

DEPARTMENT OF EDUCATION

EQUALITY AND HUMAN RIGHTS POLICY SCREENING

FOR

**REVIEW OF YOUTH WORK POLICY 2026 –
Stronger Futures – A Northern Ireland Youth Work
Policy Statement**

GUIDANCE

- Please note that this document should always be referred to as an [Equality Screening](#) not an [Equality Impact Assessment](#) (which is a more detailed document requiring a consultation period of at least three months).
- Please use easy to understand language and short sentences. Try to aim for a comprehension level for a P7 pupil.
- Hyperlinks may be added (as can annexes) but avoid tables.
- The screening must explain which Section 75 categories are likely to benefit from (or be impacted by) the policy and how/why this is likely.
- The [screening](#) should show data/statistics specific to the "policy" being screened.
- Monitoring (follow-up action) is an important part of the screening.

Youth Work Policy Team

Further advice can be found in [ECNI - Screening for Public Authorities, Effective Section 75 Equality Assessments: Screening and Equality Assessments \(ECNI, 2017\)](#) and [Section 75: Using Evidence in Policy Making - a signposting guide](#)

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PART ONE

BACKGROUND

1.1 Title of policy:

Youth Work provision

1.2 Type of policy:

Revised policy following a review of the Priorities for Youth Work policy framework published in October 2013

1.3 Description of the policy:

The Department of Education (DE) is responsible for setting policy for provision of adequate youth services. It is the responsibility of the Education Authority (EA) under Article 37 of The Education and Libraries (Northern Ireland) Order 1986 to secure the provision of adequate facilities for youth service activities and for that purpose may, with the approval of the Department, either alone or together with any other person establish, maintain and manage any such facilities; organise any such activities; assist, by financial contributions or otherwise, any person to establish, maintain and manage any such facilities or to organise any such activities; provide, or assist by financial contribution or otherwise in the provision of, leaders for such activities; and defray or contribute towards the expenses of any persons taking part in any such activities.

Youth service provision is offered to young people aged 4-25 and they attend voluntarily. It is intended to provide accessible welcoming and safe spaces for all young people with trained youth workers supporting them to strengthen interpersonal, educational and life skills to help them reach their full potential and engage better in formal education. Support is also intended to improve wellbeing, including mental wellbeing, and for young people who are vulnerable or at greater risk of social exclusion. It should allow young people to have more say in how youth work is designed so that it is adapting to changing needs.

The revised policy statement builds on the previous Priorities for Youth Work framework (2013), which is grounded on equality including the UNCRC and responds directly to what young people told us matters most: safety, trusted adults, friendships, opportunities, and a lifeline when needed.

As part of the current and proposed future policy the EA undertakes an assessment of needs for youth work on a geographical and local area basis which includes all Section 75 (S75) groups, including a statistical profile dataset used to inform what services are needed to then draft a regional development plan that is also issued for public consultation by the EA. Youth work provides group work programmes and projects based on emerging need regionally and locally. In the latest assessment of need for 2026-29 young people identified specifically, there needs to be a focus on:

- support to address ending violence against women and girls
- community relations and equality beyond traditional Northern Ireland community backgrounds
- political education, citizenship and civic engagement
- understand and exercising their rights
- a youth work response to address poverty and food hunger
- increasing access to those S75 groups
- managing their emotional wellbeing in particular sleep and rest
- addressing risk taking behaviours
- supporting young people for employment and further or higher education
- environment and climate

These have been included in the regional and local development plans as appropriate.

1.4 What factors could contribute to, or detract from the intended aim/outcome of the revised policy?

- Programme for Government, providing clear focus for the DE's contribution to its outcomes
- Children and Young People's Strategy setting out the clear needs for supporting young people which are reflected in and underpin the revised policy.
- Other DE policy reviews, reports and new policies which refer to youth work provision including Special Educational Needs (SEN), the Independent Review of Education and TransformED.
- Financial pressures limiting resources to meet all needs

1.5 Main stakeholders affected:

Children and young people aged 4-25 who engage with youth services
Parents
Youth work staff

Youth work volunteers
EA employees including youth workers
Community and Voluntary (CVS) youth work providers
Community and Voluntary Youth Work Organisations/Regional Bodies
North/South Education and Training Standards (NSETS)
Further and higher education providers

1.6 Who is responsible for?

(a) Devising the revised policy – DE

(b) Implementing it – DE/EA & CVS

(c) Explain the relationship?

DE is responsible for the development of policy relating to youth provision. The EA is responsible under Article 37 of The Education and Libraries (Northern Ireland) Order 1986 for securing provision of adequate facilities for youth service activities and for that purpose may, with the approval of the Department, either alone or together with any other person secure such provision to secure these. This is currently provided both directly by the EA and in conjunction with the CVS youth providers and regional bodies. The EA is accountable to DE for the funding provided directly to it to deliver their statutory duty and the policy requirements.

1.7 Other policies or objectives with a bearing on this policy

The Department of Education's 2026/27 – 2029/30 Budget, the Department's Corporate Plan, TransformED, NI Strategy and the Programme for Government (PfG) 2024-2027, The Children and Young People's Strategy and the SEN Reform.

In addition, the Department's support of the youth sector contributes to other government priorities including Ending Violence Against Women and Girls, priority Safer Communities and investment in education sets a strong foundation for key aspects of the priority Grow a Globally Competitive and Sustainable Economy.

EVIDENCE

1.8 What evidence/information (both qualitative and quantitative) have you gathered to inform this revised policy in respect of each of the categories?

Religious Belief

Youth work provision is available to all young people aged 4-25 regardless of religious belief.

The youth work curriculum is grounded on the core principles of preparing young people for participation; testing values and beliefs and the promotion of acceptance and understanding. Planned interventions are provided where needs are identified, and outcomes of the annual youth work programme are published by the EA.

A breakdown of the 2024/25 NI School Census figures provided below, which cover school age children and young people, shows an increase in the number and proportion of newcomer pupils, with over 21,350 newcomer pupils recorded, accounting for 6% of the school population and has risen by over 3,960 pupils since 2019/20.

Protestant	Roman Catholic	Other*	Total
100,804	175,500	77,744	354,023**
28.5%	49.6%	21.9%	100%

*Other Christian/Non-Christian/Other/No Religion/Not Recorded
**This covers school age children and young people. Young people beyond school age who may partake in youth services are not included.

The revised policy will not however have a disproportionate impact based on religious belief as the assessment of need undertaken by the EA identifies the needs, experiences and priorities of all S75 groups.

Political Opinion

Youth work provision is available to all young people aged 4-25 regardless of their political opinion of those old enough to have one.

The youth work curriculum is grounded on the core principles of preparing young people for participation; testing values and beliefs and the promotion of acceptance and understanding. Planned interventions are provided where needs are identified, and outcomes of the annual youth work programme are published by the EA.

Religious belief is taken as a proxy for political opinion and the assessment of need undertaken by the EA identifies the needs, experiences and priorities of all S75 groups

Racial Group

Youth work provision is available to all young people aged 4-25 regardless of their racial group.

The youth work curriculum is grounded on the core principles of preparing young people for participation; testing values and beliefs and the promotion of acceptance and understanding. Planned interventions are provided where needs are identified, and outcomes of the annual youth work programme are published by the EA.

The 2024/25 NI School Census confirms 7.6% of pupils were recorded as being from mixed or minority ethnic groups and there were 21,352 Newcomer pupils in Northern Ireland. The revised policy will not, however, have a disproportionate impact based on racial group as the assessment of need undertaken by the EA identifies the needs, experiences and priorities of all S75 groups.

Age

Youth work provision is available to all young people aged 4-25. This age range is the same as the previous policy.

The youth work curriculum is grounded on the core principles of preparing young people for participation; testing values and beliefs and the promotion of acceptance and understanding. Planned interventions are provided where needs are identified, and outcomes of the annual youth work programme are published by the EA.

The 2024/25 NI School Census total enrolment was 354,048 children & young people across pre-school, primary and post primary in Northern Ireland. The revised policy will not, however, have a disproportionate impact based on age as the assessment of need undertaken by the EA identifies the needs, experiences and priorities of all S75 groups.

Marital Status

Youth work provision is available to all young people aged 4-25 and does not restrict access to those old enough to be married or not married.

The youth work curriculum is grounded on the core principles of preparing young people for participation; testing values and beliefs and the promotion of acceptance and understanding. Planned interventions are provided where needs are identified, and outcomes of the annual youth work programme are published by the EA.

Information is not collected in relation to marital status for educational purposes. The assessment of need undertaken by the EA identifies the needs, experiences and priorities of all S75 groups.

Sexual Orientation

Youth work provision is available to all young people aged 4-25 regardless of their sexual orientation.

The youth work curriculum is grounded on the core principles of preparing young people for participation; testing values and beliefs and the promotion of acceptance and understanding. Planned interventions are provided where needs are identified, and outcomes of the annual youth work programme are published by the EA.

Information is not collected in relation to sexual orientation for educational purposes. The assessment of need undertaken by the EA identifies the needs, experiences and priorities of all S75 groups

Men And Women Generally

Youth work provision is available to all young people aged 4-25 regardless of their gender.

The youth work curriculum is grounded on the core principles of preparing young people for participation; testing values and beliefs and the promotion of acceptance and understanding. Planned interventions are provided where needs are identified, and outcomes of the annual youth work programme are published by the EA.

The 2024/25 NI School Census total enrolment 49.2% were female and 50.8% were male. The revised policy will not, however, have a disproportionate impact based on male or female generally as the assessment of need undertaken by the EA identifies the needs, experiences and priorities of all S75 groups.

Disability

Youth work provision is available to all young people age 4-25 and includes support for those with disabilities and special educational needs, with access to bespoke services where applicable.

The youth work curriculum is grounded on the core principles of preparing young people for participation; testing values and beliefs and the promotion of acceptance and understanding. Planned interventions are provided where needs are identified, and outcomes of the annual youth work programme are published by the EA.

The 2024/25 NI School Census over 70,200 pupils have some form of special educational need, 19.8% of the entire school population. Nearly 29,500, or 8.3% of pupils have a statement of special education need. The proportion of pupils in SEN stages 1-2 is 11.5%. The revised policy will not, however, have a disproportionate impact based on disability as the assessment of need undertaken by the EA identifies the needs, experiences and priorities of all S75 groups.

Dependants

Youth work provision is available to all young people aged 4-25 as well as those at risk of social inclusion such as those with dependants.

The youth work curriculum is grounded on the core principles of preparing young people for participation; testing values and beliefs and the promotion of acceptance and understanding. Planned interventions are provided where needs are identified, and outcomes of the annual youth work programme are published by the EA.

In the 2015 YLT Survey (of 16 year old young people), 9% of respondents stated they had caring responsibilities. The revised policy will not, however, have a disproportionate impact based on dependants as the assessment of need undertaken by the EA identifies the needs, experiences and priorities of all S75 groups.

NEEDS, EXPERIENCES AND PRIORITIES

- 1.9 Taking into account the evidence gathered at 1.8 what are the needs, experiences and priorities of each category in relation to this particular revised policy?

Religious Belief

All children and young people should be able to access youth services on a voluntary basis, irrespective of their religious belief.

The revised policy will not however have a disproportionate impact based on religious belief as the assessment of need undertaken by the EA identifies the needs, experiences and priorities of all S75 groups, listening to the views of young people as well as youth service providers, youth workers and volunteers. These voices were also heard in an extensive engagement programme set up as part of the review of the youth work policy, and the policy has been written around the needs and wants this identified. See further detail on the policy provided in 1.3.

Political Opinion

All children and young people should be able to access youth services on a voluntary basis, irrespective of their political opinion.

Religious belief is taken as a proxy for political opinion and the assessment of need undertaken by the EA identifies the needs, experiences and priorities of all S75 groups, listening to the views of young people as well as youth service providers, youth workers and volunteers. These voices were also heard in an extensive engagement programme set up as part of the review of the youth work policy, and the policy has been written around the needs and wants this identified. See further detail on the policy provided in 1.3.

Racial Group

All children and young people should be able to access youth services on a voluntary basis, irrespective of their racial group.

The assessment of need undertaken by the EA identifies the needs, experiences and priorities of all S75 groups, listening to the views of young people as well as youth service providers, youth workers and volunteers. These voices were also heard in an extensive engagement programme set up as part of the review of the youth work policy, and the policy has been written around the needs and wants this identified. See further detail on the policy provided in 1.3.

Age

All children and young people aged 4-25 can voluntarily attend youth services. The policy applies to children and young people aged 4 to 25 years, based on the assessed needs across the age range. The starting age 4 aligns to school age and readiness to learn, as such this policy does not apply to children under 4 years of age. This age range is the same as the previous policy so does not have any adverse impact due to this review. Provision is tailored to each age range as follows:

- 4–8: universal youth services setting bedrock for life-long resilience and learning
- 9–13: reflective of educational and adolescent journey
- 14–18: transitioning in educational journey, employability and adult life
- 19–25: bespoke youth work interventions to help address acute needs.

The assessment of need undertaken by the EA identifies the needs, experiences and priorities of all S75 groups, listening to the views of young people as well as youth service providers, youth workers and volunteers. These voices were also heard in an extensive engagement programme set up as part of the review of the youth work policy, and the policy has been written around the needs and wants this identified. See further detail on the policy provided in 1.3.

Marital Status

All children and young people should be able to access youth services on a voluntary basis, irrespective of their marital status.

The assessment of need undertaken by the EA identifies the needs, experiences and priorities of all S75 groups, listening to the views of young people as well as youth service providers, youth workers and volunteers. These voices were also heard in an extensive engagement programme set up as part of the review of the youth work policy, and the policy has been written around the needs and wants this identified. See further detail on the policy provided in 1.3.

Men and Women Generally

All children and young people should be able to access youth services on a voluntary basis, irrespective of their gender. The assessment of need undertaken by the EA identifies the needs, experiences and

priorities of all S75 groups, listening to the views of young people as well as youth service providers, youth workers and volunteers. These voices were also heard in an extensive engagement programme set up as part of the review of the youth work policy, and the policy has been written around the needs and wants this identified. See further detail on the policy provided in 1.3.

Disability

All children and young people should be able to access youth services on a voluntary basis, irrespective of whether they have or do not have a disability.

The assessment of need undertaken by the EA identifies the needs, experiences and priorities of all S75 groups, listening to the views of young people as well as youth service providers, youth workers and volunteers and parents where young people cannot communicate themselves. These voices were also heard in extensive engagement programme set up as part of the review of the youth work policy, and the policy has been written around the needs and wants this identified. See further detail on the policy provided in 1.3.

Dependants

All children and young people should be able to access youth services on a voluntary basis, irrespective of whether they are or have dependents or not.

The assessment of need undertaken by the EA identifies the needs, experiences and priorities of all S75 groups, listening to the views of young people as well as youth service providers, youth workers and volunteers. These voices were also heard in extensive engagement programme set up as part of the review of the youth work policy, and the policy has been written around the needs and wants this identified. See further detail on the policy provided in 1.3.

PART TWO – SCREENING QUESTIONS

Introduction

In making a decision as to whether or not there is a need to carry out an equality impact assessment, the public authority should consider its answers to the questions 1-4 which are given on pages 66-68 of this Guide.

If the public authority's conclusion is **none** in respect of all of the Section 75 equality of opportunity and/or good relations categories, then the public authority may decide to screen the policy out. If a policy is 'screened out' as having no relevance to equality of opportunity or good relations, a public authority should give details of the reasons for the decision taken.

If the public authority's conclusion is **major** in respect of one or more of the Section 75 equality of opportunity and/or good relations categories, then consideration should be given to subjecting the policy to the equality impact assessment procedure.

If the public authority's conclusion is **minor** in respect of one or more of the Section 75 equality categories and/or good relations categories, then consideration should still be given to proceeding with an equality impact assessment, or to:

- measures to mitigate the adverse impact; or
- the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

In favour of a 'major' impact

- a) The policy is significant in terms of its strategic importance;
- b) Potential equality impacts are unknown, because, for example, there is insufficient data upon which to make an assessment or because they are complex, and it would be appropriate to conduct an equality impact assessment in order to better assess them;
- c) Potential equality and/or good relations impacts are likely to be adverse or are likely to be experienced disproportionately by groups of people including those who are marginalised or disadvantaged;
- d) Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are 15 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

LIKELY IMPACT

2.1 What is the likely impact of this revised policy on equality of opportunity 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).

Religious Belief:

The intent of this policy is to provide youth services for all children and young people age 4-25 to attend voluntarily, including those in this s75 category. See further detail provided in 1.8.

What is the level of impact? **Minor Positive**

Political Opinion:

The intent of this policy is to provide youth services for all children and young people age 4-25 to attend voluntarily, including those in this s75 category. See further detail provided in 1.8.

What is the level of impact? **Minor Positive**

Racial Group:

The intent of this policy is to provide youth services for all children and young people age 4-25 to attend voluntarily, including those in this s75 category. See further detail provided in 1.8.

What is the level of impact? **Minor Positive**

Age:

The intent of this policy is to provide youth services for all children and young people age 4-25 to attend voluntarily, including those in this s75 category. This age range is the same as the previous policy so does not have any adverse impact due to this review. See further detail provided in 1.8.

What is the level of impact? **Minor Positive**

Marital Status:

The intent of this policy is to provide youth services for all children and young people age 4-25 to attend voluntarily, including those in this s75 category. See further detail provided in 1.8.

What is the level of impact? **Minor Positive**

Sexual Orientation:

The intent of this policy is to provide youth services for all children and young people age 4-25 to attend voluntarily, including those in this s75 category. See further detail provided in 1.8.

What is the level of impact? **Minor Positive**

Men And Women Generally:

The intent of this policy is to provide youth services for all children and young people age 4-25 to attend voluntarily, including those in this s75 category. See further detail provided in 1.8.

What is the level of impact? **Minor Positive**

Disability:

The intent of this policy is to provide youth services for all children and young people age 4-25 to attend voluntarily, including those in this s75 category. See further detail provided in 1.8.

What is the level of impact? **Minor Positive**

Dependants:

The intent of this policy is to provide youth services for all children and young people age 4-25 to attend voluntarily, including those in this s75 category. See further detail provided in 1.8.

What is the level of impact? **Minor Positive**

OPPORTUNITIES TO BETTER PROMOTE EQUALITY OF OPPORTUNITY

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

Religious Belief: NO

Given the policy requires an assessment of need to be undertaken to consider the needs of all children and young people age 4-25, and for the Education Authority to comply with equality requirements and the UNCRC, there are no further opportunities which have been identified to better promote equality of opportunity for people in this S75 category at this stage in the policy development.

Political Opinion: NO

Given the policy requires an assessment of need to be undertaken to consider the needs of all children and young people age 4-25, and for the Education Authority to comply with equality requirements and the UNCRC, there are no further opportunities which have been identified to better promote equality of opportunity for people in this S75 category at this stage in the policy development.

Racial Group: NO

Given the policy requires an assessment of need to be undertaken to consider the needs of all children and young people age 4-25, and for the Education Authority to comply with equality requirements and the UNCRC, there are no further opportunities which have been identified to better promote equality of opportunity for people in this S75 category at this stage in the policy development.

Age: NO

Given the policy requires an assessment of need to be undertaken to consider the needs of all children and young people age 4-25, and for the Education Authority to comply with equality requirements and the UNCRC, there are no further opportunities which have been identified to better promote equality of opportunity for people in this S75 category at this stage in the policy development.

Marital Status: NO

Given the policy requires an assessment of need to be undertaken to consider the needs of all children and young people age 4-25, and for the Education Authority to comply with equality requirements and the UNCRC, there are no further opportunities which have been identified to better promote equality of opportunity for people in this S75 category at this stage in the policy development.

Sexual Orientation: NO

Given the policy requires an assessment of need to be undertaken to consider the needs of all children and young people age 4-25, and for the Education Authority to comply with equality requirements and the UNCRC, there are no further opportunities which have been identified to better promote equality of opportunity for people in this S75 category at this stage in the policy development.

Men And Women Generally: NO

Given the policy requires an assessment of need to be undertaken to consider the needs of all children and young people age 4-25, and for the Education Authority to comply with equality requirements and the UNCRC, there are no further opportunities which have been identified to better promote equality of opportunity for people in this S75 category at this stage in the policy development.

Disability: NO

Given the policy requires an assessment of need to be undertaken to consider the needs of all children and young people age 4-25, and for the Education Authority to comply with equality requirements and the UNCRC, there are no further opportunities which have been identified to better promote equality of opportunity for people in this S75 category at this stage in the policy development.

Dependants: NO

Given the policy requires an assessment of need to be undertaken to consider the needs of all children and young people age 4-25, and for the Education Authority to comply with equality requirements and the UNCRC, there are no further opportunities which have been identified to better promote equality of opportunity for people in this S75 category at this stage in the policy development.

LIKELY IMPACT ON GOOD RELATIONS

2.3 To what extent is the policy/policy review/revised policy/pilot/project likely to impact on good relations between people of different religious belief, political opinion or racial group?

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

There is no evidence of any impact on good relations between people of different religious belief at this stage as this policy seeks to provide youth services to children and young people age 4-25 irrespective of their religious belief as it will be based on an assessment of need in each local/geographical area across Northern Ireland.

What is the level of impact? **None**

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

There is no evidence of any impact on good relations between people of different political opinion at this stage as this policy seeks to provide youth services to children and young people age 4-25 irrespective of their religious belief as it will be based on an assessment of need in each local/geographical area across Northern Ireland.

What is the level of impact? **None**

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

There is no evidence of any impact on good relations between people of different racial groups at this stage as this policy seeks to provide youth services to children and young people age 4-25, irrespective of their racial group as it will be based on an assessment of need in each local/geographical area across Northern Ireland.

What is the level of impact? **None**

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

Religious Belief -

Yes, the ethos of youth work provision is to encourage children and young people to respect the beliefs and views of others as set out in the current youth work curriculum.

Political Opinion -

Yes, the ethos of youth work provision is to encourage children and young people to respect the beliefs and views of others as set out in the current youth work curriculum.

Racial Group -

Yes, the ethos of youth work provision is to encourage children and young people to respect the beliefs and views of others as set out in the current youth work curriculum.

PART THREE

SCREENING DECISION

3.1 The decision is not to conduct an equality impact assessment.

Reasons:

All of the S75 have been determined as having a minor impact with confirmation to impact of the policy is positive for each group. Given the draft policy requires the Education Authority to continue to undertake an assessment of need for adequate local and regional provision of youth services, which will consider the needs of all children and young people age 4-25, and for the Education Authority to comply with equality requirements and the UNCRC, there is no clear need for a full equality impact assessment. Further as this policy is at consultation stage, it would not be appropriate to conduct an equality impact assessment at this time. This will be reviewed, if necessary, after completion of the consultation process.

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 of this consideration.

No significant adverse equality impacts have been identified. Equality considerations are in the draft policy which provide adequate mitigation to require the Education Authority to undertake a regional and local needs assessment and comply with equality law and UNCRC requirements. Any further mitigations or alternative policy, if deemed necessary, will be considered after the consultation has been completed

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?

No significant adverse equality impacts have been identified and as noted equality considerations are embedded in the draft policy which

provide adequate mitigation to require the Education Authority to undertake a regional and local needs assessment and comply with equality law and UNCRC requirements. Any further mitigations or alternative policy, if deemed necessary, will be considered after the consultation has been completed.

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

N/A

PART FOUR

MONITORING

4. Please detail what data you will collect in the future to monitor the effect of the revised policy on any of Section 75 equality categories:
- **Analysis of consultation responses, including from Section 75 groups.**
 - **EA will be required to develop an implementation plan for the revised policy and DE will ensure it complies with equality requirements as part of the approval process.**
 - **EA will be required to provide regular updates on the implementation of the policy and to ensure it complies with equality requirements.**
 - **Assessment of needs undertaken by EA will take into consideration feedback from individuals/groups representing the interests of people within the Section 75 Categories.**

PART FIVE

DISABILITY DISCRIMINATION

5.1 Will the policy/policy review/revised policy/pilot/project in any way discourage persons with disabilities from participating in public life or fail to promote positive attitudes towards persons with disabilities?

No

5.2 Is there an opportunity to better promote positive attitudes towards persons with disabilities or encourage participation in public life by making changes to the policy/policy review/revised policy/pilot/project or introducing additional measures?

Yes, the ethos of youth work provision is to encourage young people to respect others including those with additional needs.

5.3 Please detail what data you will collect in the future in order to monitor the effect of the policy/policy review/revised policy/pilot/project with reference to the disability duties.

- **EA gathers a range of data on youth work provision and the children and young people who voluntarily attend youth settings and how their needs have been met.**
- **EA will continue to undertake the regional and local assessment of needs for the provision of youth services.**

PART SIX

HUMAN RIGHTS ISSUES

6.1 Does the policy/policy review/revised policy/pilot/project review/revised policy/pilot/project affect anyone's Human Rights?

Particularly consider:

- [The Human Rights Act \(1998\)](#)
- [The United Nations Convention on the Rights of the Child](#)
- [The United Nations Convention on the Rights of Persons with Disabilities](#)
- [The United Nations Convention on the Elimination of All Forms of Discrimination Against Women \(CEDAW\)](#)

No

6.2 If you have identified a negative impact; what Human Right is impacted, what is the nature of the impact and who is affected and how?

N/A

6.3 Outline any actions which could be taken to promote or raise awareness of human rights or to ensure compliance with the legislation in relation to the policy/policy review/revised policy/pilot/project .

The draft policy states the requirement to consider UNCRC as well as equality laws when delivering youth services.

PART SEVEN

RURAL NEEDS

The undertaking of a [Rural Needs Impact Assessment \(RNIA\)](#) is an integral part of the development, adoption, implementation or review of a policy, strategy or plan or the design or delivery of a public service.

Will a separate RNIA be completed?

Yes

Reason for non-completion: Impacts equally on children and young people in both rural and urban areas. The assessment of need undertaken by the EA who will deliver the policy, covers all geographical areas.

Reasons:

PART EIGHT

APPROVAL AND AUTHORISATION

FOR COMPLETION BY POLICY TEAM

Screened by: Julie Plackitt DP Date 19/05/26

Approved by: Julie Humphries Grade 7 Date 28/05/2026

Notes:

The screening form must be approved and 'signed off' by a senior manager responsible for the policy.

The screening form must also be cleared at Grade 3 level.

Cleared by: Heather Cousins Grade 3 Date: 03/06/26

The CM version of the completed Screening Form must be sent to the Equality Team (DE.Equality@education-ni.gov.uk) for quality assurance

FOR COMPLETION BY EQUALITY TEAM

Screening Decision

Quality Assured by: G. Smyth Date 03/06/26

Team Informed: Date 03/06/26

RECORDING AND PUBLISHING BY POLICY TEAM

You must store this completed screening form on Content Manager and finalise it. Use the record naming convention "Completed Screening form of....."

Content Manager Ref No: ED1/26/113151

Placed on Internet by policy team Date **xxxxxx**

As soon as possible, following quality assurance, you must publish a copy of the screening form in Microsoft Word (or other Open Document Format) on the Department's website: <https://www.education-ni.gov.uk/publications> with a link on the "Policy Screening" page: <https://www.education-ni.gov.uk/de-equality-screenings>