



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		
Delivery of Essential Services Only		
2. Is this an existing, revised or a new policy?		
A new practice		
3. What is it trying to achieve? (aims/outcomes)		
<p>On 25th March 2020 Council made the decision to delivery essential services only. This included the following impact on services:</p> <p>Recycling Centres: recycling centres closed to the public.</p> <p>Registration Services: In line with advice from the General Registrar Office (GRO), the registration of births at our offices services were suspended. Chidlren could continue to be registered via their GP.</p> <p>Forests: Following a ministerial announcement, public access to DAERA forests closed. Council owned open spaces (such as Dungannon Park and Polepatrick) remain open to the public.</p> <p>Off-Street Car Parks: The Department for Infrastructure (Dfi) has suspended all on-street and off-street parking enforcement which impacts directly on the enforcement provision by NSL at the Council's off-street car parks.</p> <p>Public Conveniences, Leisure Centres and Arts facilities: closed to the public.</p> <p>This practice has been developed in response to a Coronavirus Pandemic. The aim is to prevent the spread of the virus amongst our staff, service users and the general public. This decision is an extraordinary measure and is in line with government departmental guidance.</p>		
4. Are there any Section 75 categories which might be expected to benefit from the intended policy?	Yes	
	No	X
If so, please explain		

5. Who initiated or wrote the policy?

Mid Ulster District Council

6. Who owns and who implements the policy?

Mid Ulster District Council

Implementation factors

		Yes	No
Are there any factors which could contribute to/ detract from intended aim/ outcome of the policy?			
• If yes, are they financial?		x	
• If yes, are they legislative?		x	
• If yes, Please specify	<p>Financial: The financial support made available to Mid Ulster District Council in response to the loss of revenue streams.</p> <p>Legislative: The Health Protection (Coronavirus) Regulations 2020</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
All Mid Ulster District Council policies	Mid Ulster District Council

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. [Add information and evidence from other sources, eg, research, survey findings, service user feedback, consultation feedback, review findings, etc]

Section 75 category	Details of evidence/information																																								
Religious belief	<p>63.77% of the population in Mid Ulster 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" data-bbox="424 786 1418 1061"> <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																						
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Political opinion	<p>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):</p> <table border="1" data-bbox="411 1337 1423 1686"> <thead> <tr> <th>Party</th> <th>Votes</th> <th>Percentage</th> <th>Council Seats</th> </tr> </thead> <tbody> <tr> <td>SF</td> <td>23,553</td> <td>39.8%</td> <td>17</td> </tr> <tr> <td>DUP</td> <td>13,700</td> <td>23.2%</td> <td>9</td> </tr> <tr> <td>SDLP</td> <td>8,512</td> <td>14.4%</td> <td>5</td> </tr> <tr> <td>UUP</td> <td>8,021</td> <td>13.6%</td> <td>6</td> </tr> <tr> <td>Independent</td> <td>3,422</td> <td>5.8%</td> <td>2</td> </tr> <tr> <td>Aontu*</td> <td>846</td> <td>1.4%</td> <td>1</td> </tr> <tr> <td>Alliance</td> <td>729</td> <td>1.2%</td> <td></td> </tr> <tr> <td>TUV</td> <td>230</td> <td>0.4%</td> <td></td> </tr> <tr> <td>Workers' Party</td> <td>95</td> <td>0.2%</td> <td></td> </tr> </tbody> </table> <p>*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</p>	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%	
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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>																																								

	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	
	<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>		
	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>		
		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, transgender 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 432"> <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					
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Male	69,362	50.05	887,323	49.00																						
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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="416 667 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 1032 1436 1238" 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					
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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 1440 1481 1718"> <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 1854 1228 1955" 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
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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	No adverse impacts anticipated.
Political opinion	No adverse impacts anticipated.
Racial group	People who do not have English as their first language may struggle with understanding information regarding the changes to Council service provision.
Age	We consider there may be an impact for elderly people who may be more disproportionately affected by the reduction in services because they may be less likely to access services that have been moved online.
Marital status	No adverse impacts anticipated.
Sexual orientation	No adverse impacts anticipated.
Men and women generally	Women are more likely to have caring responsibilities and therefore be impacted more significantly by the removal of services for children e.g. registration of births.
Disability	We consider there may be an impact on people with a disability who may be more disproportionately affected by the reduction of services because of the lack of accessible alternatives e.g. parks.
Dependants	We consider there may be an impact for people who are carers may be more disproportionately affected by the reduction in services because of the lack of accessible alternatives e.g. parks.

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	Council services have been reduced to the delivery of essential services on the basis of limiting the spread of a pandemic. Services have been reduced for all residents regardless of their religious beliefs.	None
Political opinion	Council services have been reduced to the delivery of essential services on the basis of limiting the spread of a pandemic. Services have been reduced for all residents regardless of their political opinion.	None
Racial group	Council services have been reduced to the delivery of essential services on the basis of limiting the spread of a pandemic. Services have been reduced for all residents regardless of their racial grouping. However, it is recognised that people who do not have English as their first language may encounter communication barriers.	Minor negative Where provision might potentially indirectly impact on equal opportunities, Mid Ulster District Council considers the impacts are justified and a proportionate means of achieving the legitimate aim of protecting the general public from

		a Coronavirus pandemic by increasing the capacity of public service systems and mitigating the spread of infection.
Age	Council services have been reduced to the delivery of essential services on the basis of limiting the spread of a pandemic. Services have been reduced for all residents regardless of their age. However, it is recognised that elderly people are less likely to engage on online services and therefore may find accessing some online services difficult.	Minor negative Where provision might potentially indirectly impact on equal opportunities, Mid Ulster District Council considers the impacts are justified and a proportionate means of achieving the legitimate aim of protecting the general public from a Coronavirus pandemic by increasing the capacity of public service systems and mitigating the spread of infection.
Marital status	Council services have been reduced to the delivery of essential services on the basis of limiting the spread of a pandemic. Services have been reduced for all residents regardless of their marital status.	None
Sexual orientation	Council services have been reduced to the delivery of essential services on the basis of limiting the spread of a pandemic. Services have been reduced for all residents regardless of their sexual orientation.	None
Men and women generally	Council services have been reduced to the delivery of essential services on the basis of limiting the spread of a pandemic. Services have been reduced for all residents regardless of their gender. However, it is recognised women may be disproportionately impacted upon because of the increased likelihood that they may have caring responsibilities.	Minor negative Where provision might potentially indirectly impact on equal opportunities, Mid Ulster District Council considers the impacts are justified and a

		<p>proportionate means of achieving the legitimate aim of protecting the general public from a Coronavirus pandemic by increasing the capacity of public service systems and mitigating the spread of infection.</p>
Disability	<p>Council services have been reduced to the delivery of essential services on the basis of limiting the spread of a pandemic. Services have been reduced for all residents regardless of whether or not they have a disability. However, it is recognised that people with a disability may be disproportionately impacted by a reduction in services because of a lack of accessible alternatives.</p>	<p>Minor negative</p> <p>Where provision might potentially indirectly impact on equal opportunities, Mid Ulster District Council considers the impacts are justified and a proportionate means of achieving the legitimate aim of protecting the general public from a Coronavirus pandemic by increasing the capacity of public service systems and mitigating the spread of infection.</p>
Dependants	<p>Council services have been reduced to the delivery of essential services on the basis of limiting the spread of a pandemic. Services have been reduced for all residents regardless of whether they have dependents or not. However, it is recognised that people with a disability may be disproportionately impacted by a reduction in services because of a lack of accessible alternatives.</p>	<p>Minor negative</p> <p>Where provision might potentially indirectly impact on equal opportunities, Mid Ulster District Council considers the impacts are justified and a proportionate means of achieving the legitimate aim of protecting the</p>

		general public from a Coronavirus pandemic by increasing the capacity of public service systems and mitigating the spread of infection.
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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		Mid Ulster District Council has assessed the potential impact of delivering of essential services only is on equal opportunities basis. Council has determined it does not unlawfully directly discriminate in any way with respect to any Section 75 groups.
Political opinion		Mid Ulster District Council has assessed the potential impact of delivering of essential services only is on equal opportunities basis. Council has determined it does not unlawfully directly discriminate in any way with respect to any Section 75 groups.
Racial group		Mid Ulster District Council has assessed the potential impact of delivering of essential services only is on equal opportunities basis. Council has determined it does not unlawfully directly discriminate in any way with respect to any Section 75 groups.
Age		Mid Ulster District Council has assessed the potential impact of delivering of essential services only is on equal opportunities basis.

		Council has determined it does not unlawfully directly discriminate in any way with respect to any Section 75 groups.
Marital status		Mid Ulster District Council has assessed the potential impact of delivering of essential services only is on equal opportunities basis. Council has determined it does not unlawfully directly discriminate in any way with respect to any Section 75 groups.
Sexual orientation		Mid Ulster District Council has assessed the potential impact of delivering of essential services only is on equal opportunities basis. Council has determined it does not unlawfully directly discriminate in any way with respect to any Section 75 groups.
Men and women generally		Mid Ulster District Council has assessed the potential impact of delivering of essential services only is on equal opportunities basis. Council has determined it does not unlawfully directly discriminate in any way with respect to any Section 75 groups.
Disability		Mid Ulster District Council has assessed the potential impact of delivering of essential services only is on equal opportunities basis. Council has determined it does not unlawfully directly discriminate in any way with respect to any Section 75 groups.
Dependants		Mid Ulster District Council has assessed the potential impact of delivering of essential services only is on equal opportunities basis. Council has determined it does not

		unlawfully directly discriminate in any way with respect to any Section 75 groups.
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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:

N/A

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).*

All S75 groups, including those with multiple identities will be impacted upon on by the reduction in Council services. However Mid Ulster District Council considers that the impacts are justified and a proportionate means of achieving the legitimate aim of protecting the general public from the Coronavirus pandemic.

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

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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.

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.

Mid Ulster District Council's decision to move to the delivery of essential service only is part of number of extraordinary measures being put in place Northern Ireland wide. It is deemed that these measures are required as part of a response to an emergency situation. Mid Ulster District Council is satisfied that the measures put in place are appropriate and proportionate, but it recognises that the impact is far-reaching and unprecedented.

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:

The following mitigating measure are being put in place:

- the delivery of essential service only will be reviewed as soon as further guidance is provided from central government
- when this action is considered no longer necessary, nominated or appropriate services will be reintroduced
- during this period, time will be spent planning the reintroduction of services in a safe, appropriate and equitable way
- Mid Ulster District Council have supported the Department for Communities to deliver essential food parcels to people who are 'shielding'

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	

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:

Monitoring will be completed once council services are made available to the public again.

Section 6 – Approval and authorisation

Screened by:	Position/ Job Title	Date
Ann McAleer	Corporate Policy and Equality Officer	14/5/2020
Approved by:	Position/ Job Title	Date
 Philip Moffett	Head of Service – Democratic Services	27-05-20

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.

