**Mid Ulster District Council**

Rural Needs Impact Assessments 1 April 2021 to 31 March 2022

| **No.** | **Description of the activity undertaken by the public authority which is subject to section 1(1) of the Rural Needs Act (NI) 20161.** | **The rural policy area(s) which the activity relates to (2).** | **Describe how the public authority has had due regard to rural needs when developing, adopting, implementing or revising the policy, strategy or plan or when designing or delivering the public service (3).** |
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| 1 | Mid Ulster Gift Card Programme | Rural Business | The Mid Ulster Gift Card Programme will impact on people in rural areas in a positive manner. The aim of Mid Ulster Gift Card Programme is to lock in spend, drive footfall and stimulate additional economic activity across the towns and villages of Mid Ulster. All commercial businesses located within Mid Ulster District are eligible to participate, with all public able to avail of the benefits of a Mid Ulster Gift Card from participating businesses |
| 2 | Dual Language & Nameplate Signage | N/A | No specific rural need was identified that would differ from that of an urban need in relation to this policy which is the outworking’s of the legislative provisions currently in place to provide statutory guidance/requirements in relation to the implementation of the policy and does not differentiate between either Rural or Urban areas. This Legislation is the Local Government (Miscellaneous Provisions) (NI) Order 1995 |
| 3 | Safeguarding Policy | Community Safety  | The Policy has identified various type of abuse and self-harm including bullying, on-line bullying, physical and emotional abuse. Appendix A of the Policy identifies a range of support services and information, which can be accessed by children/young people and adults living in rural areas. A children’s version of Child Safeguarding Policy will be developed in conjunction with relevant community partners. |
| 4 | DfC Coalisland Revitalisation Scheme | Rural Business | The scheme will contribute to building strong, inclusive and sustainable rural communities by supporting the following:* Sustain and support rural businesses through provision of better services in local Towns and making those services easier to access for the long term
* Encourage retention and development of essential services
* Encourage urban and rural business owners to invest in their businesses
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| 5 | Payment of Subscriptions to Professional Bodies Policy | Internal Policy | The policy sets out how to reimburse employees for payment of subscriptions to professional or other relevant bodies which they are required to maintain in order to effectively discharge their duties and/or conditions of employment. The policy aims to ensure that employees are appropriately financially supported in an affordable and equitable manner. |
| 6 | Flexible Working Arrangements Policy  | Internal Policy  | The policy sets out options for flexible working as part of Council’s wider commitment to equality of opportunity for all employees. Revisions by way of these addendums include opportunities for staff to avail of Carer’s leave, Term time working & Flexible Retirement.  |
| 7 | Menopause Support Policy  | Internal Policy  | The Council recognises that perimenopause and menopause are workplace issues. This policy sets out the guidelines for members of staff and managers on providing appropriate support to manage menopausal symptoms at work. |