



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

### **Please complete the coversheet details below:**

**Policy title:** Development of Approach to 10X Technology and Cluster workstream

#### **Decision**

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

**Contact:** Robert Turkington

**Date of completion:** 23/06/2023

### **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.

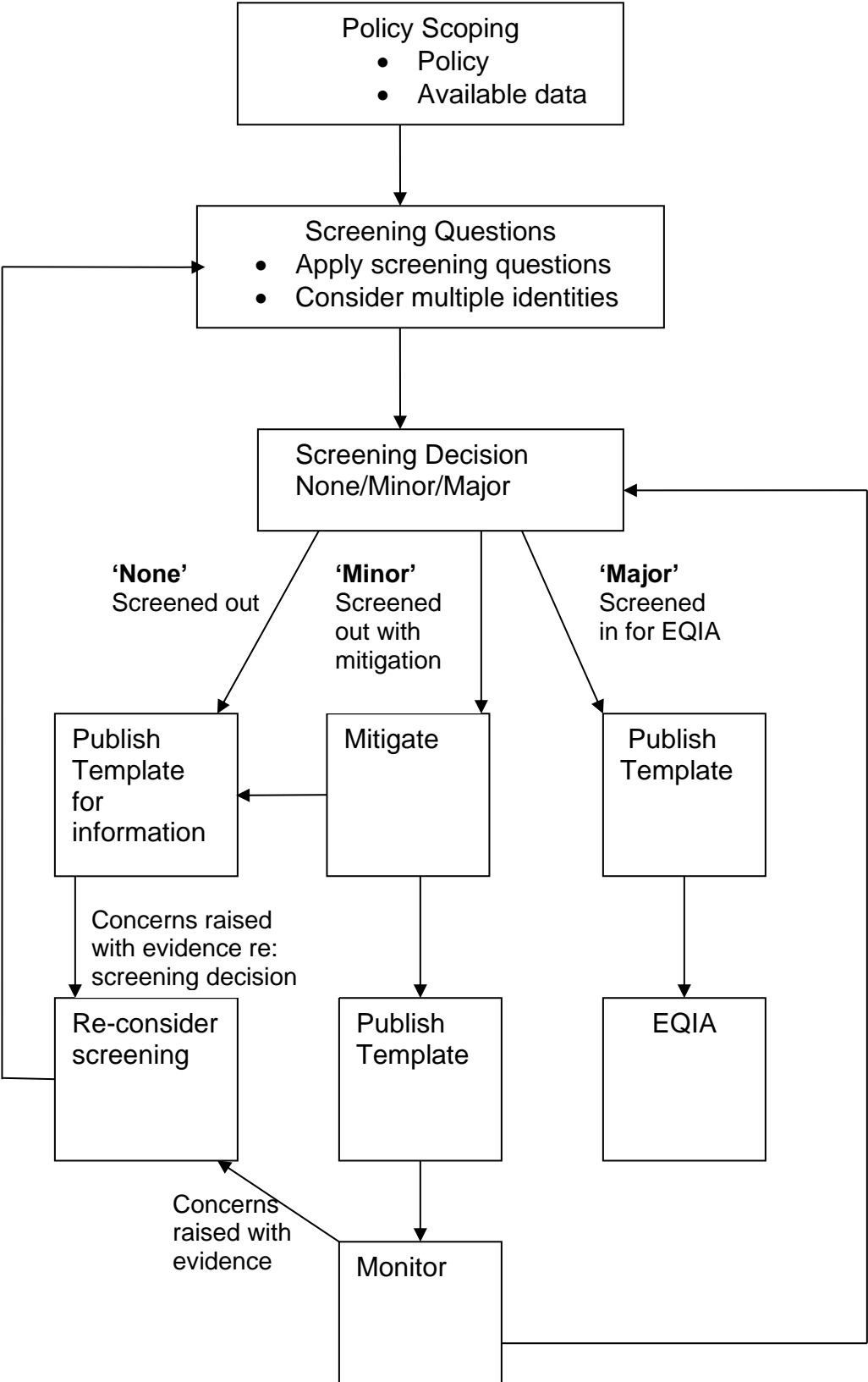
**Part 2. Screening questions** – asks about the extent of the likely impact of the policy on groups of people within each of the Section 75 categories. Details of the groups consulted and the level of assessment of the likely impact. This includes consideration of multiple identity and good relations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

Development of Approach to 10X Technology and Cluster workstream

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Is this an existing, revised or a new policy?

Existing policy

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

The Department of the Economy published the 10x Economic Vision in May 2021 which outlined that for NI to prosper from developments in new technology, we would need to focus our policies and interventions to establish world-leading clusters of industry and academia where the potential for growth is highest.

Driving this work forward will require making deliberate choices to focus on specific key technologies and clusters. A 10X Technology and Cluster workstream was established to further develop this work, within the wider 10X structure, with input from 10x Policy Unit and across the Department.

To set the direction for this activity, we have undertaken activity to identify a focused set of promising technologies or Unique Selling Points (USPs) to be prioritised for further action. Choosing technologies where NI has a competitive edge and high growth potential will enable us to capitalise on opportunities presented by local and global trends, positioning NI at the forefront of development in these areas. An initial focus on technology will allow us to

triangulate our efforts on these areas with the aim of scaling up activity and diffusing success across the economy.

This approach to 10X Technology and Cluster workstream sets out the Departments approach to these key growth industries and the identification of key technologies, their application in priority sectors and development of clusters, which will likely influence future policy making within the Department. The document is to be published for consultation.

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

This 10X Technology and Cluster work sets out the Departments approach to the key growth industries and the identification of key technologies and their application in priority sectors. By identifying and focusing on a set of promising technologies or Unique Selling Points (USPs) to be prioritised for further action in sectors where NI has a competitive edge and high growth potential, this will enable us to capitalise on opportunities presented by local and global trends, positioning NI at the forefront of development in these areas.

Defining our priority technologies and areas of focus, will allow us to triangulate our efforts on these areas with the aim of scaling up activity and diffusing success across the whole economy and providing opportunities for all. By utilising these technologies and clusters, we can realise the focus and scale aspects of the 10X vision and drive progress on the triple bottom line outcomes of innovation, inclusion and sustainability.

Specific action plans and interventions are yet to be developed but will impact more directly on business entities rather than individuals. However, it is intended that the ultimate outcome will contribute to higher levels of employment and job opportunities which will benefit everyone in society. The 10X Technology and Cluster work sits within the overarching 10X Economic Vision which includes a guiding principle to 'provide a fairer distribution of opportunities for all our people', and as such the development of specific action plans and interventions will be within the wider context of addressing current patterns of employment which contribute towards inequality in our society. Namely the 10X Performance Management Framework sets out specific focus on inclusion which includes objectives which would benefit women, people with disabilities and people from most disadvantaged areas who are not employed.

This 10X Technologies and Clusters approach is to be published for consultation. Exact benefits will depend on the specific action plans and interventions that are to be developed in future as part of this work, and therefore may be subject to change. The extent to which Section 75 categories may benefit may also vary.

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**Who initiated or wrote the policy?**

DfE Economic Strategy Group wrote the 10X Economy Vision, which was published in May 2021 by the DfE Minister (then Diane Dodds). This set out a high-level position on technologies and clusters (T&Cs). A 10X T&C workstream was then established to further develop this work, within the wider 10X structure, with input from 10X Policy Unit and across the Department.

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Who owns and who implements the policy?

The 10X Technology and Cluster workstream teams in coordination with 10x Policy Unit and other policy areas across the Department.

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### **Implementation factors**

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

If yes, are they (please delete as appropriate)

Financial - Yes

other, please specify \_\_\_\_\_

### **Main stakeholders affected**

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

staff

service users

other public sector organisations

voluntary/community/trade unions

other, please specify - Private sector businesses, Business Groups, Industry, Individuals, Local Councils, Academia & Educational Institutions (Universities, Colleges and Education Authorities)

## **Other policies with a bearing on this policy**

- what are they?
- who owns them?

Programme for Government - Northern Ireland Executive

10X Economic Vision – DfE

10X Performance Management Framework – DfE

Skills strategy – DfE

Energy strategy: The Path to Net Zero – DfE

Draft Circular Economy Strategy - DfE

## 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.

Specific action plans and interventions for the identified key technologies and priority sector areas are still under development but will impact more directly on business entities rather than individuals. However, it is intended that the ultimate outcome of the 10X Technology and Cluster work, will contribute to higher levels of employment and job opportunities which will benefit everyone in society and offer the same equality of opportunity to those regardless of their status within this Section 75 category.

### Religious belief evidence / information:

In 2021, the main current religions were: Catholic (42.3%); Presbyterian (16.6%); Church of Ireland (11.5%); Methodist (2.3%); Other Christian denominations (6.9%); and Other religions (1.3%). In addition, 17.4% of our population had 'No religion'.<sup>1</sup>

The Equality Commission Fair Employment Monitoring Report found that in 2021 the private sector employment was roughly equally split between Catholics (49.8%) and Protestants (50.2%).<sup>2</sup>

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### Political Opinion evidence / information:

In 2021 in the NI Life and Times Survey, 32% identified as unionist, 26% as Nationalist, 38% as neither, 1% provided another answer and 3% didn't know.<sup>3</sup>

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### Racial Group evidence / information:

On Census Day 2021, 3.4% of the population, or 65,600 people, belonged to minority ethnic groups, see the following breakdown. This was around double the 2011 figure (1.8% – 32,400 people) and four times the 2001 figure (0.8% – 14,300 people). The largest ethnic minority group was Mixed Ethnicities (14,400 – 0.8%), Black (11,000 – 0.6%), Indian (9,900 –

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<sup>1</sup> NISRA, [Main statistics | Northern Ireland Statistics and Research Agency \(nisra.gov.uk\)](#)

<sup>2</sup> Equality Commission for NI, [Fair Employment Monitoring Report No.30 \(equalityni.org\)](#)

<sup>3</sup> NI Life and Times Survey 2021, [Northern Ireland Life and Times Survey: 2021](#)



0.5%) and Chinese (9,500, 0.5%). 96.6% of the population (1,837,600) were white.<sup>4</sup> The Economic Vision is however targeted at all individuals equally regardless of ethnicity.

Ethnic Group	Number	Percentage
White	1,837,600	96.6%
Black	11,000	0.6%
Indian	9,900	0.5%
Chinese	9,500	0.5%
Filipino	4,500	0.2%
Irish Traveller	2,600	0.1%
Arab	1,800	0.1%
Pakistani	1,600	0.1%
Roma	1,500	0.1%
Mixed Ethnicities	14,400	0.8%
Other Asian	5,200	0.3%
Other Ethnicities	3,600	0.2%
All Usual residents	1,903,200	100.0%

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## Age evidence / information:

The 2021 census provided the following breakdown of our population:<sup>5</sup>

Age band	2021 Census population	Percentage of population
0-14	365,200	19.2%
15-64	1,211,400	63.7%
15-39	594,300	31.2%
40-64	617,100	32.4%
65+	326,500	17.2%
65-84	287,200	15.1%
85+	39,400	2.1%
All ages	1,903,100	100%

Information is available on the overall age profile of those in work from the most recent Labour Force Survey, published in June 2023, (see below). As would be expected the age distribution of the Northern Ireland workforce is very much concentrated within the bounds of the working age population (in the 16 to 64 range), although it does extend beyond this into the 65+ age range.<sup>6</sup>

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<sup>4</sup> NISRA, [Main statistics | Northern Ireland Statistics and Research Agency \(nisra.gov.uk\)](https://www.nisra.gov.uk/main-statistics)

<sup>5</sup> NISRA, [Main statistics | Northern Ireland Statistics and Research Agency \(nisra.gov.uk\)](https://www.nisra.gov.uk/main-statistics)

<sup>6</sup> NISRA, [Labour Market Report – June 2023](#)

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## **Marital Status** evidence / information:

On Census Day 2021, of people aged 16 and over, 45.6% were married (a decrease of 2% from Census Day 2011), and 38.1% were single (an increase of 2% from Census Day 2011). Just over 2,700 people (0.2%) were in civil partnerships on Census Day 2021, an increase from 1200 people in the 2011 Census, however it should be noted that both same-sex marriages and opposite-sex civil partnerships both became legal between the 2011 and 2021 Census. A further 9.8% of people aged 16 and over were either separated, divorced or formerly in a civil partnership, while the remaining 6.4% were either widowed or a surviving partner from a civil partnership.<sup>7</sup>

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## **Sexual Orientation** evidence / information:

On Census Day 2021, 2.1% of the population, or 31,600 people, identified as lesbian, gay or bisexual. This was lower than the percentage of people across England (3.2%) or Wales (3.0%) who identified as lesbian, gay or bisexual. Statistics for Scotland, where collected as part of the census which was postponed to 2022, but are not yet available. 1.364 million people (90.0%) identified as 'straight or heterosexual' and 119,000 people (7.9%) either did not answer the question or ticked 'prefer not to say'.<sup>8</sup>

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## **Men & Women generally** evidence / information:

The census day population comprised of 967,000 females and 936,100 males.<sup>9</sup>

In 2021 the Equality Commission Fair Employment Monitoring Report found that in the private sector, men accounted for 54.4% of the monitored workforce, and women 45.9%. Within this group, of full-time employees there was a greater proportion of men (57.8%) and women made up a greater proportion of part time employees 66.1%<sup>10</sup>

The most recent Labour Force Survey, published in June 2023, indicated that of those aged 16 and over that were employed, 459,000 were males and 421,000 were female. Latest results are shown below.<sup>11</sup>

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<sup>7</sup> NISRA, [Main statistics | Northern Ireland Statistics and Research Agency \(nisra.gov.uk\)](https://www.nisra.gov.uk/main-statistics)

<sup>8</sup> NISRA, [Main statistics | Northern Ireland Statistics and Research Agency \(nisra.gov.uk\)](https://www.nisra.gov.uk/main-statistics)

<sup>9</sup> NISRA, [Main statistics | Northern Ireland Statistics and Research Agency \(nisra.gov.uk\)](https://www.nisra.gov.uk/main-statistics)

<sup>10</sup> Equality Commission for NI, [Fair Employment Monitoring Report No.30 \(equalityni.org\)](https://www.equalityni.org/fair-employment-monitoring-report-no-30)

<sup>11</sup> NISRA, [Labour Market Report – June 2023](https://www.nisra.gov.uk/labour-market-report-june-2023)

### *Employees (16+) in the labour market by Gender*

	Total aged 16+	16-24	25-34	35-49	50-64	65+
Males	459	57	103	155	126	19
Females	421	54	93	145	115	15

*Figures may not sum due to rounding. Numbers are in thousands*

Although the female economic inactivity rate has been declining in recent years in 2021, just under a third of working age women were economically inactive, compared to just under a quarter of men. Economic inactivity rates for females have been consistently higher than males. Women consistently have lower economic activity than men regardless of the age of the youngest dependent child, but rates were lowest for women with a youngest dependent child of pre-school age.<sup>12</sup>

The department is conducting research utilising Standard Industrial Classification (SIC) 2007 codes to establish a baseline position of the priority clusters in terms of labour force, business counts and trade. This will include detail on the level of employment of men and women within the 10X sectors and will be published alongside the consultation on the approach to 10X Technologies and Clusters.

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### **Disability evidence / information:**

Overall, 21.7% of respondents aged 16-64 in Northern Ireland (Apr-Jun 2017) reported a long-term illness and a disability. In the UK overall the figure was 17.4%<sup>13</sup>

There is a range of data to indicate that people with disabilities have greater issues with finding satisfying and meaningful work. People with disabilities earned less on average than people without disabilities, with an average weekly earnings gap of £103. There is a higher rate of under-employment for people with disabilities than people without. People with disabilities report lower satisfaction scores across a range of job quality indicators.<sup>14</sup>

In 2020, the employment rate amongst those aged 16 to 64 for people with disabilities was 38.1%, and the rate for those without disabilities was 80.3%. Therefore, the disability employment gap for NI for 2020 was 42.2pps.<sup>15</sup>

The department is conducting research utilising Standard Industrial Classification (SIC) 2007 codes to establish a baseline position of the priority clusters in terms of labour force, business counts and trade. This will include detail on the level of employment of people with disabilities within the 10X sectors and will be published alongside the consultation on the approach to 10X Technologies and Clusters.

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<sup>12</sup> NISRA, [Women in Northern Ireland 2020/2021](#)

<sup>13</sup> NISRA, [Health | Northern Ireland Statistics and Research Agency \(nisra.gov.uk\)](#)

<sup>14</sup> Department for Communities, [Disability within the Northern Ireland Labour Market](#)

<sup>15</sup> NISRA, [Disability Employment Gap in Northern Ireland 2020](#)

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## Dependants evidence / information:

The 2021 census found that on Census Day, 29.2% of households in Northern Ireland contained dependent children, down from 33.9% in 2021.<sup>16</sup>

Women are more likely to report looking after family and home as a reason for economic inactivity (28% for women, vs 6% for men). 80% of women with dependent children were economically active in 2020, compared with 91% of men with dependent children.<sup>17</sup>

The employment rate for men and women living with and without dependent children is found in the ONS Families and the labour market, Northern Ireland report. Latest available data is shown below.<sup>18</sup>

Employment rate for men and women living with and without dependent children, 2019

Employment Rates (April – June 2021)	With dependent children	Without dependent children
Men	91.2%	63.0%
Women	79.9%	62.9%

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<sup>16</sup> NISRA, [Main statistics | Northern Ireland Statistics and Research Agency \(nisra.gov.uk\)](https://www.nisra.gov.uk/)

<sup>17</sup> NISRA, [Women in Northern Ireland 2020/2021](#)

<sup>18</sup> ONS, [Families and the labour market, Northern Ireland](#)

## **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**

The Department's approach to the 10X Technology and Cluster workstream of the Economic Vision is aimed at generating economic growth through focussing policies and interventions in areas where Northern Ireland has real strengths and where the potential for growth is highest, to establish world-leading clusters of industry and academia.

Defining our priority technologies and areas of focus, will allow us to triangulate our efforts on these areas with the aim of scaling up activity and diffusing success across the whole economy and providing opportunities for all. By utilising these technologies and clusters, we can realise the focus and scale aspects of the 10X vision and drive progress on the triple bottom line outcomes of innovation, inclusion and sustainability.

Specific action plans and interventions are yet to be developed but will impact more directly on business entities rather than individuals. However, it is intended that the ultimate outcome will benefit everyone in Northern Ireland irrespective of their religious beliefs.

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### **Political Opinion**

The Department's approach to the 10X Technology and Cluster workstream of the Economic Vision is aimed at generating economic growth through focussing policies and interventions in areas where Northern Ireland has real strengths and where the potential for growth is highest, to establish world-leading clusters of industry and academia.

Defining our priority technologies and areas of focus, will allow us to triangulate our efforts on these areas with the aim of scaling up activity and diffusing success across the whole economy and providing opportunities for all. By utilising these technologies and clusters, we can realise the focus and scale aspects of the 10X vision and drive progress on the triple bottom line outcomes of innovation, inclusion and sustainability.

Specific action plans and interventions are yet to be developed but will impact more directly on business entities rather than individuals. However, it is intended that the ultimate outcome will benefit everyone in Northern Ireland irrespective of their political opinion.

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## **Racial Group**

The Department's approach to the 10X Technology and Cluster workstream of the Economic Vision is aimed at generating economic growth through focussing policies and interventions in areas where Northern Ireland has real strengths and where the potential for growth is highest, to establish world-leading clusters of industry and academia.

Defining our priority technologies and areas of focus, will allow us to triangulate our efforts on these areas with the aim of scaling up activity and diffusing success across the whole economy and providing opportunities for all. By utilising these technologies and clusters, we can realise the focus and scale aspects of the 10X vision and drive progress on the triple bottom line outcomes of innovation, inclusion and sustainability.

Specific action plans and interventions are yet to be developed but will impact more directly on business entities rather than individuals. However, it is intended that the ultimate outcome will benefit everyone in Northern Ireland irrespective of racial group.

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## **Age**

The Department's approach to the 10X Technology and Cluster workstream of the Economic Vision is aimed at generating economic growth through focussing policies and interventions in areas where Northern Ireland has real strengths and where the potential for growth is highest, to establish world-leading clusters of industry and academia.

Defining our priority technologies and areas of focus, will allow us to triangulate our efforts on these areas with the aim of scaling up activity and diffusing success across the whole economy and providing opportunities for all. By utilising these technologies and clusters, we can realise the focus and scale aspects of the 10X vision and drive progress on the triple bottom line outcomes of innovation, inclusion and sustainability.

Specific sectoral action plans and interventions are yet to be developed but will impact more directly on business entities rather than individuals. However, it is intended that the ultimate outcome will benefit everyone in Northern Ireland irrespective of their age.

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## **Marital status**

The Department's approach to the 10X Technology and Cluster workstream of the Economic Vision is aimed at generating economic growth through focussing policies and interventions in areas where Northern Ireland has real strengths and where the potential for growth is highest, to establish world-leading clusters of industry and academia.

Defining our priority technologies and areas of focus, will allow us to triangulate our efforts on these areas with the aim of scaling up activity and diffusing success across the whole economy and providing opportunities for all. By utilising these technologies and clusters, we can realise the focus and scale aspects of the 10X vision and drive progress on the triple bottom line outcomes of innovation, inclusion and sustainability.

Specific action plans and interventions are yet to be developed but will impact more directly on business entities rather than individuals. However, it is intended that the ultimate outcome will benefit everyone in Northern Ireland irrespective of marital status.

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## **Sexual orientation**

The Department's approach to the 10X Technology and Cluster workstream of the Economic Vision is aimed at generating economic growth through focussing policies and interventions in areas where Northern Ireland has real strengths and where the potential for growth is highest, to establish world-leading clusters of industry and academia.

Defining our priority technologies and areas of focus, will allow us to triangulate our efforts on these areas with the aim of scaling up activity and diffusing success across the whole economy and providing opportunities for all. By utilising these technologies and clusters, we can realise the focus and scale aspects of the 10X vision and drive progress on the triple bottom line outcomes of innovation, inclusion and sustainability.

Specific action plans and interventions are yet to be developed but will impact more directly on business entities rather than individuals. However, it is intended that the ultimate outcome will benefit everyone in Northern Ireland irrespective of sexual orientation.

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## **Men and Women Generally**

The Department's approach to the 10X Technology and Cluster workstream of the Economic Vision is aimed at generating economic growth through focussing policies and interventions in areas where Northern Ireland has real strengths and where the potential for growth is highest, to establish world-leading clusters of industry and academia.

Defining our priority technologies and areas of focus, will allow us to triangulate our efforts on these areas with the aim of scaling up activity and diffusing success across the whole economy and providing opportunities for all. By utilising these technologies and clusters, we can realise the focus and scale aspects of the 10X vision and drive progress on the triple bottom line outcomes of innovation, inclusion and sustainability.

Specific action plans and interventions are yet to be developed but will impact more directly on business entities rather than individuals. However, it may benefit more men than women

due to more men being employed in the private sector. The 10X Vision's overarching objectives are that of innovation, inclusion, and sustainability. Therefore, any action plans and interventions will be developed within the wider context of 10X Vision's ambition to become more inclusive and address current patterns of employment which contribute towards inequality in our society.

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## **Disability**

The Department's approach to the 10X Technology and Cluster workstream of the Economic Vision is aimed at generating economic growth through focussing policies and interventions in areas where Northern Ireland has real strengths and where the potential for growth is highest, to establish world-leading clusters of industry and academia.

Defining our priority technologies and areas of focus, will allow us to triangulate our efforts on these areas with the aim of scaling up activity and diffusing success across the whole economy and providing opportunities for all. By utilising these technologies and clusters, we can realise the focus and scale aspects of the 10X vision and drive progress on the triple bottom line outcomes of innovation, inclusion and sustainability.

Specific action plans and interventions are yet to be developed but will impact more directly on business entities rather than individuals. We recognise that the data indicates that people with disabilities have more difficulty in finding rewarding employment. The 10X Vision's overarching objectives are that of innovation, inclusion, and sustainability. Therefore, any action plans and interventions will be developed in the context of 10X Vision's ambition to become more inclusive and address current patterns of employment which contribute towards inequality in our society.

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## **Dependants**

The Department's approach to the 10X Technology and Cluster workstream of the Economic Vision is aimed at generating economic growth through focussing policies and interventions in areas where Northern Ireland has real strengths and where the potential for growth is highest, to establish world-leading clusters of industry and academia.

Defining our priority technologies and areas of focus, will allow us to triangulate our efforts on these areas with the aim of scaling up activity and diffusing success across the whole economy and providing opportunities for all. By utilising these technologies and clusters, we can realise the focus and scale aspects of the 10X vision and drive progress on the triple bottom line outcomes of innovation, inclusion and sustainability.

Specific action plans and interventions are yet to be developed but will impact more directly on business entities rather than individuals. However, we also recognise that the data indicates that women are more likely to report caring responsibilities as a reason for



economic inactivity, with employment levels lower in women with dependents than for men with dependents. The 10X Vision's overarching objectives are that of innovation, inclusion, and sustainability. Therefore, any action plans and interventions will be developed within the wider context of 10X Vision's ambition to become more inclusive and address current patterns of employment which contribute towards inequality in our society.

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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**:

Specific action plans and interventions for the identified key technologies and priority sector areas are still under development but will impact more directly on business entities rather than individuals. However, it is intended that the ultimate outcome of the 10X Technology and Cluster work, will contribute to higher levels of employment and job opportunities which will benefit everyone in society and offer the same equality of opportunity to those regardless of their status within this Section 75 category.

What is the level of impact? None

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

Specific action plans and interventions for the identified key technologies and priority sector areas are still under development but will impact more directly on business entities rather than individuals. However, it is intended that the ultimate outcome of the 10X Technology and Cluster work, will contribute to higher levels of employment and job opportunities which will benefit everyone in society and offer the same equality of opportunity to those regardless of their status within this Section 75 category.

What is the level of impact? None

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

Specific action plans and interventions for the identified key technologies and priority sector areas are still under development but will impact more directly on business entities rather than individuals. However, it is intended that the ultimate outcome of the 10X Technology and Cluster work, will contribute to higher levels of employment and job opportunities which will benefit everyone in society and offer the same equality of opportunity to those regardless of their status within this Section 75 category.

What is the level of impact? None

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

Specific action plans and interventions for the identified key technologies and priority sector areas are still under development but will impact more directly on business entities rather than individuals. However, it is intended that the ultimate outcome of the 10X Technology and Cluster work, will contribute to higher levels of employment and job opportunities which will benefit everyone in society and offer the same equality of opportunity to those regardless of their status within this Section 75 category.

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

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

Specific action plans and interventions for the identified key technologies and priority sector areas are still under development but will impact more directly on business entities rather than individuals. However, it is intended that the ultimate outcome of the 10X Technology and Cluster work, will contribute to higher levels of employment and job opportunities which will benefit everyone in society and offer the same equality of opportunity to those regardless of their status within this Section 75 category.

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

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

Specific action plans and interventions for the identified key technologies and priority sector areas are still under development but will impact more directly on business entities rather than individuals. However, it is intended that the ultimate outcome of the 10X Technology and Cluster work, will contribute to higher levels of employment and job opportunities which will benefit everyone in society and offer the same equality of opportunity to those regardless of their status within this Section 75 category.

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

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

Specific action plans and interventions for the identified key technologies and priority sector areas are still under development but will impact more directly on business entities rather than individuals. However, it is intended that the ultimate outcome of the 10X Technology and Cluster work, will contribute to higher levels of employment and job opportunities which will benefit everyone in society and offer the same equality of opportunity to those regardless of their status within this Section 75 category.

In the development of these further action plans and interventions, focus will be on prioritising activity that drives sectors towards 10X triple bottom line outcomes of innovation, inclusion and sustainability and will therefore consider the relative disadvantages faced by women in employment to seek to promote equality of opportunity.

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

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

Specific action plans and interventions for the identified key technologies and priority sector areas are still under development but will impact more directly on business entities rather than individuals. However, it is intended that the ultimate outcome of the 10X Technology and Cluster work, will contribute to higher levels of employment and job opportunities which will benefit everyone in society and offer the same equality of opportunity to those regardless of their status within this Section 75 category.

In the development of these further action plans and interventions, focus will be on prioritising activity that drives sectors towards 10X triple bottom line outcomes of innovation, inclusion and sustainability and will therefore consider the relative disadvantages faced by people with disabilities in employment to seek to promote equality of opportunity.

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

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

Specific action plans and interventions for the identified key technologies and priority sector areas are still under development but will impact more directly on business entities rather than individuals. However, it is intended that the ultimate outcome of the 10X Technology and Cluster work, will contribute to higher levels of employment and job opportunities which will benefit everyone in society and offer the same equality of opportunity to those regardless of their status within this Section 75 category.

In the development of these further action plans and interventions, focus will be on prioritising activity that drives sectors towards 10X triple bottom line outcomes of innovation, inclusion and sustainability and will therefore consider the relative disadvantages faced by people with dependants in employment to seek to promote equality of opportunity.

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

**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**

If Yes, provide details:

If No, provide reasons: Specific action plans and interventions developed as part of the 10X Technologies and Clusters work are intended to benefit people in NI regardless of religious belief.

### **Political Opinion – No**

If Yes, provide details:

If No, provide reasons: Specific action plans and interventions developed as part of the 10X Technologies and Clusters work are intended to benefit people in NI regardless of political opinion.

### **Racial Group – No**

If Yes, provide details:

If No, provide reasons: Specific action plans and interventions developed as part of the 10X Technologies and Clusters work are intended to benefit people in NI regardless of racial group.

### **Age – No**

If Yes, provide details:

If No, provide reasons: Specific action plans and interventions developed as part of the 10X Technologies and Clusters work are intended to benefit people in NI regardless of age.

### **Marital Status – No**

If Yes, provide details:

If No, provide reasons: Specific action plans and interventions developed as part of the 10X Technologies and Clusters work are intended to benefit people in NI regardless of marital status.

### **Sexual Orientation – No**

If Yes, provide details:

If No, provide reasons: Specific action plans and interventions developed as part of the 10X Technologies and Clusters work are intended to benefit people in NI regardless of sexual orientation.

### **Men and Women generally – Yes**

If Yes, provide details: The development of the specific action plans and interventions as part of the 10X Technologies and Clusters work, will take place under the overarching architecture of the 10X Economic Vision's triple bottom line outcomes of innovation, inclusion and sustainability and the 10X Performance Management Framework. These provide for policies and interventions to be developed to take into account the relative disadvantages faced by women in employment to promote equality of opportunity.

If No, provide reasons:

### **Disability – Yes**

If Yes, provide details: The development of the specific action plans and interventions as part of the 10X Technologies and Clusters work, will take place under the overarching architecture of the 10X Economic Vision's triple bottom line outcomes of innovation, inclusion and sustainability and the 10X Performance Management Framework. These provide for policies and interventions to be developed to take into account the relative disadvantages faced by people with disabilities in employment to promote equality of opportunity.

If No, provide reasons:

### **Dependants – Yes**

If Yes, provide details: The development of the specific action plans and interventions as part of the 10X Technologies and Clusters work, will take place under the overarching architecture of the 10X Economic Vision's triple bottom line outcomes of innovation, inclusion and sustainability and the 10X Performance Management Framework. These provide for policies and interventions to be developed to take into account the relative disadvantages faced by those with dependants in employment to promote equality of opportunity.

If No, provide reasons:

### **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 development of specific action plans and interventions as part of the 10X Technologies and Clusters work is intended to benefit people in NI regardless of religious belief. As such, it will have no impact on relations between people of different religious beliefs.

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

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

The development of specific action plans and interventions as part of the 10X Technologies and Clusters work is intended to benefit people in NI regardless of political opinion. As such, it will have no impact on relations between people of different political opinions.

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

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



The development of specific action plans and interventions as part of the 10X Technologies and Clusters work is intended to benefit people in NI regardless of their racial group. As such, it will have no impact on relations between people of different racial groups.

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

**4. 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 – No**

If Yes, provide details:

If No, provide reasons: Specific action plans and interventions to be developed as part of the 10X Technologies and Clusters work are intended to benefit people in NI regardless of religious belief.

**Political Opinion – No**

If Yes, provide details:

If No, provide reasons: Specific action plans and interventions to be developed as part of the 10X Technologies and Clusters work are intended to benefit people in NI regardless of political opinion.

**Racial Group – No**

If Yes, provide details:

If No, provide reasons: Specific action plans and interventions to be developed as part of the 10X Technologies and Clusters work are intended to benefit people in NI regardless of their racial group.

## **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.

There are unlikely to be specific impacts on people with multiple identities.

### Part 3. Screening decision

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

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.

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

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.

Policy screened out **without** mitigation or an alternative policy adopted.

The approach to 10X Technology and Cluster workstream sets out the Departments approach to this area of the 10X Vision and details the activity we have undertaken to identify a focused set of promising technologies or Unique Selling Points (USPs) to be prioritised for further action. Choosing technologies where NI has a competitive edge and high growth potential will enable us to capitalise on opportunities presented by local and global trends, positioning NI at the forefront of development in these areas. An initial focus on technology will allow us to triangulate our efforts on these areas with the aim of scaling up activity and diffusing success across the economy.

It sits within the overarching 10X Economic Vision and its guiding principle to 'provide a fairer distribution of opportunities for all our people', and as such the development of specific action plans and interventions will be within the wider context of addressing current patterns of employment which contribute towards inequality in our society. Namely the 10X Performance Management Framework sets out specific focus on inclusion which includes objectives which would benefit women, people with disabilities and people from most disadvantaged areas who are not employed.

As such the 10X Technology and Cluster approach has no adverse impacts and a minor positive impact, and therefore an equality impact assessment is not required. As further policy, specific action plans and interventions are developed they will be subject to screening and monitoring.

## 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.

As the 10X Technology and Cluster approach can make a positive contribution to the overall equality of opportunity, mitigation or an alternative policy is not required.

## **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.

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

Effect on equality of opportunity and good relations - N/A

Social need - N/A

Effect on people's daily lives – N/A

Relevance to a public authority's functions – N/A

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?

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.

The 10X Technology and Cluster work will take place within the overarching 10X Economic Vision and its 10X Performance Management Framework which sets out a range of metrics that will be monitored so that the Department can track progress towards achieving the 10X Economic Vision.

As the approach to the 10X Technology and Cluster workstream is further developed into specific policies, action plans and interventions these will be further subject to screening and monitoring.

## **Part 5 - Approval and authorisation**

Screened by: [Robert Turkington](#)  
Position/Job Title: [Deputy Principal](#)  
Business Area/ Branch: [Goods Exports, Taxation and InterTradeIreland](#)  
Date: [23 June 2023](#)

Approved by: [Stephen Kelly](#)  
Position/Job Title: [G7](#)  
Business Area/Branch: [Goods Regulation / 10X Life & Health Science](#)  
Date: [11 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.