

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:
<http://www.equalityni.org/ECNI/media/ECNI/Publications/Employers%20and%20Service%20Providers/S75GuideforPublicAuthoritiesApril2010.pdf>

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 - asks you to provide details about the policy / decision that is being screened.

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

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

Section D - is 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?

New

a) Name of the policy

NICS Graduate Management Programme

b) Brief Description of the policy

The policy will set out the framework for a new accelerated development programme aimed at graduates.

c) Aims of the policy/ Rationale behind the changes

The objective of this project is to develop a graduate recruitment scheme to attract graduates into the organisation to provide a potential future talent pipeline for senior management and leadership roles. This work is fundamentally and strategically important to the delivery of the [NICS People Strategy](#) which sets out the vision of the Civil Service as a well-led, high-performing and outcomes-focused NICS and is a key priority in the [DoF Business Plan 2021-22 and NICS HR Business Plan 2021-22](#). Developing an initiative to attract and develop graduates will help support succession planning by providing a potential G7 talent pipeline and will help address, the recommendations of a number of reports (e.g. NIAO Capacity & Capability in NICS and the subsequent PAC response to that report, which highlighted the absence of a graduate scheme in the NICS and the need for such a scheme.

Additionally, having a bespoke graduate development offering is considered to be a key element in building the NICS employer brand to ensure that it is positioned as an employer of choice.

d) Who will the policy affect?

All candidates applying for posts within the NICS, whether via external or internal recruitment methods and all departments participating in the Programme.

e) Is this a NICS wide policy?

Yes

f) Who will implement the policy?

NICSHR Talent Management Team and participating departments.

g) Will this policy or revision address an existing inequality? Yes/No

If yes, please give details.

Yes – younger people (under the age of 35) are currently under-represented in the NICS and this is an initiative aimed at graduates. While it is recognised that graduates can be of any age, it is anticipated that this Programme is likely to appeal to the younger demographic.

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

Yes – as above. In addition, the recruitment competition will benefit from the inclusion of the NICS Guaranteed Interview Scheme for those applicants with disabilities.

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.

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 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 group

Section 75 category	Details of evidence / information and engagement / needs and priorities																														
Religious belief	<p>The below table shows the community background profile students enrolling at NI HEIs between 2016 and 2021.</p> <table border="1" data-bbox="432 1234 1493 1899"><thead><tr><th data-bbox="432 1234 624 1384">Religious belief</th><th data-bbox="624 1234 799 1384">2016/17</th><th data-bbox="799 1234 975 1384">2017/18</th><th data-bbox="975 1234 1150 1384">2018/19</th><th data-bbox="1150 1234 1326 1384">2019/20</th><th data-bbox="1326 1234 1493 1384">2020/21</th></tr></thead><tbody><tr><td data-bbox="432 1384 624 1534">Roman Catholic</td><td data-bbox="624 1384 799 1534">20,340</td><td data-bbox="799 1384 975 1534">20,210</td><td data-bbox="975 1384 1150 1534">20,640</td><td data-bbox="1150 1384 1326 1534">21,180</td><td data-bbox="1326 1384 1493 1534">22,960</td></tr><tr><td data-bbox="432 1534 624 1641">Protestant</td><td data-bbox="624 1534 799 1641">12,810</td><td data-bbox="799 1534 975 1641">12,525</td><td data-bbox="975 1534 1150 1641">12,960</td><td data-bbox="1150 1534 1326 1641">13,145</td><td data-bbox="1326 1534 1493 1641">13,925</td></tr><tr><td data-bbox="432 1641 624 1749">Unknown</td><td data-bbox="624 1641 799 1749">21, 045</td><td data-bbox="799 1641 975 1749">21,285</td><td data-bbox="975 1641 1150 1749">21,690</td><td data-bbox="1150 1641 1326 1749">24,750</td><td data-bbox="1326 1641 1493 1749">29,360</td></tr><tr><td data-bbox="432 1749 624 1899">Total enrols</td><td data-bbox="624 1749 799 1899">54,195</td><td data-bbox="799 1749 975 1899">54,020</td><td data-bbox="975 1749 1150 1899">55,290</td><td data-bbox="1150 1749 1326 1899">59,075</td><td data-bbox="1326 1749 1493 1899">66,245</td></tr></tbody></table>	Religious belief	2016/17	2017/18	2018/19	2019/20	2020/21	Roman Catholic	20,340	20,210	20,640	21,180	22,960	Protestant	12,810	12,525	12,960	13,145	13,925	Unknown	21, 045	21,285	21,690	24,750	29,360	Total enrols	54,195	54,020	55,290	59,075	66,245
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It is important to note that only students domiciled in Northern Ireland are asked to indicate their religious belief and as the question is not mandatory it tends to have a high 'no response' rate – as evidenced in the table above where 'Unknown' is the largest category. This category includes those NI domiciled students who did not respond to the question, those who gave an answer of 'other' and those who are not NI domiciled.

Excluding the “Unknown” data, the religious belief data shows that a higher percentage of NI domiciled student enrolments are Roman Catholic than Protestant. This suggests that our applicant pool, based on data from students domiciled in NI, may have a higher proportion of Roman Catholic applicants than Protestants.

However, this data does not take account of NI students enrolling in UK and RoI universities and seeking to return to NI upon graduation. The tables below detail NI domiciled students enrolled at UK universities between 2016 and 2021 and NI domiciled students enrolled at RoI universities between 2011 and 2016 (the most recent figures available). Unfortunately, religious background data is not held for students attending UK or RoI universities.

NI domiciled students enrolled in UK universities

2016/17	2017/18	2018/19	2019/20	2020/21
16,955	17,620	17,600	16,785	16,620

NI domiciled students enrolled in RoI universities

2011/12	2012/13	2013/14	2014/15	2015/16
755	770	825	875	980

It should be noted that the Programme will be open to all graduates with a 2:2 degree achieved at any time, although in any given recruitment cycle there will be a cut-off date relative to those in their final year of university (i.e. the requirement to have achieved their degree by a specified date). Therefore, the applicant pool will be wider than NI domiciled graduates and could include anyone who meets the eligibility criteria and the Right to Work and Nationality Requirements for working in the UK.

To ensure we maximise our potential applicant pool the Programme will be advertised and marketed in cities across the UK via a university networking platform.

	<p>Current workforce data from both the Article 55 Report (2019) and the NISRA Equality Statistics (2022) for the NICS show that there is a lack of fair participation by Protestants at the SO grade (the level at which the Programme recruits at). A campaign style advertising approach will be used to promote the recruitment for the Programme to ensure it is marketed to the widest pool of applicants, including both Catholic and Protestant communities and a Positive Affirmative Action (PAA) statement will be included within our advertisements for the Programme. The NICS uses PAA statements in recruitment competitions which are informed by analysis of existing workforce and Article 55 data for the grade being advertised. This informs the PAA measures to be undertaken.</p> <p>All data taken from:</p> <p>Higher Education Statistical Fact Sheet 7: Enrolments Time Series: 1990/91 to 2019/20 (economy-ni.gov.uk)</p> <p>Higher Education Statistical Fact Sheet 4: Enrolments at NI Higher Education Institutions by available equality categories: 2015/16 to 2019/20 (economy-ni.gov.uk)</p> <p>Enrolments at UK Higher Education Institutions: Northern Ireland Analysis 2020/21 Department for the Economy (economy-ni.gov.uk)</p> <p>An Analysis of Existing Statistics on Student Flows between the Republic of Ireland and Northern Ireland in Higher Education, December 2018</p> <p>NICS 2019 Workforce Review</p> <p>Equality Statistics for the NICS, 2022 - NISRA</p>
<p>Political opinion</p>	<p>Please see the response above.</p>
<p>Racial group</p>	<p>The table below shows the ethnic profile of students enrolling in NI HEIs between 2016 and 2021 to demonstrate trends in relation to the ethnic background of those who attend university.</p>

Ethnicity ^(a)	2016/17	2017/18	2018/19	2019/20	2020/21
White	48,260	47,610	48,250	47,390	50,130
Irish Traveller	15	10	15	10	5
Black	370	340	430	435	475
Indian	295	275	355	480	695
Pakistani	185	150	180	185	250
Bangladeshi	115	55	60	50	90
Chinese	355	370	375	345	275
Other Asian	300	280	340	375	440
Mixed	375	405	440	460	545
Other	235	200	235	265	275
Unknown	3,690	4,325	4,615	9,080	13,065
Total	54,195	54,020	55,290	59,075	66,245

The data shows that the applicant pool is likely to be predominantly white, which is in line with the ethnicity of our economically active population where those from minority ethnic backgrounds equate to 2.6%. Those from a minority ethnic background are currently under-represented in the NICS, with only 0.5% of NICS staff belonging to this group according to the 2021 equality figures from NISRA.

However, outreach measures will be taken to ensure the Programme is marketed amongst our minority ethnic communities and positive action measures through PAA statement will also be included.

Data taken from: [Higher Education Statistical Fact Sheet 4: Enrolments at NI Higher Education Institutions by available equality categories: 2015/16 to 2019/20 \(economy-ni.gov.uk\)](https://www.nisra.gov.uk/higher-education-statistical-fact-sheet-4-enrolments-at-ni-higher-education-institutions-by-available-equality-categories-2015-16-to-2019-20-economy-ni.gov.uk)

[Equality Statistics for the NICS, 2022 - NISRA](#)

Age

The following table shows the age profile of students enrolling in NI HEIs between 2016 and 2021 to demonstrate recent trends in relation to age profile of students in NI.

Age	2016/17	2017/18	2018/19	2019/20	2020/21
20 and under	19,125	18,875	18,810	19,135	20,745
21 to 24	15,305	15,745	16,280	16,840	18,795
25 and over	19,765	19,405	20,195	23,100	26,705
Unknown	0	0	0	5	0
Total	54,195	54,020	55,290	59,075	66,245

The NICS has an aging workforce. Latest analysis from NISRA shows that the median age of staff has increased from 39 in 2000 to 47 in 2022. This is reflected in the increase in the proportion of staff aged 50+ and the decrease in the proportion aged under 35.

Staff aged 16-34 continue to make up a small minority at all grade levels in 2022. Specifically at Staff Officer grade (the entry level for this Programme), only 11.7% are in this age bracket with just under 50% of staff falling into the 50+ age category. Upon completion of the Programme, it is anticipated that the majority of participants will successfully complete assessment for Grade 7. Currently, 2.5% of staff at Grade 7 are between 16-34 years old and 51.5% are age 50 and above.

The Graduate Management Programme will be open to all graduates, irrespective of age and how long they have held their degree. By opening up the eligibility criteria in this way we can attempt to ensure that age will not be a barrier to an individual's ability to partake in this Programme, however it is recognised that citizens under the age of 50 are more likely to hold a degree than those over the age of 50 according to the [NISRA report 'Qualifications in Northern Ireland 2020'](#). While the Programme is likely to attract a range of applicants from all age groups it is acknowledged that a graduate offering may have more of an appeal to the younger demographic.

Data taken from: [Higher Education Statistical Fact Sheet 4: Enrolments at NI Higher Education Institutions by available equality categories: 2015/16 to 2019/20 \(economy-ni.gov.uk\)](#)

[Equality Statistics for the NICS, 2022 - NISRA](#)

[NISRA report 'Qualifications in Northern Ireland 2020'](#)

Marital status

The following table shows the marital status of students enrolling in NI HEIs between 2016 and 2021 to demonstrate recent trends in the marital status of NI students.

Marital Status⁽²⁾	2016/17	2017/18	2018/19	2019/20	2020/21
Single (never married or never in civil partnership)	35,580	34,160	34,460	34,490	37,085
Married or in civil partnership	4,095	3,850	4,065	4,350	4,505
Separated (but still legally married or in civil partnership)	245	230	240	270	260
Divorced or civil partnership dissolved	225	215	220	260	275
Widowed	45	40	40	80	45
Co-habiting	680	650	710	875	1,080
Unknown	1,265	2,180	1,975	1,430	240
Total	42,140	41,325	41,705	41,755	43,480

Although the data shows that university enrolments are higher amongst single people, the NICS Graduate Management Programme will be open to all graduates who have achieved their degree by a specified date. By opening up the eligibility criteria in this way we can ensure that marital status will not have an impact on an individual's ability to partake in this Programme.

Data taken from: [Higher Education Statistical Fact Sheet 4: Enrolments at NI Higher Education Institutions by available equality categories: 2015/16 to 2019/20 \(economy-ni.gov.uk\)](#)

Sexual orientation

Information on the sexual orientation of students enrolling in NI HEIs is not available as this information is not routinely collected. Evidence of this nature is difficult to source given the lack of information collected.

Recent data collected by NISRA suggest that 5.7% of current NICS staff have a sexual orientation towards someone of the same sex or both sexes. However, it should be noted that sexual orientation data are missing for 77.1% of NICS staff and so the information recorded may not be representative of the whole NICS and so it would not be appropriate to use these figures as an estimate of the NICS profile.

The 2011 NI Census did not include questions regarding sexual orientation and so at present there is no comparable data for the economically active population. The Office of National Statistics quote a figure of 1.2% of the NI household population being LGB, however as this is based on households rather than individuals it does not work as a comparator or guide to help the NICS become more reflective of society.

[Equality Statistics for the NICS, 2022 - NISRA](#)

Men & women generally

The following table shows the gender profile of students enrolling in NI HEIs 2016 – 2021. This gives an indication of recent trends in the gender of those enrolling in NI universities.

Sex	2016/17	2017/18	2018/19	2019/20	2020/21
Male	23,440	23,085	23,160	24,350	27,105
Female	30,750	30,935	32,130	34,725	39,140
Total	54,195	54,020	55,290	59,075	66,245

The data shows that females are more likely to enrol in NI universities than males and therefore it is likely that NI graduates applying for the Graduate Programme would be female. Whilst these figures do not take account of NI or other students enrolled in ROI or other UK universities, NISRA statistics on qualifications held in Northern Ireland align with the trend in the table above as they show that in 2020 34% of females in NI held a degree or higher level qualification in comparison to 27.3% of males.

According to recent NISRA statistics on the NICS workforce, female representation at Staff Officer level and above is below female representation in the economically active population. Females currently account for 48.5 % of Staff Officers in the NICS and 49.5% of Grade 7s, while 52.3% of the economically active population in Northern Ireland are female and so females are slightly under-represented in these grades.

This is slightly at odds with the NICS Workforce Review 2019 which concluded that both genders were fairly represented at SO level but that there was an under-representation of females at Grade 7. However, it should be noted that data for staff at both Grade 7 and Grade 6 are banded together in the Gender Review and that a volume Grade 7 competition has since been carried out.

Data taken from: [Higher Education Statistical Fact Sheet 4: Enrolments at NI Higher Education Institutions by available equality categories: 2015/16 to 2019/20 \(economy-ni.gov.uk\)](#)

[Equality Statistics for the NICS, 2022 - NISRA](#)

[The NICS Workforce Review 2019](#)

[NISRA report 'Qualifications in Northern Ireland 2020](#)

Disability

The following table shows the disability profile of those enrolling in NI HEIs.

Disability Status ⁽¹⁾	2016/17	2017/18	2018/19	2019/20	2020/21
Known disability	5,220	5,610	6,165	7,215	8,465
No known disability	48,975	48,410	49,120	51,860	57,780
Total	54,195	54,020	55,290	59,075	66,245

With the mean percentage of disabled people enrolling in NI HEIs between 2016 and 2020/21 standing at 12.6% this is slightly higher than the proportion of the economically active population in NI declaring a disability which is 12.3%.

This means that the introduction of the Programme will have a positive impact on those with disabilities, offering them a graduate route into the NICS. The introduction of the Guaranteed Interview Scheme coupled with existing policies on the Recruitment and Appointing people with Disabilities help to remove obstacles to employment for those with disabilities.

Recent NISRA data shows that 5.6% of the NICS workforce has declared a disability. At Staff Officer grade this is 5.2% and at Grade 7 this is 3.6%.

The NICS uses PAA statements in recruitment competitions which are informed by analysis of existing workforce and Article 55 data for the grade being advertised. This will inform the PAA measures to be undertaken. Outreach with the disability sector is undertaken as a matter of course to promote recruitment opportunities to those with disabilities and to inform them of the assessment process and how to request reasonable adjustments.

Data taken from:

[Higher Education Statistical Fact Sheet 4: Enrolments at NI Higher Education Institutions by available equality categories: 2015/16 to 2019/20 \(economy-ni.gov.uk\)](#)

[Equality Statistics for the NICS, 2022 - NISRA](#)

Dependants

This table shows information regarding dependants for those enrolling in NI HEIs between 2016 and 2021.

Dependants ⁽²⁾	2016/17	2017/18	2018/19	2019/20	2020/21
Young people/children (YP/C)	4,100	3,930	4,095	4,185	4,650
Other relative/friends (OR/F)	285	280	290	340	305
Both YP/C and OR/F	400	370	400	450	475
No dependants	36,010	35,365	35,605	34,935	37,460
Unknown	1,345	1,380	1,310	1,840	590
Total	42,140	41,325	41,705	41,755	43,480

Information was only available for NI domiciled students enrolling in NI HEIs.

Although the proportion of students without dependants is much higher than those with dependants the Programme will be aimed at all graduates who have achieved their degree by a specified date, , which will increase equality of opportunity for those with dependants.

Data taken from:

[Higher Education Statistical Fact Sheet 4: Enrolments at NI Higher Education Institutions by available equality categories: 2015/16 to 2019/20 \(economy-ni.gov.uk\)](https://www.economy-ni.gov.uk/higher-education-statistical-fact-sheet-4-enrolments-at-ni-higher-education-institutions-by-available-equality-categories-2015-16-to-2019-20)

No evidence held? Outline how you will obtain it:

There is no evidence available regarding either the sexual orientation of students in NI HEIs or the proportion of economically active people in Northern Ireland identifying as LGBT.

However, as part of the monitoring of this Programme, we will continue to request sexual orientation from the Department for Economy and/or Universities.

In its annual report on the Equality Statistics for the NICS, NISRA states that 5.7% of NICS staff have identified as having a sexual orientation towards either the same sex or both sexes. However, NISRA acknowledge that data is missing for 77.1% of NICS staff and therefore this figure should not be taken as representative of the NICS profile.

The Graduate Management Programme will be open to any graduate (subject to eligibility criteria) irrespective of sexual orientation.

The Programme will be advertised on the Proud Employers website (LGBTQ+ inclusive jobs website promoting LGBTQ+ friendly employers) a range of media, including newspapers, radio, social media channels, and outdoor advertising.

Applicants are asked to complete equality monitoring forms when applying for NICS jobs and equality data is also collected as part of the NICS People Survey; however, disclosure of sexual orientation is not a mandatory requirement.

All appointments to the NICS are made on the basis of merit.

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 Section 75 equality categories? minor/major/none

Section 75 category	Details of policy impact	Level of impact? minor/major/none
Religious belief	<p>The evidence suggests that with regard to NI domiciled graduates (and excluding the 'Unknown' data which is the largest overall proportion), a larger proportion are Roman Catholic and so it is likely that there may be higher proportion of Roman Catholic applicants than Protestants.</p> <p>The NICS Workforce Review 2019 states a lack of fair participation by Protestants at SO grade, proportion of Protestants = 49.8%, proportion of Catholics = 50.2%. However, the 2022 NISRA analysis of the NICS workforce finds that the NICS workforce at Staff Officer grade consists of 49.2% Protestants and 46.7% Catholics.</p> <p>In addition to the inclusion of a Positive Action Statement, a campaign advertising approach will be used to promote the recruitment opportunity and attract the widest possible applicant pool and the impacts of the Programme will be closely monitored going forward</p> <p>All appointments will be made on merit. Furthermore, panel members will be trained in diversity and inclusion.</p>	None
Political opinion	<p>There is no evidence to suggest that any category is disadvantaged by the Graduate Management Programme.</p> <p>All appointments will be made on merit. Furthermore, panel members will be trained in diversity and inclusion.</p>	None
Racial group	Those from minority ethnic backgrounds may be positively impacted by the	Minor positive

	<p>introduction of the Graduate Management Programme as the evidence shows that there is a higher proportion of individuals from minority ethnic backgrounds at NI HEIs (24%) compared to the economically active population in NI (3.6%).</p> <p>All appointments will be made on merit. Furthermore, panel members will be trained in diversity and inclusion.</p>	
Age	<p>There is some evidence to suggest that those aged 50+ may be less likely to avail of the Graduate Management Programme given that they are less likely to hold a degree. It is likely that the younger demographic may be positively impacted by the introduction of a new pathway into a career in the NICS given they are more likely to hold a degree qualification and be attracted to a graduate development scheme.</p> <p>All appointments will be made on merit. Furthermore, panel members will be trained in diversity and inclusion.</p>	Minor positive for younger demographic
Marital status	<p>There is no evidence to suggest that any category is disadvantaged by the introduction of the Graduate Management Programme.</p> <p>All appointments will be made on merit. Furthermore, panel members will be trained in diversity and inclusion.</p>	None
Sexual orientation	<p>There is no evidence to suggest that any category is disadvantaged by the introduction of the Graduate Management Programme.</p> <p>All appointments will be made on merit. Furthermore, panel members will be trained in diversity and inclusion.</p>	None
Men and women generally	<p>The data shows that a higher proportion of females in NI enrol in university. Therefore it is likely that the number of females NI graduates may be higher than male. However, this does not account for</p>	None

	graduates in ROI or UK all of whom will be eligible to apply to the Graduate Management Programme. All appointments will be made on merit. Furthermore, panel members will be trained in diversity and inclusion.	
Disability	<p>The introduction of the Graduate Management Programme has the potential to have a positive impact on disabled graduates. Evidence shows that the number of students with disabilities enrolling at NI HEIs is comparable with those in the economically active population and the Programme offers a new pathway into a career in the NICS. The inclusion of the Guaranteed Interview Scheme in the recruitment for the Graduate Management Programme is a mitigating measure to ensure that people with disabilities have equality of opportunity.</p> <p>All appointments will be made on merit. Furthermore, panel members will be trained in diversity and inclusion.</p>	Minor positive
Dependants	There is no evidence to suggest that either category is disadvantaged by the Graduate Management Programme. During the assessment process panel members will be unaware of the candidate's status and all appointments will be made on the basis of merit.	None

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
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<p>Religious belief</p>		<p>No. Comprehensive, targeted marketing and outreach is undertaken for all NICS recruitment competitions to maximise the applicant pool and ensure opportunities are open to everyone. This includes paid advertising in specific newspapers to engage with both Roman Catholic and Protestant audiences.</p>
<p>Political opinion</p>		<p>No. Comprehensive and targeted marketing and outreach provides the opportunity to attract the widest possible applicant pool for external competitions and therefore ensure the opportunities are open to everyone.</p>
<p>Racial group</p>	<p>Yes – this programme provides an opportunity to engage with citizens from minority ethnic backgrounds who may not ordinarily consider a career in the NICS.</p>	
<p>Age</p>	<p>Yes – this Programme provides an opportunity to offer employment to the younger demographic.</p>	
<p>Marital status</p>		<p>No. Comprehensive and targeted marketing and outreach provides the opportunity to attract the</p>

		widest possible applicant pool for external competitions and therefore ensure the opportunities are open to everyone.
Sexual orientation		No. Comprehensive and targeted marketing and outreach provides the opportunity to attract the widest possible applicant pool for external competitions and therefore ensure the opportunities are open to everyone.
Men and women generally		No. Comprehensive and targeted marketing and outreach provides the opportunity to attract the widest possible applicant pool for external competitions and therefore ensure the opportunities are open to everyone.
Disability	Yes – this Programme offers an opportunity to with citizens with disabilities. Evidence shows that the proportion of students at NI HEIs is more or less equivalent to the economically active population. The Programme will include a Guaranteed Interview Scheme and reasonable adjustments to support people through the assessment process.	

Dependants		No. Comprehensive and targeted marketing and outreach provides the opportunity to attract the widest possible applicant pool for external competitions and therefore ensure the opportunities are open to everyone.
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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		None
Political opinion		None
Racial group	The outreach to be undertaken to promote the new Programme has the potential to open up careers in the NICS to citizens who may not have considered it before.	Minor positive

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		No. Comprehensive and targeted marketing and outreach provides the opportunity to attract the widest possible applicant pool for external competitions and therefore ensure the opportunities are open to everyone.
Political opinion		No. Comprehensive and targeted marketing and outreach provides the opportunity to attract the widest possible applicant pool for external competitions and therefore ensure the opportunities are open to everyone.
Racial group	Targeted outreach with minority ethnic sector to promote the Programme and raise the profile of NICS as an employer.	

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).

None identified

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.

Please provide details in the box below:

The following factors mitigate against/lessen severity of equality impacts:

The NICS undertakes tri-annual Workforce Reviews which includes its statutory Article 55 Review and also a Gender Review. The Review provides a detailed analysis of the profile of the NICS workforce and its applicant pools during the review period in terms of community background and gender. It also determines what, if any, affirmative action is reasonable and appropriate where it appears fair participation is not or may not continue to be enjoyed. The most recent Review was undertaken in 2019.

The NICS use annual NISRA Equality reports to analyse the makeup of the NICS workforce in comparison to the economically active population of NI to determine how reflective we are of NI society and the community we serve.

The NICS People Strategy includes a range of actions that are helping to develop a truly inclusive workplace culture and a service that reflects the society we serve. The out-workings of this Strategy are overseen by the NICS Diversity Champions Network, who are responsible for developing and monitoring diversity and inclusion action plans across the NICS under the four themes of LGBTQI, gender, minority ethnic and disability. Measures include: the establishment of active staff networks; the introduction of a Guaranteed Interview Scheme; participation in benchmarking practices such as the Stonewall Workplace Equality Index and our commitment to being a lead partner of Employers for Disability NI and being a Just a Minute (JAM) card friendly organisation.

When advertising vacancies the NICS uses PAA statements which are informed by analysis of existing workforce and Article 55 data for the grade being advertised. This will inform the PAA measures to be undertaken.

Comprehensive and targeted marketing and outreach provides the opportunity to attract the widest possible applicant pool for external competitions and therefore ensure the opportunities are open to everyone.

In addition, our recruitment policies and practices are committed to the principle that all appointments are made on the basis of merit.

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

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

Explain your assessment in full

Yes. The potential applicant pool contains a high proportion of disabled people, in line with the economically active population. The Graduate Management Programme offers a solid career opportunity for all graduates who meet the eligibility criteria, including those with disabilities. By engaging with the disabled sector before and during the application process, we can promote the opportunity and make the sector aware of the support available throughout the assessment process and during their employment in the NICS. This includes supportive policies, the Guaranteed Interview Scheme and a Disability Staff Network.

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

Explain your assessment in full

Yes. This Programme has the potential to make employment in the NICS more accessible for those with disabilities, given the high proportion of students declaring a disability and the inclusion of the Guaranteed Interview Scheme.

Consideration of Human Rights

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

<http://www.nicshumanrightsguide.com/>

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

		<u>Adverse impact</u>
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.

None

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

None

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 \(July 2007\)](#):

<http://www.equalityni.org/ECNI/media/ECNI/Publications/Employers%20and%20Service%20Providers/S75MonitoringGuidance2007.pdf>

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:

In the majority of cases, the impact of the Graduate Management Programme on Section 75 groups will only be known through an equality analysis of the competition which will be undertaken by NISRA. This will provide a breakdown of Section 75 categories and allow us to evaluate any lessons learned and incorporate them into future iterations of the Programme.

Further, the results of the recruitment competition for the Programme will feed into the NICS annual monitoring return (under the Fair Employment and Treatment (Northern Ireland) Order 1998) (FETO) and the next NICS review of Fair Participation (under Article 55 of FETO) and the next NICS review of gender participation.

The operation of the policy and the Graduate Management Programme will continue to be monitored with appropriate action taken to address any adverse impacts.

Section D - Formal Record of Screening Decision

Title of Proposed Policy / Decision being screened:

NICS Graduate Management Programme

I can confirm that the proposed policy / decision has been screened for –

X	equality of opportunity and good relations
X	disabilities duties; and
X	human rights issues

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

	*Screened In – Necessary to conduct a full EQIA
	*Screened Out – No EQIA necessary (no impacts)
X	* Screened Out - Mitigating Actions (minor impacts) Provide a brief note here to explain how this decision was reached: This document outlines a series of Positive Affirmative Action measures that will be undertaken to mitigate adverse impacts on any Section 75 group while the NICS Diversity Action Plans set out the actions to be taken to increase the diversity of the workforce.

Screening assessment completed by -

Name: Kelly McKenzie

Grade: DP

Date: 26 August 2022

Approved by:

Name: Aisling Quinn

Grade: 5

Date: 29 August 2022

Central Support Team Notified: 26/10/22

Screening template published: 27/10/22

Equality Contacts advised: 27/10/22