



Equality Screening

Minority Languages Policy

October 2018

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

- Minority Language Policy

Is this an existing, revised or a new policy?

- Revised policy

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

- The 'Minority Language Policy' sets out the ways in which Translink reflects the spirit of the European Charter for Regional or Minority Languages (ECRML), in adhering to the MSFM.
- The ECRML protects and promotes languages used by traditional minorities and constitutes the Council of Europe's commitment to the protection of national minorities which are part of our cultural heritage and contribute to democracy and cultural diversity.
- Every effort will be made to convey respect and courtesy to minority languages, even if it is not possible to deal with a person in the language of his/her choice.
- The policy will provide guidance to staff in the use of Irish/Ulster Scots in official business and to assist staff in fulfilling Translink's obligations under the Charter.
- The policy gives Translink the opportunity to increase awareness in the organisation with regards to Irish/Ulster Scots and demonstrates its commitment to fulfilling the objectives of the ECRML.

Are there any Section 75 categories which might be expected to benefit from the intended policy?
If so, explain how.

- No
-

Who initiated or wrote the policy?

- Contact Centre Manager (2009)
-

Who owns and who implements the policy?

- Head of Commercial Operations (2018)

Implementation factors

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

- No

If yes, are they

financial

legislative

other, please specify _____

Main stakeholders affected

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

staff

service users

other public sector organisations

voluntary/community/trade unions

other, please specify _____

Other policies with a bearing on this policy

what are they?

- None

who owns them?

- Not applicable

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? Specify details for each of the Section 75 categories.

Section 75 category	Details of evidence/information
Religious belief	NISRA 2011 Census data Continuous Household Survey 2013/14 Requests to date for translation and interpreter services Fair Employment Monitoring Statistics
Political opinion	NISRA 2011 Census data Continuous Household Survey 2013/14 Requests to date for translation and interpreter services Fair Employment Monitoring Statistics
Racial group	NISRA 2011 Census data Requests to date for translation and interpreter services Fair Employment Monitoring Statistics
Age	NISRA Census data Continuous Household Survey 2013/14
Marital status	None Continuous Household Survey 2013/14
Sexual orientation	None

Men and women generally	NISRA 2011 Census data
Disability	NISRA 2011 Census data Requests to date for translation and interpreter services Fair Employment Monitoring Statistics
Dependants	NISRA statistics

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 for each of the Section 75 categories

Section 75 category	Details of needs/experiences/priorities
Religious belief	None in relation to this policy.
Political opinion	None in relation to this policy.
Racial group	People from a minority ethnic background may have more difficulties accessing services particularly if English is not their first language.
Age	None in relation to this policy.
Marital status	None in relation to this policy.
Sexual orientation	None in relation to this policy.
Men and women generally	None in relation to this policy.
Disability	People with sensory and or learning disabilities may have difficulties accessing services.
Dependants	None in relation to this policy.

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 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 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? minor/major/none		
Section 75 category	Details of policy impact	Level of impact? minor/major/none
Religious belief	The policy helps articulate Translink's commitment to supporting minority languages ensuring the needs of minority groups such as Irish and Ulster Scots are addressed effectively.	Positive – minor
Political opinion	None	None
Racial group	It is recognised that people from a minority ethnic background may have more difficulties accessing public services, particularly if English is not their first language. The policy seeks to remove barriers for those who would not otherwise be able to access services and information.	Positive – minor
Age	None	None
Marital status	None	None
Sexual orientation	None	None
Men and women generally	None	None
Disability	People with sensory and/or learning difficulties may have difficulty accessing services and information.	Negative – minor

Dependants	None	
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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
Religious belief	Given the nature of the policy there is an opportunity to promote and respect linguistic diversity. For people from a minority ethnic background promoting and exploring linguistic diversity can challenge stereotypes and has a positive impact on inclusion and cultural diversity.	
Political opinion	As above.	
Racial group	As above.	
Age	As above.	
Marital status	As above.	
Sexual orientation	As above.	
Men and women generally	As above.	
Disability	As above.	
Dependants	As above.	

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	<p>Given the nature of the policy there is an opportunity to promote and respect linguistic diversity.</p> <p>The policy may remove barriers for those who would not otherwise be able to access services and information.</p>	Minor – positive and negative
Political opinion	As above.	Minor – positive and negative
Racial group	For people from a minority ethnic background promoting and exploring linguistic diversity can challenge stereotypes and has a positive impact on inclusion and cultural diversity.	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	Yes, given the nature of the policy there is an opportunity to promote linguistic diversity as a shared cultural wealth between persons of differing religious beliefs.	
Political opinion	Yes, given the nature of the policy there is an opportunity to promote linguistic diversity as a shared cultural wealth between persons of differing political opinions.	
Racial group	Yes, given the nature of the policy there is an opportunity to promote linguistic diversity as a shared cultural wealth between persons of differing racial groups.	

Additional considerations

Multiple identity

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities?

(For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).

- None

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

Part 3. Screening decision

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

No potential adverse impacts have been identified in relation to any section 75 group which would require further inspection.

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.

Not applicable – no potential adverse impacts have been identified and so mitigations are not necessary.

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

Not applicable

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?

If so, give the **reasons** to support your decision, together with the proposed changes/amendments or alternative policy.

Not applicable

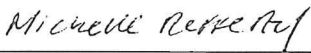

Part 4. Monitoring

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.

Part 5 - Approval and authorisation

Screened by:	Date
Michelle Rafferty (Transport Business Manager)	October 2018
	
Approved by:	Date
David Cowan (Head of Commercial Operations)	October 2018
	

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.