



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
Dungannon Leisure Centre – Improvement and Development work.
2. Is this an existing, revised or a new policy?
This is a new policy
3. What is it trying to achieve? (aims/outcomes)
<p>Mid Ulster District Council has three tier one Council-owned Leisure Centres. Due to the locations of the existing swimming pools, virtually the whole of Mid Ulster is within a 20-minute drive-time catchment area of a community accessible swimming pool.</p> <p>Dungannon Leisure Centres' original swimming pool was constructed in 1973 with the dry sports hall, reception area and changing rooms added in 1994. The building has also under gone some minor changes over the years to the layout and structure.</p> <p>Analysis of future demand based on population growth highlights that there is a small current and larger future under-supply in the provision of water space in the Mid Ulster District Council area. The retention of Dungannon Leisure Centre swimming pool is therefore necessary to meet future supply demands.</p> <p>Currently the Centre is generally run down and does not provide a fit for purpose modern leisure facility for use by citizens. The existing building limits the overall quality customer experience due its age, building design, topography of the site and many ongoing maintenance issues. Recently the operation of the Leisure Centre has had a number of forced closures resulting in a reduction in participating users. These closures and the condition of the building has had a generally negative impact on users.</p> <p>As part of this programme it is proposed to carry out alterations to the existing facility, undertaking structural, mechanical and electrical works necessary to ensure Dungannon Leisure Centre remains fit for purpose to the end of 2024.</p> <p>This work will include:</p> <ul style="list-style-type: none">• Swimming Pool improvements including complete replacement/upgrade of M&E plant associated with swimming pool environment;• Repairs to Pool structure;• Refurbishment of various finishes in and around pool environment;• Painting/decorating of existing Fitness suite and Minor Hall;• Refurbishment of reception area including public toilets, changing rooms, corridors;

- Repairs and refurbishment of existing squash Court;
- Installation of access control and a kiosk in reception area;
- External repairs to roof(s), lighting, chimneys etc.

The project costs approximately £1.4m and requires complete closure of Dungannon Leisure Centre while work carried out.

The expected timeframe is 6 months with the Centre expected to reopen mid to late October 2019.

4. Are there any Section 75 categories which might be expected to benefit from the intended policy?	Yes	✓
	No	

If so, please explain
 People with a Disability, people with dependents e.g. care of a young child, young and older people, men and women generally.

6. Who initiated or wrote the policy?

Mid Ulster District Council

7. Who owns and who implements the policy?

Mid Ulster District Council – Leisure Department.

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?		✓	
• If yes, are they legislative?			✓
• If yes, Please specify	<p>Financial: Budget limitations may result in the existing plan being reviewed and a possible scale down.</p> <p>Legislative:</p>		
• Other, Please specify			

Stakeholders

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

	Yes	No
Staff	✓	
Service Users	✓	
Other public sector organisations	✓	
Voluntary/community/ trade unions	✓	
Other, please specify	None	

Others policies with a bearing on this policy

Policies	Owners
Council's Procurement Policy 2013 Accessible Communications Policy 2018	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.

The 2011 Census indicated the population of Dungannon Local Government District as 57,852. Further statistical information indicates Dungannon's population to be 62,149 at 30th June 2017.

Section 75 category	Details of evidence/information																																								
Religious belief	<p>On Census Day 27th March 2011, 64.11% of the population of Dungannon were brought up in the Catholic religion and 33.03% belong or were brought up in a Protestant and Other Christian (including Christian related) religion. Other religions comprised 311 and None 1,401.</p> <p>This table below reflects information recorded for Mid Ulster District Council area.</p> <table border="1" data-bbox="424 965 1418 1240"> <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 most recent local government/ council election in 2014 the percentage 1st preference vote share for each of the political party/ independents is detailed below along with representation (seats) on Council (Source: NISRA):</p> <table border="1" data-bbox="411 1514 1450 1890"> <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></td> <td></td> <td></td> <td></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
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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,</p>																																								

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	903
Irish (Gaelic)	404
Slovak	477
Russian	297
Latvia	261
Hungarian	117
Chinese	64
Tagalog/Filipino	38
Malaysian	33
Other	922

Age

The population estimates by broad age bands Dungannon District, Mid Ulster Local Government District area and Northern Ireland as at 2017 (Source, NISRA)

	Dungannon	Mid Ulster	Northern Ireland
Total Population	62,149	146,427	1,870,834
0-15 years	14,731 (24%)	33,946 (23%)	390,684 (21%)
16-39 years	20,276 (33%)	47,247 (32%)	579,782 (31%)
40-64 years	18,733 (30%)	44,616 (31%)	597,393 (32%)
65+ years	8,409 (13%)	20,591 (14%)	302,957 (16%)
Population Change % (2007-2017)	15.0%	11.7%	6.2%

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

	Dungannon		Mid Ulster		Northern Ireland	
	No.	%	No.	%	No.	%
Single (never married or never registered a same sex civil partnership) (Aged 16+)	16,212	36.46%	38,353	35.97	517,393	36.14
Married (Aged 16+)	22,159	49.83%	54,192	50.82	680,831	47.56
In a registered same sex civil partnership (Aged 16+)	15	0.03%	62	0.06	1,243	0.09
Separated (but is still legally married or still legally in a same sex civil partnership) (Aged 16+)	1,443	3.25%	3,369	3.16	56,911	3.98
Divorced or formerly in a same sex civil partnership which is now legally dissolved (Aged 16+)	1,826	4.11%	4,139	3.88	78,074	5.45
Widowed or surviving partner from a same sex civil partnership (Aged 16+)	2,812	6.32%	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

The estimated gender profile for Dungannon, Mid Ulster LGD and Northern Ireland at 30th June 2017 is detailed below;

	Dungannon Area		Mid Ulster		Northern Ireland	
	No.	%	No.	%	No.	%
Male	31,326	50.4%	73,562	50.2	920,200	49.19
Female	30,823	49.6%	72,865	49.8	950,600	50.81

Disability

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

	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

Within the Dungannon area statistics show 19% of people had a long term health problem or a disability that limited their day to day activities while 81% of people stated their health was either good or very good.

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
- 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

Dependants

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.

	Dungannon		Mid Ulster		Northern Ireland	
	No.	%	No.	%	No.	%
Households with dependent children	7,891	38.93%	18,626	38.99	238,094	33.86
Lone parent households with dependents	1,604	7.91%	3,485	7.30	63,921	9.09
People providing unpaid care	6,086	10.52%	12,821	10.69	213,980	11.82

	<p>Of the households in Mid Ulster Local Government District with dependent children, they can be summarised as;</p> <ul 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>
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Additional evidence gathered:

- Mid Ulster District Council has three tier one Council-owned Leisure Centres. Due to the locations of the existing swimming pools, virtually the whole of Mid Ulster is within a 20-minute drive-time catchment area of a community accessible swimming pool.
- Dungannon Leisure Centres' original swimming pool was constructed in 1973 with the dry sports hall, reception area and changing rooms added in 1994. The building has also undergone some minor changes over the years to the layout and structure.
- Analysis of future demand based on population growth highlights that there is a small current and larger future under-supply in the provision of water space in the Mid Ulster District Council area. The retention of Dungannon Leisure Centre swimming pool is therefore necessary to meet future supply demands.
- Currently the Centre is generally run down and does not provide a fit for purpose modern leisure facility for use by citizens. The existing building limits the overall quality customer experience due to its age, building design, topography of the site and many ongoing maintenance issues. In addition, there is a significant increase in the number of cuts being reported by customers while using the small pool and the shallow end of the large pool, due to deterioration of the tiles in the pool tank.
- In January/February 2017, Environment and Property Services commissioned Taylor and Boyd to carry out a Condition Survey Report on specific swimming pool issues and assess the current structural condition of the pool basement area as well as make proposals to extend the life of the pool structure by 5 years.
- Based on this report and subsequent reports it is considered necessary in the interim to undertake improvement and development work at Dungannon Leisure Centre to provide a safe, modern, efficient and cost effective service for the local population while options are considered for the long-term development of the Centre.

This work will include, undertaking structural, mechanical and electrical works necessary to ensure Dungannon Leisure Centre remains fit for purpose to the end of 2024 detailed below:

- Swimming Pool improvements including complete replacement/upgrade of M&E plant associated with swimming pool environment;
- Repairs to Pool structure;
- Refurbishment of various finishes in and around pool environment;
- Painting/decorating of existing Fitness suite and Minor Hall;

- Refurbishment of reception area including public toilets, changing rooms, corridors;
- Repairs and refurbishment of existing squash Court;
- Installation of access control and a kiosk in reception area;
- External repairs to roof(s), lighting, chimneys etc.
- The project costs approximately £1.4m and requires complete closure of Dungannon Leisure Centre while work carried out.
- The expected timeframe is 6 months with the Centre opening mid to late October 2019.

The need to close the facility and carry out the identified work is necessary to ensure the building remains fit for purpose.

In addition to the refurbishment MUDC are currently considering options on the provision of a new Leisure Centre in the Dungannon area. Preliminary consultation for this has taken place and information gathered will be used to assist Council when making decisions about leisure provision in the Dungannon area.

Staff are aware of the closure through team meetings. Further one-to-one meetings are planned to discuss and agree relocation options.

Public were advised of the closure dates on 15th February 2019 via news release, Mid Ulster District Council's webpage, Dungannon Leisure Centre's Facebook page and face to face with customers.

Given the impact of the loss of service to groups and service user's consultation has been ongoing to consider options for continuity of service provision through temporary relocation. Where possible potential relocation options are being considered that best match the needs of some user groups.

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>Dungannon's population is generally consist 64.11% of the population from a Catholic Community background, 33.03% of the population from a Protestant background and the remaining from either no religious affiliation or other religion.</p> <p>There is no specific evidence available relating to religious belief of Dungannon Leisure Centre facility users.</p> <p>Improving the quality and appeal of the facilities will encourage more users for day-to-day activities, events, competitions and Health & Well- being initiatives. While providing local clubs who use the facility the opportunity to grow their memberships and strength links.</p>
Political opinion	<p>Improving the quality of facilities will encourage more engagement for day-to day activities, e.g. swimming, fitness suite, basketball etc.</p> <p>There is no specific evidence available relation to the political opinion of users of Dungannon Leisure Centre.</p>
Racial group	<p>Dungannon's population is generally made up of a single identity CNR population, 97.90% were white (including Irish Traveller) 2011 Census. However, there is no specific evidence available relating usage of the facility to this category.</p> <p>Improving the quality of facilities will encourage more engagement during day-to-day activities, events, Health & Well-being initiatives, it will also facilitate local clubs who hire the facility and use as a base to grow their membership and strengthen links.</p>
Age	<p>Evidence gathered through consultation for the Mid Ulster District Council Sports Facility Strategy indicated the need for improved provision of facilities for children and young people. Further informal consultation highlight the need for a more attractive space for families and older people.</p>

	<p>The population estimates by broad age bands 2017, indicates a percentage population change 15.0% for Dungannon LGD, while the estimates for Northern Ireland is lower at 6.2%.</p> <p>There is a range of activities available within the Leisure Centre to meet the demands and needs of a broad range of users. These include swimming lessons from age 4 1/2 to adult, 50+ club, swimming club, basketball clubs, Martial Arts clubs etc.</p>
Marital status	There is no specific evidence relating to this category that relates to usage of the facility.
Sexual orientation	There is no specific evidence relating to this category that relates to usage of the facility.
Men and women generally	Dungannon Leisure Centre has upwards of 200,000 users per annum. Information gathered for this category is limited, but analysis of the information available would indicate 51.5% centre users are male and 48.5% female.
Disability	<p>The Centre has a number of disabled user groups: Fit4U, Special Olympics Swimming Club, Mens Health Club, Willowbank, Sperrinview, and Young Adults with a learning disability (Active Communities).</p> <p>There are also user groups who may have members with a disability e.g., Pain Management Clinic, Dungannon & District 50+ club, and Physical Activity Referral programme.</p> <p>Consultation is taking place to identify suitable temporary accommodation for some of these groups to mitigate against the impact of the closure, but it is not possible to relocate all of them.</p> <p>It is acknowledged that the temporary closure will have a direct impact on users; but the closure is necessary to ensure the centre remains safe and fit for purpose.</p>
Dependants	There is no specific evidence relating to this category that relates to usage of the facility. Improving the quality of facilities will encourage more engagement for day-to day activities, e.g. swimming, fitness suite, basketball etc.

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	The closure may have a negative impact initially but improving the quality and appeal of the facilities will encourage more users for the day-to-day activities, events, competitions and Health & Well- being initiatives. While providing local clubs who use the facility the opportunity to grow their memberships and strength links.	Minor, positive.
Political opinion	While the closure may have a negative impact in the short term, improving the quality and appeal of the facilities will encourage more users for the day-to-day activities, events, competitions and Health & Well- being initiatives. While providing local clubs who use the facility the opportunity to grow their memberships and strength links.	Minor, positive.
Racial group	Though there is no specific evidence available relating to the category that relates to usage of the facility. Dungannon's population is generally made up of a single identity CNR 'white' population, the temporary closure of the facility may impact negatively on users/groups	Minor, negative.

	<p>form non-white backgrounds. Improving the quality and appeal of the facilities will encourage more users for the day-to-day activities, events, competitions and Health & Well-being initiatives. While providing local clubs who use the facility the opportunity to grow their memberships and strength links.</p> <p>Communication in relation to the Centre's re-development is written in English therefore there is a potential impact on those whose first language is not English and therefore may struggle reading the communication. To mitigate against this customers are being informed by staff through face-to face communication i.e. when purchasing/or attending activities at the Centre. Customers can also request information in a range of alternative formats, in line with MUDC communications policy.</p>	
Age	<p>Evidence gathered through consultation for the Mid Ulster District Council Sports Facility Strategy indicated the need for improved provision of facilities for children and young people. Further informal consultation for the Economic Appraisal highlight the need for a more attractive space for families and older people for use by the community.</p> <p>The population estimates by broad age bands 2017, indicates a percentage population change 15.0% for Dungannon LGD, while the estimates for Northern Ireland is lower at 6.2%. There are numerous benefits to creating a safe, accessible facility.</p> <p>A range of economic, health; and social benefits complements the value of sport as a cultural activity. Sport NI has stated that sport adds enormously to people's quality of life:</p> <ul style="list-style-type: none"> • Collectively, people in NI derive a strong sense of pride, locally and nationally, from sport; • Young people place considerable importance on sport in their lives; • Individually it has been demonstrated that being physically active in NI is associated with less of the most serious health problems affecting the population; 	Minor, negative.

	<ul style="list-style-type: none"> • People active in sport for three quarters of their lives have a much lower incidence of heart disease, angina or breathlessness than those less active; and • Those people active through sport have low coronary risk scores. <p>Sport NI has also indicated that the intended outcomes of community sporting initiatives are to help establish the following benefits:</p> <ul style="list-style-type: none"> • A reduction in youth offending; • A reduction in drug use; • An increase in regular participation in sport and physical activity and encouraging a healthy lifestyle; and • An increase in personal and social capital and an increase in the capacity of individuals and groups to contribute to the development of their communities. <p>There is a range of activities available within the Leisure Centre to meet the demands and needs of a broad range of users. These include swimming lessons from age 4 1/2 to adult, 50+ club, swimming club, basketball clubs, Martial Arts clubs etc. The closure will have a negative impact on the availability of these activities locally. To mitigate against the impact measures are being taken, where possible, to relocate activities to other venues/locations. Groups/individuals may have to incur increased traveling time and costs to partake in their chosen activity. In addition, some groups may not be able to continue their activities due to distance, costs or access to transport.</p> <p>Every effort is being made to keep the closure time to a minimum to reduce the impact on users and customers will be informed when the centre will be reopened.</p>	
Marital status	Though there is no specific evidence available relating to the category that relates to usage of the facility. Improving the quality and appeal of	none

	<p>the facilities will encourage more users for the day-to-day activities, events, competitions and Health & Well- being initiatives. While providing local clubs who use the facility the opportunity to grow their memberships and strength links.</p>	
Sexual orientation	<p>Though there is no specific evidence available relating to the category that relates to usage of the facility. Improving the quality and appeal of the facilities will encourage more users for the day-to-day activities, events, competitions and Health & Well- being initiatives. While providing local clubs who use the facility the opportunity to grow their memberships and strength links.</p>	none
Men and women generally	<p>Dungannon Leisure Centre has upwards of 200,000 users per annum. Information gathered for this category is limited, but analysis of the information available would indicate 51.5% centre users are male and 48.5% female.</p> <p>Services users who have literacy problems may not have the ability to access information relating the Centre. All council communication are available in accessible formats on request as are Council Policies e.g. in Braille and larger print. Staff are also informing customers of the closure face-to-face, on the phone and via social media.</p>	Minor, Negative
Disability	<p>It is acknowledged that the temporary closure will have a direct impact on users; but the closure is necessary to ensure the centre remains safe and fit for purpose.</p> <p>Consultation with users is ongoing during the run up to the closure to identify temporary suitable alternative accommodation. It is recognised however that it will not be possible to facilitate all users, work is continuing to reduce the impact were possible and keeping customer informed.</p>	Minor, Negative

Dependants	<p>There is likely to be a minor negative impact due to the closure as those with dependants will have to use alternative facilities and may incur travelling costs and time pressures.</p> <p>When the Centre re-opens there is likely to be an impact (positive) for people with dependents because of the improved facilities.</p>	Minor, Negative
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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	.	The refurbishment has the opportunity to provide a shared space for all users under section 75.
Political opinion		The refurbishment has the opportunity to provide a shared space for all users under section 75.
Racial group	Actions could be developed to ensure effective communication of any additions/changes to services with service users for whom English is not their first language.	
Age		The refurbishment has the opportunity to provide a shared space for all users under section 75.
Marital status		This improvement project provides equality of opportunity regardless of marital status.

Sexual orientation		This improvement project provides equality of opportunity regardless of sexual orientation.
Men and women generally		This improvement project provides equality of opportunity regardless of gender.
Disability	The proposed re-development will offer an increased level of attractiveness for people with disabilities.	
Dependants	The refurbishment will encourage active use of facilities for all age groups.	

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	
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*).

No

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>	
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.

The screening questions have identified that there will be opportunities to better promote equality of opportunity for people within section 75 equality will be impacted in a minor positive way. It is important to note further screening will be carried out as the refurbishment progresses.

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.

The refurbishment is required to ensure the Leisure Centre is fit for purpose and is attractive and welcoming for users. Where possible temporary accommodation has been identified for facility users who may fall into Section 75 categories.
The estimated closure time is for 22 weeks, customers will be informed of progress through press releases, Facebook page and internet.

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 refurbishment of Dungannon Leisure Centre will take approximately 22 weeks for essential maintenance works. Consultation is ongoing with customers to identify temporary accommodation to allow them the opportunity to continue to enjoy their activities. However, this will not be possible for all customers and all customers will be kept informed through news releases, Dungannon Leisure Centre Facebook page, and Mid Ulster District Council website of progress and the date of re-opening.

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:

Mid Ulster District Council will oversee the consultation process, gather information and implement the project. At this point, the project remains at planning and procurement stage thereby council will continue to monitor and use all feedback to implement a project that will promote equality of opportunity.

Section 6 – Approval and authorisation

Screened by:	Position/ Job Title	Date
Ann McRoberts	Area Manager, Dungannon	25/02/2019
Approved by:	Position/ Job Title	Date
Anne Marie Campbell	Director	

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.

Appendix A Mid Ulster District Council Screening Process

