



## Equality Screening Template – Section 75 of Northern Ireland Act 1998

**Please complete the coversheet details below:**

**Policy title:** Tourism Strategy for Northern Ireland: 10 Year Plan

**Decision:** Policy screened out **without** mitigation or an alternative policy adopted

**Contact:** Tourism Policy, Strategy & Legislation Branch

**Date of completion:** 31 August 2023

**For Equality Unit Completion:**

**Amendments requested?** Yes / No

**Date returned to Business Area:**

**Date final version received:**

### Content

**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.

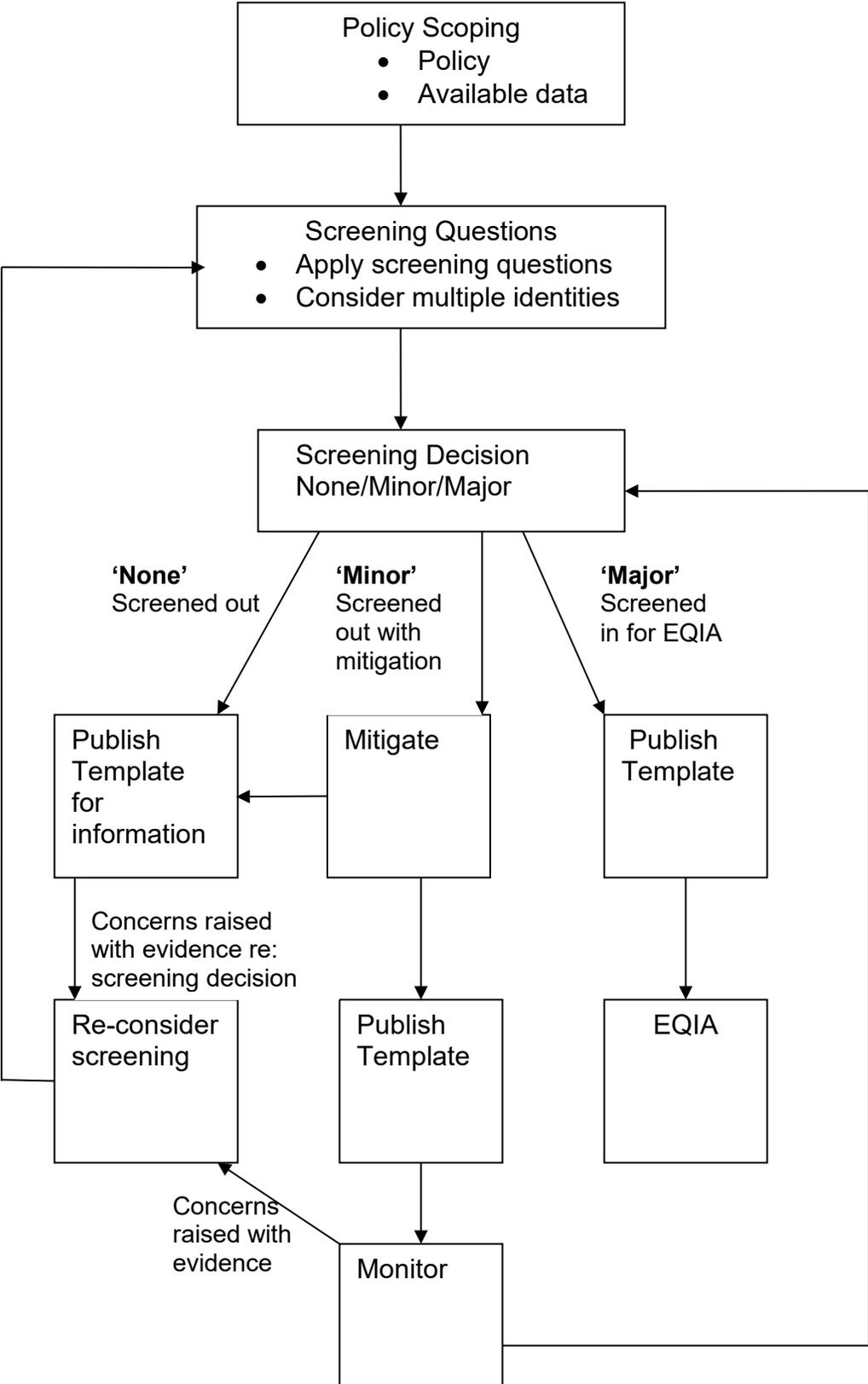
**Part 2. Screening questions** – asks about the extent of the likely impact of the policy on groups of people within each of the Section 75 categories. Details of the groups consulted and the level of assessment of the likely impact. This includes consideration of multiple identity and good relations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

Flowchart for the equality screening process and decision.



## 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

**Tourism Strategy for Northern Ireland:10 Year Plan.**

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Is this an existing, revised or a new policy?

**This is a new policy.**

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

The main focus of the strategy is to create a framework for the Northern Ireland Tourism Sector over the next decade which will complement the Department for Economy's 10X Economic Vision and ensure the region can maximise its contribution to growing the economy. It will seek to strive for a new and ambitious growth trajectory that is Innovative, Inclusive, Sustainable, Attractive and Collaborative to support continued growth in tourism in Northern Ireland to appeal to both overseas and domestic visitors, and also contribute to a better quality of life for the people who live here, enriching communities and spreading the economic and social benefits of tourism throughout the region.

A vision and mission statement have been developed which will provide the framework for actions and interventions to be taken forward under this Strategy.

### Vision

To establish Northern Ireland as a year-round world class destination which is renowned for its authentic experiences, landscape, heritage and culture and which benefits communities, the economy and the environment, with sustainability at its core.

### Mission

To support the Tourism Sector in building a more innovative, sustainable and inclusive tourism industry for all people and places in Northern Ireland which enriches its people, its economy and its guests.

The Department will work with Tourism NI and Tourism Ireland during the development stage of the Strategy.

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

If so, explain how.

The Strategy will ensure all nine of the section 75 categories are treated fairly and equally.

One of the five themes of the strategy is 'Inclusive'. The overarching aim of this theme is to develop a tourism ecosystem that brings opportunities for all, with lasting and positive economic and societal benefits to our communities throughout all parts of Northern Ireland.

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Who initiated or wrote the policy? DfE's Tourism Policy, Strategy & Legislation Branch

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Who owns and who implements the policy? The Department for Economy owns the Strategy. The Department for Economy's delivery partners Tourism NI and Tourism Ireland will be responsible for implementing the Strategy.

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### **Implementation factors**

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

None anticipated but clearly any repeat of a global pandemic such as we saw with COVID would have a major impact on implementation.

## Main stakeholders affected

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

- Other public sector organisations
- Voluntary/Community/Trade Unions
- Tourism Sector

## Other policies with a bearing on this policy

What are they?

Who owns them?

10x Economy Economic vision	DfE
Circular Economy Policy	DfE
NI Energy Strategy 'The Path to Net Zero Energy'	DfE
14-19 Strategy	DfE
Skills Strategy	DfE
Cultural Heritage Tourism Strategy	DfC
NI Sustainable Blue Economy	DAERA
NI Biodiversity Strategy	DAERA
Rural Policy Framework	DAERA
Climate Change Act (Northern Ireland) 2022	DAERA
NDNA	NICS
People. Planet. Prosperity.	NICS
Draft PfG 2021-2026	TEO
NI City/Growth Deals	TEO
NI Industrial Strategy	TEO
Green Growth Strategy	TEO
TNI Unlocking the Outdoors draft Strategy	TNI
NI Business Tourism Strategy	TNI

## Available evidence

Evidence to help inform the screening process may take many forms. Public authorities should ensure that their screening decision is informed by relevant data. The Commission has produced this guide to [signpost to S75 data](#).

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

- An initial stakeholder engagement session was held in April 2023. Both Tourism Northern Ireland and Tourism Ireland colleagues attended this session along with Tourism Sector representatives. The feedback obtained from these key stakeholders will help inform development of the draft Strategy.
- A series of bi-lateral meetings with key Northern Ireland Civil Service Departments took place in Spring 2023 to ensure the Tourism Strategy aligned with other government strategies such as those outlined at page 6.
- Research commissioned by the Department and undertaken by Ernst Young, published in May 2023 [Research on the future of tourism in Northern Ireland](#), to demonstrate the added value of tourism in the context of Northern Ireland's economic vision, to identify key challenges by 2030 and identify international best practice that could inform government policy.
- Official statistics published by NISRA [Annual and quarterly tourism statistics publications Northern Ireland Statistics and Research Agency](#) including, Northern Ireland Annual Tourism Statistics 2019 [Tourism Statistics Annual Publication 2019](#) (Due to the Covid pandemic these remain the most up to date figures to act as a baseline).

**Religious belief** evidence / information: The Strategy will ensure all nine of the section 75 categories are treated fairly and equally.

One of the five themes of the strategy is 'Inclusive'. The overarching aim of this theme is to develop a tourism ecosystem that brings opportunities for all, with lasting and positive economic and societal benefits to our communities throughout all parts of Northern Ireland.

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**Political Opinion** evidence / information: As above

**Racial Group** evidence / information: As above

**Age** evidence / information: As above

**Marital Status** evidence / information: As above

**Sexual Orientation** evidence / information: As above

**Men & Women generally** evidence / information: As above

**Disability** evidence / information: As above

**Dependants** evidence / information: As above

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### **Needs, experiences and priorities**

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

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

**Religious belief** One of the five themes of the strategy is 'inclusive'. The overarching aim of this theme is to develop a tourism ecosystem that brings opportunities for all, with lasting and positive economic and societal benefits to our communities throughout all parts of Northern Ireland.

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**Political Opinion** As above

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**Racial Group** As above

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**Age** As above

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**Marital status** As above

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**Sexual orientation** As above

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**Men and Women Generally** As above

**Disability** As above

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**Dependants** As above

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## **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 Screening Questions 1-4, which follow.

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?

Please provide details of the likely policy impacts and determine the level of impact for each S75 categories below i.e. either minor, major or none.

Details of the likely policy impacts on **Religious belief**:

(insert text here)

What is the level of impact? None

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

(insert text here)

What is the level of impact? None

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

(insert text here)

What is the level of impact? None

Details of the likely policy impacts on **Age**:

(insert text here)

What is the level of impact? None

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

(insert text here)

What is the level of impact? None

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

(insert text here)

What is the level of impact? None

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

(insert text here)

What is the level of impact? None

Details of the likely policy impacts on **Disability**:  
(insert text here)  
What is the level of impact? None

Details of the likely policy impacts on **Dependants**:  
(insert text here)  
What is the level of impact? None

**2. Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories? Yes/No**

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

**Religious Belief**

No - The Strategy will ensure all people, regardless of their religious belief are treated fairly and equally.

**Political Opinion**

No - The Strategy will ensure all people, regardless of their political opinion are treated fairly and equally.

**Racial Group**

No - The Strategy will ensure all people, regardless of their racial group are treated fairly and equally.

**Age**

No - The Strategy will ensure all people, regardless of any of their age are treated fairly and equally.

**Marital Status**

No - The Strategy will ensure all people, regardless of any of their marital status are treated fairly and equally.

**Sexual Orientation**

No - The Strategy will ensure all people, regardless of any of their sexual orientation are treated fairly and equally.

**Men and Women generally**

No - The Strategy will ensure all people, regardless of any of their gender are treated fairly and equally.

## **Disability**

No - The Strategy will ensure all people, regardless of their disability are treated fairly and equally.

## **Dependants**

No - The Strategy will ensure all people, regardless as to whether they have dependants or not are treated fairly and equally.

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

Please provide details of the likely policy impact and determine the level of impact for each of the categories below i.e. either minor, major or none.

#### **Details of the likely policy impacts on Religious belief:**

The Strategy should unite people, regardless of their religious belief to work together to positively promote the region as a whole and individual places to our visitors. It should engender a joint sense of pride in the place we all call home.

What is the level of impact? Minor positive

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

The Strategy should unite people, regardless of their political opinion to work together to positively promote the region as a whole and individual places to our visitors. It should engender a joint sense of pride in the place we all call home.

What is the level of impact? Minor positive

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

The Strategy should unite people, regardless of their racial group to work together to positively promote the region as a whole and individual places to our visitors. It should engender a joint sense of pride in the place we all call home.

What is the level of impact? Minor positive

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

Detail opportunities of how this policy could better promote good relations for people within each of the Section 75 Categories below:

#### **Religious Belief – Yes**

The Strategy should unite people, regardless of their religious belief to work together to positively promote the region as a whole and individual places to our visitors. It should engender a joint sense of pride in the place we all call home.

### **Political Opinion – Yes**

The Strategy should unite people, regardless of their political opinion to work together to positively promote the region as a whole and individual places to our visitors. It should engender a joint sense of pride in the place we all call home.

### **Racial Group – Yes**

The Strategy should unite people, regardless of their racial group to work together to positively promote the region as a whole and individual places to our visitors. It should engender a joint sense of pride in the place we all call home.

## **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).*

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

The Strategy should unite people, including those with multiple identity to work together to positively promote the region as a whole and individual places to our visitors. It should engender a joint sense of pride in the place we all call home.

### Part 3. Screening decision

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

**The Tourism Strategy for Northern Ireland:10 Year Plan is ‘screened out’ without mitigation or an alternative policy adopted.**

**The Strategy is aimed at building a more inclusive tourism sector delivering positive net benefits to all the people of Northern Ireland and its visitors.**

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

**As the strategy is likely to have positive outcomes, no mitigation is deemed necessary, nor is an alternative policy considered necessary to be introduced.**

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

**N/A**

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

N/A

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.

N/A

### **Priority criterion – Rating (1-3)**

Effect on equality of opportunity and good relations -

Social need -

Effect on people's daily lives -

Relevance to a public authority's functions –

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.

Monitoring of the strategic objectives will be through existing engagement with visitors for example the Northern Ireland Passenger Survey, and through accountability and governance mechanisms that Tourism NI and Tourism Ireland have with industry stakeholders.

## Part 5 - Approval and authorisation

Screened by: **Stewart Matthews**

Position/Job Title: **Head of Tourism Policy, Strategy & Legislation Team**

Business Area/ Branch: **Tourism Policy, Strategy & Legislation Team**

Date: **1 September 2023**

Approved by: **Jeremy Gardner**

Position/Job Title: **Director of Tourism & Telecoms Division**

Business Area/Branch: **Tourism & Telecoms Division**

Date: **5 September 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 public authority's website as soon as possible following completion and made available on request.