy or revision benefit any Section 75 categories? Yes/No
If yes, please give details.

No – The Directions relate exclusively to the management of scheme valuation and cost cap processes in line with the established requirements set out in the Public Service Pensions Act (Northern Ireland) 2014. These will not benefit any Section 75 categories.

i) Will this policy or revision have an adverse differential impact upon any of the Section 75 groupings? Yes/No. If yes, please give details.

No - The Directions relate exclusively to the management of scheme valuation and cost cap processes in line with the established requirements set out in the Public Service Pensions Act (Northern Ireland) 2014. These will not have an adverse differential impact upon any of the Section 75 groupings.

Section B

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? Set out all evidence below along with details of the different Section 75 groups you have met and / or consulted with to help inform your screening assessment. Please also provide details of priorities and needs identified for each Section 75 group.

- **Religious belief**

All

[Equality Commission for Northern Ireland 'Fair Employment Monitoring Report No.34' - Annual Summary of Monitoring Returns 23](#)

Civil Servants

[Equality Statistics for the Northern Ireland Civil Service 2026](#)

[Background Quality Report for Equality Statistics in the Northern Ireland Civil Service \(nisra.gov.uk\)](#)

Members of Police Service

[Police Service \(NI\) Workforce Composition Statistics](#)

Northern Ireland Fire & Rescue Workers

The NIFRS monitors all equality groups identified in Section 75 of the NI Act 1998 including religious belief. Information on all Section 75 groups is collected from applicants for NIFRS vacancies. Link to [Equality Scheme for NIFRS \(2024-2028\)](#) and [NIFRS Equality Action Plan and Disability Action Plan 2026 to 2030](#)

- **Political opinion**

Civil Servants

[Equality Statistics for the Northern Ireland Civil Service 2026](#) (NICS does not collate this evidence).

[Background Quality Report for Equality Statistics in the Northern Ireland Civil Service \(nisra.gov.uk\)](#) (The report attached confirms NICS does not collate this evidence).

Health Service Workers

Data on political opinion of employees is not readily available for the total Health and Social Care Workforce or recorded by all Health and Social Care employing authorities. There is no evidence that the proposals raise any specific equality issues for members in relation to political opinion.

Teachers

This information is not available as Article 71 of the Fair Employment and Treatment (NI) Order 1998 makes schools exempt from the requirement to monitor the political opinion of their teaching staff. However, there is no evidence that the proposals raise any specific equality issues for members in relation to political opinion.

Northern Ireland Fire & Rescue Workers

The NIFRS monitors all equality groups identified in Section 75 of the NI Act 1998 including political opinion. Information on all Section 75 groups is collected from applicants for NIFRS vacancies. Link to [Equality Scheme for NIFRS \(2024-2028\)](#) and [NIFRS Equality Action Plan and Disability Action Plan 2026 to 2030](#)

Members of Police Force

There is currently no statistical analysis available for this category in respect of members of the PSNI. Link to [Police Service \(NI\) Workforce Composition Statistics](#)

- **Racial group**

Civil Servants

[Equality Statistics for the Northern Ireland Civil Service 2026](#)

[Background Quality Report for Equality Statistics in the Northern Ireland Civil Service \(nisra.gov.uk\)](#)

Northern Ireland Fire & Rescue Workers

The NIFRS monitors all equality groups identified in Section 75 of the NI Act 1998 including racial group. Information on all Section 75 groups is collected from applicants

for NIFRS vacancies. Link to [Equality Scheme for NIFRS \(2024-2028\)](#) and [NIFRS Equality Action Plan and Disability Action Plan 2026 to 2030](#)

Teachers

This information is not usually collated and we have not been able to identify any single source of information on the workforce in relation to this measure. However, there is no indication that this policy will disproportionately impact on the basis of racial group.

Members of Police

[Police Service \(NI\) Workforce Composition Statistics](#)

Health Service Workers

Data on racial grouping of employees is not readily available for the total Health and Social Care workforce or recorded by all employing authorities. There is no evidence that the proposals raise any specific equality issues for members in relation to racial grouping.

- **Age**

Civil Servants

[Equality Statistics for the Northern Ireland Civil Service 2026](#)

[Background Quality Report for Equality Statistics in the Northern Ireland Civil Service \(nisra.gov.uk\)](#)

Teachers

[Northern Ireland Teacher workforce statistics bulletin 2024/25](#)

[Northern Ireland Teacher statistical infographic 2024/25](#)

Members of Police Force

There is currently no statistical analysis available for this category in respect of members of the PSNI. Link to [Police Service \(NI\) Workforce Composition Statistics](#)

Northern Ireland Fire & Rescue Workers

The NIFRS monitors all equality groups identified in Section 75 of the NI Act 1998 including age. Information on all Section 75 groups is collected from applicants for NIFRS vacancies. Link to [Equality Scheme for NIFRS \(2024-2028\)](#) and [NIFRS Equality Action Plan and Disability Action Plan 2026 to 2030](#)

Health Service Workers

Age profiling statistics extracted from the Business Services Organisation (BSO) Health and Social Care Payroll System.

- **Marital status**

Civil Servants

The NICS currently monitors community background, age, disability, ethnic origin and gender but has recently extended that monitoring to cover the remaining equality groups identified in Section 75 of the NI Act 1998 including marital status. At present, information on all the Section 75 groups is collected from applicants for NICS vacancies and work is continuing on the design of the database that will be used to collect and hold Section 75 data on NICS employees. However, there is no indication that this policy will impact disproportionately on the basis of marital status.

[Equality Statistics for the Northern Ireland Civil Service 2026](#)

[Background Quality Report for Equality Statistics in the Northern Ireland Civil Service \(nisra.gov.uk\)](#)

Teachers

This information is not usually collated, and we have not been able to identify any single source of information on the workforce in relation to this measure. However, there is no indication that this policy will disproportionately impact on the basis of marital status.

Members of Police Force

There is currently no statistical analysis available for this category in respect of members of the PSNI. Link to [Police Service \(NI\) Workforce Composition Statistics](#)

Northern Ireland Fire & Rescue Workers

The NIFRS monitors all equality groups identified in Section 75 of the NI Act 1998 including marital status. Information on all Section 75 groups is collected from applicants for NIFRS vacancies. Link to [Equality Scheme for NIFRS \(2024-2028\)](#) and [NIFRS Equality Action Plan and Disability Action Plan 2026 to 2030](#)

Health Service Workers

Data on marital status of employees is not readily available for the total Health and Social Care workforce or recorded by all employing authorities. There is no evidence that the proposals raise any specific equality issues for members in relation to marital status.

- **Sexual orientation**

Civil Servants

Data on sexual orientation of employees is not readily available for the total NICS workforce. There is no evidence that the proposals raise any specific equality issues for members in relation to marital status.

[Equality Statistics for the Northern Ireland Civil Service 2026](#)

[Background Quality Report for Equality Statistics in the Northern Ireland Civil Service \(nisra.gov.uk\)](#)

Health Service Workers

This information is not readily available for the total Health and Social Care workforce or recorded by all employing authorities. There is no evidence that the proposals raise any specific equality issues for members in relation to sexual orientation.

Teachers

This information is not collected by employing authorities. There is no indication that this policy will disproportionately impact on the basis of sexual orientation.

Members of Police Force

There is currently no statistical analysis available for this category in respect of members of the PSNI. Link to [Police Service \(NI\) Workforce Composition Statistics](#)

Northern Ireland Fire & Rescue Workers

The NIFRS monitors all equality groups identified in Section 75 of the NI Act 1998 including sexual orientation. Information on all Section 75 groups is collected from applicants for NIFRS vacancies. Link to [Equality Scheme for NIFRS \(2024-2028\)](#) and [NIFRS Equality Action Plan and Disability Action Plan 2026 to 2030](#)

- **Men & women generally**

ALL

[Equality Commission for Northern Ireland 'Fair Employment Monitoring Report No.34' - Annual Summary of Monitoring Returns 23](#)

Civil Servants

[Equality Statistics for the Northern Ireland Civil Service 2026](#)

[Background Quality Report for Equality Statistics in the Northern Ireland Civil Service \(nisra.gov.uk\)](#)

Teachers

[Northern Ireland Teacher workforce statistics bulletin 2024/25](#)

[Northern Ireland Teacher statistical infographic 2024/25](#)

Members of Police Force

[Police Service \(NI\) Workforce Composition Statistics](#)

Northern Ireland Fire & Rescue Workers

The NIFRS monitors all equality groups identified in Section 75 of the NI Act 1998 including men and women generally. Information on all Section 75 groups is collected from applicants for NIFRS vacancies. Link to [Equality Scheme for NIFRS \(2024-2028\)](#) and [NIFRS Equality Action Plan and Disability Action Plan 2026 to 2030](#)

- **Disability**

Civil Servants

[Equality Statistics for the Northern Ireland Civil Service 2026](#)

[Background Quality Report for Equality Statistics in the Northern Ireland Civil Service \(nisra.gov.uk\)](#)

Teachers

This information is not usually collated and we have not been able to identify any single source of information on the workforce in relation to this measure. However, there is no indication that this policy will disproportionately impact on the basis of disability.

Northern Ireland Fire & Rescue Workers

The NIFRS monitors all equality groups identified in Section 75 of the NI Act 1998 including disability. Information on all Section 75 groups is collected from applicants for NIFRS vacancies. Link to [Equality Scheme for NIFRS \(2024-2028\)](#) and [NIFRS Equality Action Plan and Disability Action Plan 2026 to 2030](#)

Members of Police Force

There is currently no statistical analysis available for this category in respect of members of the PSNI. Link to [Police Service \(NI\) Workforce Composition Statistics](#)

Health Service Workers

This information is not readily available for the total HSC workforce or recorded by all employing authorities. There is no evidence that the proposals raise any specific equality issues for members in relation to disability.

- **Dependents**

Civil Servants

Data on dependants of employees is not readily available for the total NICS workforce. There is no evidence that the proposals raise any specific equality issues for members in relation to dependant status.

[Equality Statistics for the Northern Ireland Civil Service 2026](#)

[Background Quality Report for Equality Statistics in the Northern Ireland Civil Service \(nisra.gov.uk\)](#)

Teachers

This information is not collected by employing authorities. However, there is no evidence that this policy will disproportionately impact on the basis of dependant status.

Members of Police Force

There is currently no statistical analysis available for this category in respect of members of the PSNI. Link to [Police Service \(NI\) Workforce Composition Statistics](#)

Northern Ireland Fire & Rescue Workers

The NIFRS monitors all equality groups identified in Section 75 of the NI Act 1998 including dependant status. Information on all Section 75 groups is collected from applicants for NIFRS vacancies. Link to [Equality Scheme for NIFRS \(2024-2028\)](#) and [NIFRS Equality Action Plan and Disability Action Plan 2026 to 2030](#)

Health Service Workers

This information is not readily available for the total Health and Social care workforce or recorded by all employing authorities. There is no evidence that the proposals raise any specific equality issues for members in relation to dependant status.

If you have no evidence held, outline how you will obtain it:

The use of data will be kept under review as further policy development is conducted. The Department of Finance welcomed views from consultees for all proposals in this assessment.

Screening questions

There are 4 essential screening questions:

1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the nine Section 75 categories? (minor/major/none)
2. Are there opportunities to better promote equality of opportunity for people within the Section 75 categories? (yes/no)
3. To what extent is the policy likely to impact upon good relations between people of different religious belief, political opinion or racial group? (minor/major/none)
4. Are there opportunities to better promote good relations between these three groups? (Yes/No)

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

- **Religious belief:**

None - There is likely to be no impact on equality of opportunity for those affected by this policy within the above Section 75 category.

- **Political opinion:**

None - There is likely to be no impact on equality of opportunity for those affected by this policy within the above Section 75 category.

- **Racial group:**

None - There is likely to be no impact on equality of opportunity for those affected by this policy within the above Section 75 category.

- **Age:**

None - There is likely to be no impact on equality of opportunity for those affected by this policy within the above Section 75 category.

- **Marital status:**

None - There is likely to be no impact on equality of opportunity for those affected by this policy within the above Section 75 category.

- **Sexual orientation:**

None - There is likely to be no impact on equality of opportunity for those affected by this policy within the above Section 75 category.

- **Men and women generally:**

None - There is likely to be no impact on equality of opportunity for those affected by this policy within the above Section 75 category.

- **Disability:**

None - There is likely to be no impact on equality of opportunity for those affected by this policy within the above Section 75 category.

- **Dependants:**

None - There is likely to be no impact on equality of opportunity for those affected by this policy within the above Section 75 category.

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

- **Religious belief:**

No - This policy relates exclusively to the management of scheme valuation and employer cost cap processes in line with the established requirements set out in the Public Service Pensions Act (Northern Ireland) 2014. There is no realistic scope for the policy itself to be used to promote equality of opportunity for people within the above Section 75 category.

- **Political opinion:**

No - This policy relates exclusively to the management of scheme valuation and employer cost cap processes in line with the established requirements set out in the Public Service Pensions Act (Northern Ireland) 2014. There is no realistic scope for the policy itself to be used to promote equality of opportunity for people within the above Section 75 category.

- **Racial group:**

No - This policy relates exclusively to the management of scheme valuation and employer cost cap processes in line with the established requirements set out in the Public Service Pensions Act (Northern Ireland) 2014. There is no realistic scope for the policy itself to be used to promote equality of opportunity for people within the above Section 75 category.

- **Age:**

No - This policy relates exclusively to the management of scheme valuation and employer cost cap processes in line with the established requirements set out in the Public Service Pensions Act (Northern Ireland) 2014. There is no realistic scope for the policy itself to be used to promote equality of opportunity for people within the above Section 75 category.

- **Marital status:**

No - This policy relates exclusively to the management of scheme valuation and employer cost cap processes in line with the established requirements set out in the Public Service Pensions Act (Northern Ireland) 2014. There is no realistic scope for the policy itself to be used to promote equality of opportunity for people within the above Section 75 category.

- **Sexual orientation:**

No - This policy relates exclusively to the management of scheme valuation and employer cost cap processes in line with the established requirements set out in the Public Service Pensions Act (Northern Ireland) 2014. There is no realistic scope for the policy itself to be used to promote equality of opportunity for people within the above Section 75 category.

- **Men and women generally:**

No - This policy relates exclusively to the management of scheme valuation and employer cost cap processes in line with the established requirements set out in the Public Service Pensions Act (Northern Ireland) 2014. There is no realistic scope for the policy itself to be used to promote equality of opportunity for people within the above Section 75 category.

- **Disability:**

No - This policy relates exclusively to the management of scheme valuation and employer cost cap processes in line with the established requirements set out in the Public Service Pensions Act (Northern Ireland) 2014. There is no realistic scope for the policy itself to be used to promote equality of opportunity for people within the above Section 75 category.

- **Dependants:**

No - This policy relates exclusively to the management of scheme valuation and employer cost cap processes in line with the established requirements set out in the Public Service Pensions Act (Northern Ireland) 2014. There is no realistic scope for the policy itself to be used to promote equality of opportunity for people within the above Section 75 category.

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

- **Religious belief:**

None - The policy is likely to have no impact upon good relations between people of different religious belief.

- **Political opinion**

None - The policy is likely to have no impact upon good relations between people of different political opinion.

- **Racial group**

None - The policy is likely to have no impact upon good relations between people of different racial groups.

4. Are there opportunities to better promote good relations between these three groups?

- **Religious belief:**

No – The policy will not provide opportunities to better promote good relations between people of different religious belief.

- **Political opinion**

No – The policy will not provide opportunities to better promote good relations between people of different political opinion.

- **Racial group**

No – The policy will not provide opportunities to better promote good relations between people of different racial groups.

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).

No - This policy relates exclusively to the management of scheme valuation and employer cost cap processes in line with the established requirements set out in the Public Service Pensions Act (Northern Ireland) 2014. There are no potential impacts of this policy on people with multiple identities.

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

None

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.

Alternatively there may already be policies in place which would mitigate any adverse impact identified.

Mitigation measures proposed:

None

Section C

DoF also has legislative obligations to meet under the [Disability Discrimination Order](#) and the [Human Rights Act](#) . The following questions relate to these two areas.

Consideration of Disability Duties

Does the proposed policy / decision provide an opportunity for DoF to better **promote positive attitudes** towards disabled people?

Explain your assessment in full

No - This policy relates exclusively to the management of scheme valuation and employer cost cap processes in line with the established requirements set out in the Public Service Pensions Act (Northern Ireland) 2014. The proposed policy does not provide an opportunity for the Department to better promote positive attitudes towards disabled people.

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

Explain your assessment in full

No - This policy relates exclusively to the management of scheme valuation and employer cost cap processes in line with the established requirements set out in the Public Service Pensions Act (Northern Ireland) 2014. The proposed policy does not provide an opportunity for the Department to provide an opportunity to actively increase the participation by disabled people in public life.

Consideration of Human Rights

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

<https://nicshumanrightsguide.com/>

Indicate any potential *adverse impacts* that the policy / decision may have in relation to human rights issues.

	<u>Adverse Impact</u>	
	(delete as appropriate)	
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
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

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

The Policy does not provide an opportunity to positively promote human rights.

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

No Adverse impacts on human rights have been identified

If you have identified any adverse impacts on human rights through this screening you must complete a Human Rights Impact Assessment:
<https://www.executiveoffice-ni.gov.uk/publications/human-rights-impact-assessment-proforma>.

Monitoring Arrangements

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.

Please detail proposed monitoring arrangements below:

The Department of Finance will utilise the data listed below in the future in order to monitor the impact of this policy / decision on equality, good relations and disability duties.

Equality

Links to the Equality Commission for Northern Ireland 'Fair Employment Monitoring Report No.34 - Annual Summary of Monitoring Returns 2023'; Equality Statistics for the NICS 2024 – NISRA and the Equality Scheme for NIFRS (2024-2028) and the NIFRS Equality Action Plan and Disability Action Plan 2026-2030 are provided at Section B.

Good Relations

Northern Ireland Public Service Workforce Statistics.

Disability Duties

Northern Ireland Public Service Workforce Statistics.

The NI Fire and Rescue Service monitors all equality groups identified in Section 75 of the NI Act 1998 including disability. Information on all Section 75 groups is collected from applicants for NIFRS vacancies. Link to [Equality Scheme for NIFRS \(2024-2028\)](#) and [NIFRS Equality Action Plan and Disability Action Plan 2026 to 2030](#)

Section D - Formal Record of Screening Decision

Title of Proposed Policy / Decision being screened:

The Public Service Pensions (Valuations and Employer Cost Cap) (Amendment) Directions (Northern Ireland) 2026

I can confirm that the proposed policy / decision has been screened for (i) equality of opportunity, (ii) good relations disabilities duties and (iii) human rights issues

On the basis of the answers to the screening questions, I recommend that this policy / decision is –

* **Screened Out** – No EQIA necessary (no impacts)

Provide a brief note to explain how this decision was reached:

This policy relates exclusively to the management of scheme valuation and employer cost cap processes in line with the established requirements set out in the Public Service Pensions Act (Northern Ireland) 2014. The Directions will be used by NI Departments with responsibility for public service pension schemes when completing scheme valuations. They are a technical instrument to ensure scheme cost and liabilities are accurately measured. The policy was originally considered as part of the policy screening and consultative process of the Public Service Pensions Act (Northern Ireland) 2014. This exercise concluded that a full EQIA was not necessary.

Screening assessment completed by -

Name Darrell Harvey
Grade Staff Officer
Date 11 June 2026

And approved by –

Name Peter Philip
Grade Grade 7
Date 11 June 2026

Central Support Team Notified 11 June 2026

Equality Contacts advised 17 June 2026

Screening uploaded to DoF website 17 June 2026