



Introduction

Mid Ulster District Council has a statutory duty to screen its policies, procedures, practices/decisions. This Policy Screening Form and Report assists Council Departments to consider the likely equality and good relations impacts of the aforementioned, if any, placed upon our ratepayers, citizens, service users, staff and visitors to the district.

Section 1 – Policy scoping

This asks the Policy Author to provide details on 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. Reference to policy within this document refers to either of the aforementioned (policy, procedure, practice, and/ or decision).

Section 2 – Screening questions

This 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 issues.

Section 3 – Screening decision

This guides the Council to reach a screening decision as to whether or not there is a need to carry out an equality impact assessment (EQIA), or introduce measures to mitigate the likely impact, or the introduction of an alternative policy to better promote equality of opportunity.

Section 4 – Monitoring

This provides guidance to the Council on monitoring for adverse impact and broader monitoring.

Section 5 – Approval and authorisation

This verifies the Council's approval of a screening decision by a senior manager responsible for the policy.

Appendix A Screening Process
Section 1 Policy Scoping & Information

The first stage of the screening process involves scoping the policy under consideration which sets the context and confirms the aims and objectives for the policy being screened. Scoping the policy helps to identify constraints as well as opportunities and will help the policy author to work through the screening process on a step by step basis.

1. Policy Name		
Pensions Discretionary Policy		
2. Is this an existing, revised or a new policy?		
Revised for Mid Ulster District Council		
3. What is it trying to achieve? (aims/outcomes)		
<p>The Council is required to (or where there is no requirement, is recommended to) formulate, publish and keep under review a Statement of Policy on certain other discretions it may exercise in accordance with:</p> <ul style="list-style-type: none"> i) the Local Government Pension Scheme Regulations (NI) 2014 ii) earlier LGPS Regulations (Northern Ireland) in respect of members of the LGPS who left prior to 1 April 2015, and iii) the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations (Northern Ireland) 2007 and earlier compensation regulations. <p>In formulating and reviewing its policies under the LGPS Regulations referred to above the Council has considered:</p> <ul style="list-style-type: none"> iv) whether and to what extent the exercise of its discretionary powers could lead to a serious loss of confidence in the public service, and v) that the policy is workable, affordable and reasonable having regard to the foreseeable costs. 		
4. Are there any Section 75 categories which might be expected to benefit from the intended policy?	Yes	X
	No	
If so, please explain		
Policy will provide equality of opportunity to all irrespective of S75 categories		
6. Who initiated or wrote the policy?		
Mid Ulster District Council initiated the need for the policy it was written/developed by the Director of Organisational Development		

7. Who owns and who implements the policy?
Mid Ulster District Council – H.R. – Organisational Development Dept.

Implementation factors

		Yes	No
Are there any factors which could contribute to/ detract from intended aim/ outcome of the policy?		x	
• If yes, are they financial?		x	
• If yes, are they legislative?		x	
• If yes, Please specify	<p>Financial: Budget restrictions (e.g. reduction in bloc grant) which could have impact on resources (financial & staffing) & could have financial implications on pension funding</p> <p>Legislative: Changes in legislation (e.g. Brexit) which may affect pension funding</p>		
• Other, Please specify			

Stakeholders

The internal and external (actual or potential) that the policy will be impacted upon

	Yes	No
Staff	x	
Service Users	x	
Other public sector organisations	x	
Voluntary/community/ trade unions	x	
Other, please specify		

Others policies with a bearing on this policy

Policies	Owners
Equal Opportunities Policy	H.R. O.D. department
Grievance Procedure	“
Managing Attendance	“
Health & Safety at Work	“
Flexible Working Arrangements	“

Available evidence

Information and available evidence (qualitative and quantitative) gathered to inform the policy under each of the Section 75 groups as identified within the Northern Ireland Act 1998.

Section 75 category	Details of evidence/information																																				
Religious belief	<p>63.77% of the population were brought up in the Catholic religion and 33.46% belong or were brought up in a Protestant and Other Christian (including Christian related) religion. Other religions comprised 690 (0.5%) and None 3,153 (2.28%) of the population (Source: 2011 Census).</p> <table border="1"> <thead> <tr> <th>Religion or Religion brought up in</th> <th>No.</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Catholic</td> <td>88,375</td> <td>63.77</td> </tr> <tr> <td>Protestant and Other Christian (including Christian related)</td> <td>46,372</td> <td>33.46</td> </tr> <tr> <td>Other religions</td> <td>690</td> <td>0.5</td> </tr> <tr> <td>None</td> <td>3,153</td> <td>2.28</td> </tr> <tr> <td>Total</td> <td>138,590</td> <td>100</td> </tr> </tbody> </table>	Religion or Religion brought up in	No.	%	Catholic	88,375	63.77	Protestant and Other Christian (including Christian related)	46,372	33.46	Other religions	690	0.5	None	3,153	2.28	Total	138,590	100																		
Religion or Religion brought up in	No.	%																																			
Catholic	88,375	63.77																																			
Protestant and Other Christian (including Christian related)	46,372	33.46																																			
Other religions	690	0.5																																			
None	3,153	2.28																																			
Total	138,590	100																																			
Political opinion	<p>Political party representation can be used as an approximate barometer of political opinion of people within Mid Ulster council area. The most recent local government/ council election in 2014 the percentage 1st preference vote share for each of the political party/ independents is detailed bellowed along with representation (seats) on Council (Source: NISRA):</p> <table border="1"> <thead> <tr> <th>Party</th> <th>Votes</th> <th>Percentage</th> <th>Council Seats</th> </tr> </thead> <tbody> <tr> <td>SF</td> <td>22,587</td> <td>41.0%</td> <td>18</td> </tr> <tr> <td>DUP</td> <td>9,723</td> <td>17.6%</td> <td>8</td> </tr> <tr> <td>UUP</td> <td>9,573</td> <td>17.4%</td> <td>7</td> </tr> <tr> <td>SDLP</td> <td>7,600</td> <td>13.8%</td> <td>6</td> </tr> <tr> <td>Independent</td> <td>2,689</td> <td>4.9%</td> <td>1</td> </tr> <tr> <td>TUV</td> <td>2,380</td> <td>4.3%</td> <td>0</td> </tr> <tr> <td>Alliance</td> <td>250</td> <td>0.6%</td> <td>0</td> </tr> <tr> <td>UKIP</td> <td>195</td> <td>0.4%</td> <td>0</td> </tr> </tbody> </table>	Party	Votes	Percentage	Council Seats	SF	22,587	41.0%	18	DUP	9,723	17.6%	8	UUP	9,573	17.4%	7	SDLP	7,600	13.8%	6	Independent	2,689	4.9%	1	TUV	2,380	4.3%	0	Alliance	250	0.6%	0	UKIP	195	0.4%	0
Party	Votes	Percentage	Council Seats																																		
SF	22,587	41.0%	18																																		
DUP	9,723	17.6%	8																																		
UUP	9,573	17.4%	7																																		
SDLP	7,600	13.8%	6																																		
Independent	2,689	4.9%	1																																		
TUV	2,380	4.3%	0																																		
Alliance	250	0.6%	0																																		
UKIP	195	0.4%	0																																		

Racial group	<p>According to the 2011 Census the overwhelming majority of the population 136,485 (98.48%) were classified as 'white'. Within this total will be migrant communities, such as Polish, Lithuanian and so forth. Statistics indicate that the number of people in Mid Ulster Local Government District (LGD) born outside Northern Ireland is:</p> <table border="1" data-bbox="411 434 1402 642"> <thead> <tr> <th>Place of Birth</th> <th>No.</th> </tr> </thead> <tbody> <tr> <td>Great Britain</td> <td>4,053</td> </tr> <tr> <td>Republic of Ireland</td> <td>2,250</td> </tr> <tr> <td>EU Countries (Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia)</td> <td>6,795</td> </tr> <tr> <td>Other</td> <td>2,280</td> </tr> </tbody> </table> <p>The minority ethnic language profile within the area can serve as a possible indicator of the Black & Minority Ethnic (BME) community profile within the district. The composition of language groups in Mid Ulster LGD area is also noted from the 2011 census by NISRA as:</p> <table border="1" data-bbox="411 844 1385 1337"> <thead> <tr> <th>Main Languages of residents in Mid Ulster Council area</th> <th>No.</th> </tr> </thead> <tbody> <tr> <td>English</td> <td>125,715</td> </tr> <tr> <td>Polish</td> <td>2,008</td> </tr> <tr> <td>Lithuanian</td> <td>2,039</td> </tr> <tr> <td>Portuguese</td> <td>903</td> </tr> <tr> <td>Irish (Gaelic)</td> <td>404</td> </tr> <tr> <td>Slovak</td> <td>477</td> </tr> <tr> <td>Russian</td> <td>297</td> </tr> <tr> <td>Latvia</td> <td>261</td> </tr> <tr> <td>Hungarian</td> <td>117</td> </tr> <tr> <td>Chinese</td> <td>64</td> </tr> <tr> <td>Tagalog/Filipino</td> <td>38</td> </tr> <tr> <td>Malaysian</td> <td>33</td> </tr> <tr> <td>Other</td> <td>922</td> </tr> </tbody> </table>	Place of Birth	No.	Great Britain	4,053	Republic of Ireland	2,250	EU Countries (Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia)	6,795	Other	2,280	Main Languages of residents in Mid Ulster Council area	No.	English	125,715	Polish	2,008	Lithuanian	2,039	Portuguese	903	Irish (Gaelic)	404	Slovak	477	Russian	297	Latvia	261	Hungarian	117	Chinese	64	Tagalog/Filipino	38	Malaysian	33	Other	922
Place of Birth	No.																																						
Great Britain	4,053																																						
Republic of Ireland	2,250																																						
EU Countries (Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia)	6,795																																						
Other	2,280																																						
Main Languages of residents in Mid Ulster Council area	No.																																						
English	125,715																																						
Polish	2,008																																						
Lithuanian	2,039																																						
Portuguese	903																																						
Irish (Gaelic)	404																																						
Slovak	477																																						
Russian	297																																						
Latvia	261																																						
Hungarian	117																																						
Chinese	64																																						
Tagalog/Filipino	38																																						
Malaysian	33																																						
Other	922																																						
Age	<p>The age profile of Mid Ulster Local Government District area as at 2015 (Source, NISRA)</p> <table border="1" data-bbox="411 1509 1385 1827"> <thead> <tr> <th></th> <th>Mid Ulster</th> <th>Northern Ireland</th> </tr> </thead> <tbody> <tr> <td>Total Population</td> <td>144,002</td> <td>1,851,621</td> </tr> <tr> <td>0-15 years</td> <td>33,123</td> <td>385,200</td> </tr> <tr> <td>16-39 years</td> <td>47,646</td> <td>583,116</td> </tr> <tr> <td>40-64 years</td> <td>43,621</td> <td>591,481</td> </tr> <tr> <td>65+ years</td> <td>19,612</td> <td>291,824</td> </tr> <tr> <td>Population Change % (2005-2015)</td> <td>15.3%</td> <td>7.2%</td> </tr> </tbody> </table>		Mid Ulster	Northern Ireland	Total Population	144,002	1,851,621	0-15 years	33,123	385,200	16-39 years	47,646	583,116	40-64 years	43,621	591,481	65+ years	19,612	291,824	Population Change % (2005-2015)	15.3%	7.2%																	
	Mid Ulster	Northern Ireland																																					
Total Population	144,002	1,851,621																																					
0-15 years	33,123	385,200																																					
16-39 years	47,646	583,116																																					
40-64 years	43,621	591,481																																					
65+ years	19,612	291,824																																					
Population Change % (2005-2015)	15.3%	7.2%																																					

Marital status

The below table sets out the marital status profile for Mid Ulster District Council area as extracted from results of the 2011 Census

	Mid Ulster		Northern Ireland	
	No.	%	No	%
Single (never married or never registered a same sex civil partnership) (Aged 16+)	38,353	35.97	517,393	36.14
Married (Aged 16+)	54,192	50.82	680,831	47.56
In a registered same sex civil partnership (Aged 16+)	62	0.06	1,243	0.09
Separated (but is still legally married or still legally in a same sex civil partnership) (Aged 16+)	3,369	3.16	56,911	3.98
Divorced or formerly in a same sex civil partnership which is now legally dissolved (Aged 16+)	4,139	3.88	78,074	5.45
Widowed or surviving partner from a same sex civil partnership (Aged 16+)	6,523	6.12	97,088	6.78

Sexual orientation

No specific statistics are available from the 2011 government census for this Category and there are therefore no official statistics available in relation to persons of different sexual orientation. However, the Integrated Household Survey would include between 3% and 4% would be either gay, lesbian and/or bisexual. However, due to the nature of 'disclosure' in this area, umbrella organisations often state that the figure may be closer to 10%.

Region	Heterosexual / Straight	Gay/ Lesbian	Bisexual	Gay/ Lesbian/ Bisexual	Other	Don't know /refuse	No response
England	92.54%	1.10%	0.51%	1.61%	0.33%	4.07%	1.45%
Wales	93.93%	1.04%	0.48%	1.52%	0.45%	2.99%	1.11%
Scotland	94.65%	0.82%	0.33%	1.14%	0.26%	2.59%	1.37%
N Ireland	93.00%	0.64%	0.96%	1.60%	0.26%	3.98%	1.17%
Total	92.80%	1.06%	0.51%	1.57%	0.32%	3.89%	1.42%

Research also conducted by the HM Treasury shows that between 5%-7% of the UK population identify themselves as gay, lesbian, bisexual or 'trans' (transsexual, transgendered and transvestite) (LGBT).

Men & women generally	<p>The gender profile of Mid Ulster LGD is detailed as;</p> <table border="1" data-bbox="411 286 1461 430"> <thead> <tr> <th></th> <th colspan="2">Mid Ulster</th> <th colspan="2">Northern Ireland</th> </tr> <tr> <th></th> <th>No.</th> <th>%</th> <th>No.</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>69,362</td> <td>50.05</td> <td>887,323</td> <td>49.00</td> </tr> <tr> <td>Female</td> <td>69,228</td> <td>49.95</td> <td>923,540</td> <td>51.00</td> </tr> </tbody> </table>		Mid Ulster		Northern Ireland			No.	%	No.	%	Male	69,362	50.05	887,323	49.00	Female	69,228	49.95	923,540	51.00					
	Mid Ulster		Northern Ireland																							
	No.	%	No.	%																						
Male	69,362	50.05	887,323	49.00																						
Female	69,228	49.95	923,540	51.00																						
Disability	<p>According to the 2011 NISRA census statistics 19.39% of people had a long-term health problem or disability that limited their day-to-day activities whilst 80.43% of people within the district stated their general health was either good or very good</p> <table border="1" data-bbox="418 667 1522 896"> <thead> <tr> <th></th> <th colspan="2">Mid Ulster</th> <th colspan="2">Northern Ireland</th> </tr> <tr> <th></th> <th>No.</th> <th>%</th> <th>No.</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Disability / long term health</td> <td>26,870</td> <td>19.39</td> <td>374,646</td> <td>20.69</td> </tr> <tr> <td>No disability / long term health problem</td> <td>111,720</td> <td>80.61</td> <td>1,436,217</td> <td>79.31</td> </tr> </tbody> </table> <p>In Northern Ireland the profile of persons with a disability has been reported by Disability Action as;</p> <ul data-bbox="411 1025 1436 1236" style="list-style-type: none"> • More than 1 in 5 or 21% of the population have a disability • 1 in 7 people have some form of hearing loss • 5,000 persons use sign language - British Sign Language and/or Irish Sign Language • There are 57,000 blind persons or persons with significant impairment • 52,000 persons with learning difficulties 		Mid Ulster		Northern Ireland			No.	%	No.	%	Disability / long term health	26,870	19.39	374,646	20.69	No disability / long term health problem	111,720	80.61	1,436,217	79.31					
	Mid Ulster		Northern Ireland																							
	No.	%	No.	%																						
Disability / long term health	26,870	19.39	374,646	20.69																						
No disability / long term health problem	111,720	80.61	1,436,217	79.31																						
Dependants	<p>Persons with dependents may be people who have personal responsibility for the care of a child (or children), a person with a disability, and/ or a dependent older person. The below table provides a summary with respect Mid Ulster LGD.</p> <table border="1" data-bbox="411 1438 1481 1715"> <thead> <tr> <th></th> <th colspan="2">Mid Ulster</th> <th colspan="2">Northern Ireland</th> </tr> <tr> <th></th> <th>No.</th> <th>%</th> <th>No.</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Households with dependent children</td> <td>18,626</td> <td>38.99</td> <td>238,094</td> <td>33.86</td> </tr> <tr> <td>Lone parent households with dependents</td> <td>3,485</td> <td>7.30</td> <td>63,921</td> <td>9.09</td> </tr> <tr> <td>People providing unpaid care</td> <td>12,821</td> <td>10.69</td> <td>231,980</td> <td>11.82</td> </tr> </tbody> </table> <p>Of the households in Mid Ulster Local Government District with dependent children, they can be summarised as;</p> <ul data-bbox="411 1850 1228 1957" style="list-style-type: none"> • 7,407 families in households have 1 dependent child • 6,394 families in households with two dependent children • 5,014 families in households with three dependent children <p>There are 37,306 dependent children within families.</p>		Mid Ulster		Northern Ireland			No.	%	No.	%	Households with dependent children	18,626	38.99	238,094	33.86	Lone parent households with dependents	3,485	7.30	63,921	9.09	People providing unpaid care	12,821	10.69	231,980	11.82
	Mid Ulster		Northern Ireland																							
	No.	%	No.	%																						
Households with dependent children	18,626	38.99	238,094	33.86																						
Lone parent households with dependents	3,485	7.30	63,921	9.09																						
People providing unpaid care	12,821	10.69	231,980	11.82																						

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	None in relation to this policy
Age	Removal of default retirement age, staff now free to work beyond age 65 but may not be able to
Marital status	None in relation to this policy
Sexual orientation	None in relation to this policy
Men and women generally	Females may be forced to work longer due to time out re: maternity leave
Disability	Disabled members of staff may wish to work longer but not able to because of disability & seek retirement on grounds of ill health/disability
Dependants	With ageing society, some staff may not be able to work to desired age due to caring commitments

Section 2 – Screening Questions

In making a decision as to carry out an Equality Impact Assessment (EQIA), the Council should consider its answers to the questions 1- 3 detailed below.

If the Council's conclusion is **none** in respect of all of the Section 75 equality of opportunity categories, then the Council may decide to screen the policy out. If a

policy is 'screened out' as having no relevance to equality of opportunity, the Council should give details of the reasons for the decision taken.

If the Council's conclusion is **major** in respect of one or more of the Section 75 equality of opportunity, then consideration should be given to subjecting the policy to the equality impact assessment procedure.

If the Council's conclusion is **minor** in respect of one or more of the Section 75 equality 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.

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 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.

In favour of none

- a) The policy has no relevance to equality of opportunity.
- b) The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity for people within the equality categories.

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		None
Political opinion		None
Racial group		None
Age	Yes – through policy briefings/awareness training	Minor negative
Marital status		None
Sexual orientation		None
Men and women generally	Yes – through policy briefings/awareness training	Minor negative
Disability	Yes – through policy briefings/awareness training	Minor negative

Dependants	Yes – through policy briefings/awareness training	Minor negative
------------	---	-----------------------

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

Section 75 category	If Yes , provide details	If No , provide reasons
Religious belief		No – equal access to the pension scheme
Political opinion		No – equal access to the pension scheme
Racial group		No – equal access to the pension scheme
Age	Yes – through policy briefings/awareness training	
Marital status		No – equal access to the pension scheme
Sexual orientation		No – equal access to the pension scheme
Men and women generally	Yes – through policy briefings/awareness training	
Disability	Yes – through policy briefings/awareness training	
Dependants	Yes – through policy briefings/awareness training	

3. Are there opportunities without prejudice, to the equality of opportunity duty, to better promote good relations between Section 75 equality categories, through tackling prejudice and/ or promoting understanding? (Yes/ No)

	No	x
	Yes	

If yes, please detail the opportunities below:

--

If yes is concluded to Question 3, then the policy will be referred to the Council's Good Relations Working Group for consideration. The Group will consider the potential opportunities and assess if and how the overall impact of a decision/policy can better promote good relations.

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).*

N/A

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

N/A

Section 3 – Screening Decision

In light of answers provided to the questions within Section 3 select one of the following with regards the policy:

		Select One
1	Shall not be subject to an EQIA - <i>with no mitigating measures required</i>	
2	Shall not be subject to an EQIA - <i>mitigating measures/ alternative policies introduced</i>	X
3	Shall be subject to an EQIA	

If 1 or 2 above (i.e. not to be subject to an EQIA) please provide details of reasons why.

Only minor negative impacts were identified. The mitigation and monitoring section demonstrate how the impacts will be dealt with.

If 2 above (i.e. not to subject to an EQIA) in what ways can adverse impacts attaching to the policy be mitigated or an alternative policy be introduced.

If 3 above (i.e. shall be subject to an EQIA), please provide details of the reasons.

N/A

Mitigation

When it is concluded that the likely impact is 'minor' and an equality impact assessment is not to be conducted, you may consider mitigation to lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality of opportunity.

Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity?

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

Data will become available via P&R reports/minutes, monitoring return & this will be monitored for any adverse impact & any course of action required at this stage will be carried out.

Timetabling and prioritising

If the policy has been screened in for equality impact assessment, please answer the below to determine its priority for timetabling the equality impact assessment.

- **On a scale of 1-3 (1 being lowest priority and 3 being highest), assess the policy in terms of its priority for equality impact assessment.**

Priority criterion	Rating (1-3)
Effect on equality of opportunity	
Social need	
Effect on people's daily lives	
Relevance to a Council's functions	

Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for equality impact assessment. This list of priorities will assist the Council in timetabling. Details of the Council's Equality Impact Assessment Timetable should be included in the Screening Reports.

- **Is the policy affected by timetables established by other relevant public authorities?**

Yes	
No	X

Section 5 – Monitoring

Effective monitoring will help identify any future adverse impact arising from the policy which may lead the Council to conduct an equality impact assessment, as well as help with future planning and policy development. Please detail proposed monitoring arrangements below:

H.R. & the unions & Policy Working group will monitor equality issues identified via mitigating measures above (e.g. minutes of P&R meetings, monitoring return etc).

Section 6 – Approval and authorisation

Screened by:	Position/ Job Title	Date
Sinead McAleer	Corporate Learning & Development Manager	9/2/18
Approved by:	Position/ Job Title	Date

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 council website as soon as possible following completion and be available on request.

