



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		
Draft Policy on Consultation		
2. Is this an existing, revised or a new policy?		
New policy		
3. What is it trying to achieve? (aims/outcomes)		
<p>The aim of this policy is to ensure that MUDC carries out effective and appropriate consultation that enables the public, or sections of the public, to have a say in how we design and deliver services that impact on them, and that will ultimately lead to improved services.</p> <p>Objectives:</p> <ul style="list-style-type: none"> • To communicate Council's strategic commitment to appropriate and effective consultation as required by Section 75 of the NI Act and our Equality Scheme • To provide guidance to staff to help them undertake appropriate and inclusive consultation that maximises feedback and improves decision making • To ensure consistency of approach across Council functions and adoption of best practice. 		
4. Are there any Section 75 categories which might be expected to benefit from the intended policy?	Yes	X
	No	
All Section 75 categories are intended to benefit from appropriate consultation as this will give people an opportunity to influence policies and decisions about services that affect their daily lives.		
6. Who initiated or wrote the policy?		
Corporate Policy & Equality Officer – Democratic Services		

7. Who owns and who implements the policy?
Democratic Services owns the policy but all Directorates are responsible for implementation within their respective functions.

Implementation factors

		Yes	No
Are there any factors which could contribute to/detract from intended aim/outcome of the policy?		Yes	
<ul style="list-style-type: none"> If yes, are they financial? 		X	
<ul style="list-style-type: none"> If yes, are they legislative? 		X	
<ul style="list-style-type: none"> If yes, Please specify 	<p>Financial: large scale public consultation exercises are time consuming and can be expensive so must be resourced in terms of staff and budget.</p> <p>Legislative: Council must comply with the commitments in our approved Equality Scheme. A failure to comply with our Scheme could lead to a complaint by a member of the public or an investigation by the Equality Commission.</p> <p>In carrying out consultations, Council must comply with the Data Protection Act 2018 and the EU General Data Protection Regulation (GDPR).</p>		
<ul style="list-style-type: none"> Other, Please specify 	<p>Consultation, even on a small scale, can be time consuming and labour intensive. On occasion, an urgent deadline may mean that recommended good practice is compromised.</p> <p>It can be difficult to identify all relevant potential consultees for any given project and consultee lists must be checked and updated regularly.</p>		

Stakeholders

The internal and external (actual or potential) that the policy will impact on

	Yes	No
Staff	X	
Service users/potential service users	X	
Other public sector organisations	X	
Voluntary/community/ trade unions	X	

Other, please specify	
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Other policies with a bearing on this policy

Policies	Owners
Equality Scheme 2015-2020	Democratic Services
Disability Action Plan	Democratic Services
Accessible Communications Policy	DS/Marketing & Comms
Customer Service Policy	Marketing & Comms

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.

In developing this policy, we looked at a range of information sources and guidance material:

- Cabinet Office Consultation Principles 2018
- Guidance on consultation in relation to Section 75 produced by the Equality Commission, including guidance on consulting with children & young people
- Local Government Guidance on consultation
- Examples of previous MUDC consultations & feedback from participants
- Guidance on consultation produced by other public bodies (including local government organisations in N Ireland and beyond)
- Information on data protection legislation
- Current consultee list
- Effectiveness of S75 consultation report
- Mid Ulster District demographic information from 2011 Census – see below
- Equality Commission research reports, Key inequalities policy papers, advisory and good practice publications

We also spoke to some key stakeholders – Mid Ulster Disability Forum, Rural Community Network, NI Rural Women’s Network

Section 75 category	Details of evidence/information		
Religious belief	63.77% of the Mid Ulster district 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).		
	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

The Council's Good Relations team have ongoing contact with an area based Churches Forum which can be contacted for further guidance about consultation. See consultee list.

Political party representation can be used as an approximate barometer of political opinion of people within Mid Ulster council area. The table below shows the results from the May 2019 local government/council elections - percentage 1st preference vote share for each political party and current representation (seats) on Council. (Source: Electoral Office):

Party	Votes	Percentage	Council Seats
SF	23,553	39.8%	17
DUP	13,700	23.2%	9
SDLP	8,512	14.4%	5
UUP	8,021	13.6%	6
Independent	3,422	5.8%	2
Aontu*	846	1.4%	1
Alliance	729	1.2%	
TUV	230	0.4%	
Workers' Party	95	0.2%	

***A councillor who was elected as a representative of the SDLP resigned from that party and aligned with Aontu shortly after the 2019 local government elections**

The Good Relations team has ongoing contact with single-identity and cross-community groups in the local area who can be contacted for further advice on consultation. The corporate policy and equality officer can also provide advice. See consultee list.

Racial group

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:

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

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:

Main Languages of residents in Mid Ulster Council area	No.
English	125,715
Polish	2,008
Lithuanian	2,039
Portuguese (spoken by people from East Timor)	903
Irish (Gaelic)	404
Slovak	477
Russian	297
Latvia	261
Hungarian	117
Chinese	64
Tagalog/Filipino	38
Malaysian	33
Other	922

MUDC council area has a small number of Syrian refugees who have come through the Vulnerable Persons Resettlement Programme who speak Arabic.

The District is home to small settlements of Irish Travellers and attracts various visiting Traveller families on an ongoing basis.

There are several BME support groups in the MUDC area which can be contacted for further advice on consulting with local BME citizens – see consultee list.

It is accepted that it is particularly difficult to ensure that BME citizens engage with public consultation exercises as they face additional barriers to information and participation if they have language barriers.

Age

The age profile of Mid Ulster Local Government District area as at 2015 (Source, NISRA)

	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%

The Agewell Partnership is represented on the Mid Ulster Disability Forum which is supported by MUDC community development department. For other groups, see consultee list.

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. However, Office for National Statistics (ONS) statistics, based on Integrated Household survey for 2017, estimate 4.2% as being Lesbian, Gay or Bisexual. Due to the nature of 'disclosure' in this area, and the fact that 6.8% in the ONS 2017 survey do not identify as heterosexual, umbrella organisations suggest 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 conducted by the HM Treasury suggests that between 5%-7% of the UK population identify as gay, lesbian, bisexual or 'trans' (transsexual, transgender and transvestite) (LGBT). Some surveys have found that almost 50% of young people identified as 'other than heterosexual'. It is reasonable to assume that MUDC will have a % of citizens who are LGB, although research and feedback from support groups (eg, The Rainbow Project, Cara-Friend and HereNI) suggests that LGB and T people experience significant difficulties living in rural areas and some may move to densely populated towns and cities where they can be more anonymous.

	<p>There are three main regional LGB&T support groups in Northern Ireland, two of which have a presence in MUDC area. These groups can be contacted for specific guidance in relation to consulting with LGB&T people, including young people.</p> <p>The Rainbow Project has produced research reports on the experiences of LGB&T people in Northern Ireland including the particular experiences of LGB&T people in rural areas.</p>																				
<p>Men & women generally</p>	<p>The gender profile of Mid Ulster LGD is detailed as:</p> <table border="1" data-bbox="411 555 1461 696"> <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> <p>There are well established Women’s Groups in Mid Ulster district – First Steps Women’s Centre in Dungannon, Cookstown & District Women’s Group and Magherafelt Women’s Group. There are also numerous smaller groups in villages and rural areas. The NI Rural Women’s Network is based in the district (Dungannon) and has a regional remit for rural issues that impact on women specifically. There are business and professional women’s organisations such as Women in Business and Business & Professional Women. Some churches have women’s committees.</p> <p>There is no umbrella organisation in the area representing men’s interests but there is the Men’s Project which is regional and a number of areas, including Pomeroy, Cookstown & Ballinascreen, have Men’s Shed initiatives. Organisations such as Rotary Clubs still attract mainly men and can be perceived to be men’s clubs.</p> <p>Northern Ireland has an increasingly visible minority population who identify as trans or non-binary. Numbers are difficult to assess but an increasing number of young people are referred to the Gender Identity Clinic each year and many employers and service providers are finding themselves dealing with trans people who have found it easier to ‘come out’ in recent years. It is reasonable to assume that MUDC area will have at least some citizens who identify as Trans. There is no local Trans support group but regional groups such as SAILNI, GenderJam and Focus: the Identity Trust operate across Northern Ireland and much information and support is provided online and via social media channels.</p> <p>The Government Equalities office and Cabinet Office has carried out surveys on the needs and experiences of LGB and Trans people and the Cabinet Office has produced good practice guidance on supporting Trans employees at work. The Department of Education has published surveys which explore the experiences of young LGB and T people in schools in Northern Ireland. The Education Authority has produced guidelines for dealing with transgender pupils in schools (Oct 2019).</p>		Mid Ulster		Northern Ireland			No.	%	No.	%	Male	69,362	50.05	887,323	49.00	Female	69,228	49.95	923,540	51.00
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Disability

According to the 2011 NISRA census statistics, 19.39% of people in the MUDC area declared a long-term health problem or disability that limited their day-to-day activities while 80.61% stated their general health was either good or very good

	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

In Northern Ireland the profile of persons with a disability has been reported by Disability Action as:

- More than 1 in 5 or 21% of the population have a disability
- 1 in 7 people have some form of hearing loss
- Approximately 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.

MUDC supports the Mid Ulster Disability Forum, which includes individuals who are disabled and representatives of a range of disability support organisations. The Forum can be used as a first point of contact for consulting on disability-related issues and can signpost to others as necessary. There are many individual charities and support groups for different kinds of health conditions and disabilities. Some of these have a regional remit and have a local office in the district but others are locally based only.

The regional umbrella body Disability Action has produced research reports on a wide range of issues that affect disabled people.

Dependants

Persons with dependants may have personal responsibility for the care of a child (or children), a person with a disability, and/ or a dependent older person. The table below provides a summary with respect to Mid Ulster LGD.

	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

Of the households in Mid Ulster Local Government District with dependent children, they can be summarised as:

- 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> <p>For details of support groups for carers, see consultee list. The main carers' support organisation in N Ireland, Carers' NI, has a regional remit.</p> <p>The MU Disability Forum includes members who can represent the interests of carers of disabled dependants. Age support organisations and women's groups are also useful consultees for carer-related issues.</p>
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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	<p>While all categories should be consulted about Council policies and projects, it may be necessary to make specific efforts to engage with people from a Protestant community background. Research shows that they tend to be less supportive of equality legislation generally. While it is relatively easy to obtain views from groups which represent different religions and the main churches, it is less easy to reach individuals and those who are not affiliated to a particular organised religion. Minority religions who may not have English as a first language may face double disadvantage and pose a particular challenge when it comes to inclusive consultation.</p> <p>If organising public consultation events, location is important to ensure that different religious communities will feel comfortable to attend.</p>
Political opinion	<p>Past experience suggests that some people from a Unionist community background feel that their views are not taken into account fully as MUDC is a nationalist controlled council. This means that additional efforts may be required to encourage feedback and participation in consultations. As above, location is an important consideration when organising consultation events.</p>
Racial group	<p>While it is relatively easy to make contact with BME support groups, many of these groups are voluntary or do not have adequate resources to enable them to engage with public bodies. Also, not every BME resident is part of, or represented by, a group. It is a challenge to reach BME people in the district as individuals, with language skills being a particular</p>

	<p>barrier. Those who are newly arrived in the district will face difficulties in learning about and accessing Council services that most residents take for granted. Information about consultations may need to be translated and interpreters made available for consultation events.</p> <p>Some newcomer residents may be reticent about engaging with public authorities, even when those authorities exist to provide services or help them.</p>
Age	<p>MUDC has an ageing population. Some older people can be hard to reach so effort may be needed to ensure that a range of consultation methods are used to meet their needs. For example, if social media is used to publicise a consultation, older people may be less likely to pick it up. Information needs to be understandable, particularly if the consultation is on something that affects older people specifically.</p> <p>Children and young people require specific targeting, especially on matters that directly impact them. This requires information to be user-friendly and understandable and response methods to reflect how children/young people like to communicate.</p>
Marital status	<p>There is no information to suggest that this specific policy will have a significantly differential impact according to marital status. However, those who organise consultation events need to be aware that those who are single parents may have more limited opportunity to attend consultation events.</p>
Sexual orientation	<p>All consultations need to consider whether there is a potential hidden impact on people who identify as lesbian, gay or bisexual. LGB people need to know that their views are encouraged and welcome but they may not always want to publicise their identity. Consideration should therefore be given to opportunities for providing feedback and views anonymously.</p>
Men and women generally	<p>Women are still under-represented on Councils and on most decision-making bodies. This may lead to a lack of focus in policy making on the issues that affect women disproportionately. Research suggests that women and men may prioritise different things when it comes to public services/expenditure so it is important that both perspectives are considered when making decisions about how resources are allocated and services delivered.</p>

	<p>The different situations of male and female need to be taken into account when running consultation events. For example, men may be less likely to be able to attend during the day and women who are parents or carers may face difficulties attending events in the evenings. Males and females may be inclined to take an interest in different issues which can lead to unrepresentative responses from consultation. Care needs to be taken to ensure balance in any feedback obtained. Trans people may not wish to identify publicly as Trans although they may be keen to convey wishes or needs so mechanisms to protect their identity may be required.</p>
Disability	<p>People with disabilities can face barriers not experienced by non-disabled people, including finding out about consultations and in accessing the methods used to consult. A range of consultation methods and response options is necessary to ensure that disabled people are genuinely able to participate and give their views. Council needs to be aware that disabled people are not one homogeneous group and their needs may be very different, depending on the particular disability. Many disabled people will not be able to access consultations independently so will depend on carers or professionals to represent their views and interests.</p>
Dependants	<p>As above, people with caring responsibilities, for children, disabled family members or older people, tend to have little time to respond to consultations, even when it is about things that matter to them. Providing a range of options for responses/feedback will help ensure they can participate. Keeping consultation questionnaires brief and user-friendly can increase response rates. People who are carers may not be able to attend consultation events due to their caring responsibilities and consideration needs to be given to how to reach them in other ways.</p>

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	Provided consultation exercises are inclusive, all religious beliefs (and those with none) should be catered for. The policy will allow staff to undertake flexible, targeted consultation with specific groups if there is evidence that they have a particular need, are under-represented or likely to be more impacted in relation to the issue/project being consulted on. The policy will also encourage consultation where there is no or limited information/evidence.	Minor - positive
Political opinion	As above, all political opinions and none should be catered for in consultation exercises. The policy will allow for flexible and targeted consultation if it is necessary for an under-represented or unengaged group.	Minor - positive
Racial group	Consultation should ensure that the needs of different BME communities are taken into account.	Minor - positive
Age	Appropriate consultation should ensure that the needs of people of different ages are taken into account.	Minor - positive
Marital status	There is no evidence that this policy will impact differently according to marital status.	None anticipated

Sexual orientation	Appropriate consultation has the potential to impact if the issue being consulted on is particularly relevant. Over time, more information should become available about emerging issues for LGB people.	Minor - positive
Men and women generally	Good consultation that recognises that policies can impact very differently on men and women have the potential to identify gaps and issues for both sexes. Considering the particular needs of people who identify as Trans or other will help ensure that this small minority feel more included.	Minor - positive
Disability	The lives of people who are disabled can be transformed when their particular needs are identified and addressed in policy making. These needs can only be identified through appropriate consultation. Small changes to policies and practices can have far reaching benefits for disabled people and their families/carers.	Significant - positive
Dependants	Good consultation can help identify areas where policies or practices impact negatively on carers.	Minor - positive

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	The language used in consultation documents can be explicit about the need/benefit for balanced feedback from people of different religions. Council can take specific steps to identify groups who may be unengaged or disengaged.	

Political opinion	As above. Consultation, even if it is about a potentially contentious issue, can provide a vehicle for constructive discussion and debate.	
Racial group	Consulting minority ethnic communities can help promote inclusion and a feeling of being valued. Consultation exercises can provide useful opportunities to explain and promote council facilities or services and encourage take-up or participation.	
Age	Responding to feedback from people of different ages should ensure that services are delivered in a way that meets the needs of different age groups.	
Marital status	No obvious evidence of how a policy on consultation can better promote equality.	
Sexual orientation	Targeting people who are lesbian, gay or bisexual through consultation sends out a clear message that Council is interested in ensuring equality of opportunity.	
Men and women generally	Consulting throughout the policy development process will ensure that issues that may not be obvious to Council staff are brought to the fore. Many policies and practices impact differently on men and women and this will only be identified through feedback from consultation.	
Disability	Council supports the Mid Ulster Disability Forum and uses the Forum as a first point of contact for consulting with disabled people.	

	There is evidence that involving the Forum at an early stage in projects and policy development pays dividends. While the Forum is an important consultee, however, it is important that Council takes steps to consult with individual disabled people as no one group can speak on behalf of all disabled people or represent all disabilities.	
Dependants	Consulting on the needs of people with dependants will ensure that their needs and issues are taken into account.	

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	
	Yes	X

If yes, please detail the opportunities below:

Officers have determined 'yes' but have also determined that it is not necessary to refer this policy to the Good Relations Working Group as it applies to all Section 75 categories and is not specific to good relations. In summary, opportunities for explanatory purposes extend to:

- Consultation exercises can include messages of inclusion and be explicit in addressing issues of under-representation or contention. [similar to welcoming statements used in recruitment for jobs, etc]
- Providing opportunities for constructive dialogue and debate can help promote good relations.
- Groups who are currently unengaged or disengaged may respond more positively if they know that their views are being valued and taken into account.
- Depending on the issue/project etc that is being consulted on, Council may be able to run a consultation event that itself will promote good relations by bringing people together on an issue that is of mutual interest. Likewise, by publicising the outcome of consultation, Council can highlight areas of agreement as opposed to disagreement.

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*).

Good quality consultation should lead to the identification of multiple identity impacts and feedback which can be shared and taken account of and inform other work/policies.

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

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>	X
2	Shall not be subject to an EQIA - <i>mitigating measures/ alternative policies introduced</i>	
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.

This screening analysis has identified some ways in which all Section 75 categories will benefit from quality consultation and no adverse impacts have been identified.

It is therefore not considered necessary to do an equality impact assessment on the policy at this time. However, it will be kept under review and if evidence arises that there are differential impacts or it is not working effectively, a further assessment can be made.

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.

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:

N/A

Timetabling and prioritising N/A

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	

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:

The corporate policy and equality officer will work towards monitoring, where practicable, of Council consultation exercises and provide guidance to ensure that appropriate, measured and quality consultation is undertaken. Council guidance will require that each consultation exercise is evaluated and lessons learned.

Departments will be asked to share feedback from monitoring and evaluation so that it can be used by others to inform their policy development and service delivery.

Consideration will be given to how best to communicate the outcome of consultation exercises with consultees and encourage feedback on the process.

Section 6 – Approval and authorisation

Screened by:	Position/ Job Title	Date
Mary McSorley	Corporate Policy & Equality Officer	20/9/2019
Approved by:	Position/ Job Title	Date
Philip Moffett	Head of Democratic Services	24/01/2020

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.

