	Equality & Good Relations Screening Report
Comhairle Ceantair **Lár Uladh** **Mid Ulster** District Council	

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
Mid Ulster Town and Village Business Spruce Up Scheme

2. Is this an existing, revised or a new policy?
New Scheme

3. What is it trying to achieve? (aims/outcomes)

The aim of the Mid Ulster Town and Village Business Spruce Up Scheme is to improve the competitiveness and economic sustainability of the identified towns and villages in the Mid Ulster District Council area by:

- Making external improvements to the built environment in each village.
- Encouraging the improvement of the internal appearance of properties visible to the public.

The objectives of the scheme are:
- To enhance and improve the attractiveness of business/commercial properties by 30 March 2020.
- To deliver high-quality external and internal improvements to properties in each village
- To attract new business and investment through improvements to vacant properties.
- To stimulate private sector investment.
- To assist businesses in each of the eligible towns and villages to increase competitiveness and sustainability.
- To improve user perceptions of each of the eligible towns and villages.

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

If so, please explain
Age- Older people and young people
Women
People with disabilities
People with dependants

6. Who initiated or wrote the policy?
Economic Development Department, Mid Ulster District Council

7. Who owns and who implements the policy?
Economic Development Department, 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	*Financial: Securing funds within Council Budgets* *Legislative: Works which are in relation to accessibility must be compliant with Disability Discrimination Act*	
• Other, Please specify	Based on delivery of similar schemes, it is expected that this scheme will attract a high number of applications in excess of the budget available	

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	Businesses (Private Sector)	

Others policies with a bearing on this policy

Policies	Owners
Our Community Plan Our Plan for Growth Procurement Policy	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.

Section 75 category	Details of evidence/information
Religious belief	63.77% of the population were brought up in the Catholic religion and 33.46% belong or were brought up in a Protestant and Other Christian (including Christian related) religion. Other religions comprised 690 (0.5%) and None 3,153 (2.28%) of the population (Source: 2011 Census). **Religion table below**

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**

Section 75 category	Details of evidence/information
Political opinion	Political party representation can be used as an approximate barometer of political opinion of people within Mid Ulster council area. The most recent local government/ council election in 2014 the percentage 1st preference vote share for each of the political party/ independents is detailed bellowed along with representation (seats) on Council (Source: NISRA):

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

Section 75 category	Details of evidence/information
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	903
Irish (Gaelic)	404
Slovak	477
Russian	297
Latvia	261
Hungarian	117
Chinese	64
Tagalog/Filipino	38
Malaysian	33
Other	922

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%

13% of the population of Mid Ulster District Council area are Under 16, the number of young people aged under 16 is projected to increase by over 3,000 by the year 2037. This demonstrates that the area has a high level of young people with a projected increased within the programme period. Job opportunities for young people in rural areas were identified during the consultation process as lacking

The Over 60 population of Mid Ulster is expected to rise to 45,208 by 2037 (26.1% of the population). This is an increase of 80%. The number of people aged 85 and over in Mid Ulster is projected to increase by 250% to over 6,500

		by 2037. Opportunities for improved service delivery focusing on possible additional needs of people aged 60years and over.
Marital status		The below table sets out the martial status profile for Mid Ulster District Council area as extracted from results of the 2011 Census

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

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

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

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

Men & women generally

The gender profile of Mid Ulster LGD is detailed as;

	Mid Ulster		Northern Ireland	
	No.	%	No.	%
Male	69,362	50.05	887,323	49.00
Female	69,228	49.95	923,540	51.00

49.95 of the population of Mid Ulster are women. Rural women are restricted by family responsibilities, mainly due to the physical tie of the farm businesses and are vulnerable to the location of off-farm employment opportunities. This demonstrates that local based employment opportunities in rural area are required and rural women should be encouraged to develop opportunities for rural enterprise.

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

	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. <table><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><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></table> 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 There are 37,306 dependent children within families.

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	The project is intended to enhance commercial premises and generate economic growth for the benefit of everyone irrespective of their religious beliefs.

Political opinion	The project is intended to enhance commercial premises and generate economic growth for the benefit of everyone irrespective of their religious beliefs
Racial group	The project is intended to enhance commercial premises and generate economic growth for the benefit of everyone irrespective of racial group. Details of the scheme can be translated upon request for whom English is not their first language.
Age	The project is intended to enhance commercial premises, and provide a service for the benefit of everyone, which will be reflected in relation to accessibility requirements. Older people who are service users/potential service users tend to have greater need for physical accessibility to be considered. Older people who have difficulty travelling need/prefer to have services in their local area.
Marital status	The project is intended to enhance commercial premises, and provide a service for the benefit of everyone irrespective of marital status.
Sexual orientation	The project is intended to enhance commercial premises, and provide a service for the benefit of everyone irrespective of sexual orientation.
Men and women generally	The project is intended to enhance commercial premises and generate economic growth for the benefit of everyone irrespective if they are male or female. Applications will be open to male and female.
Disability	The project is intended to enhance commercial premises and generate economic growth for the benefit of everyone irrespective of their status within this Section 75 category. People with disabilities have greater difficulty accessing business premises than those without disability and specific access needs vary according to the disability and degree of disability.
Dependants	The project is intended to enhance commercial premises and generate economic growth for the benefit of everyone irrespective if they have dependents. People with dependants,

	for example, parents with buggies or carers of disabled people, may experience difficulties accessing business premises.

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 project is intended to enhance commercial premises and generate economic growth for the benefit of everyone irrespective of their religious beliefs.	**None**
Political opinion	The project is intended to enhance commercial premises and generate economic growth for the benefit of everyone irrespective of their political belief.	**None**
Racial group	The project is intended to enhance commercial premises and generate economic growth for the benefit of everyone irrespective of their racial group.	**None**
Age	The scheme will encourage better use of the business premises for all age groups. The new designs put in place will potentially offer increased accessible space that will be beneficial to both younger and older people, externally and internally. Older people and young people who don't have transport may	**Minor – Positive**

	benefit if this scheme means that local services are enhanced or sustained so they don't have to travel outside their local area.	
Marital status	The project is intended to enhance commercial premises and generate economic growth for the benefit of everyone irrespective of their marital status.	**None**
Sexual orientation	The project is intended to enhance commercial premises and generate economic growth for the benefit of everyone irrespective of their sexual orientation.	**None**
Men and women generally	The scheme will encourage businesses to invest in their commercial premises, which in turn will continue to deliver a service to local communities. By commercial premises maintaining a presence in rural communities women will have a closer proximity to services.	**Minor - Positive**
Disability	The scheme will encourage better use of the business premises for all age groups. The new designs put in place will potentially offer increased accessible space, beneficial to people with disabilities, who have additional accessibility needs.	**Minor – Positive**
Dependants	The scheme will be a positive to those with dependents - services will be maintained and enhanced; designs which will improve accessibility and internal reconfiguration will result in increased accessible space for those with dependants.	**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		**No,** this project will enhance commercial premises and generate economic growth regardless of s75 grouping.
Political opinion		**No,** this project will enhance commercial premises and generate economic growth regardless of s75 grouping.
Racial group		**No,** this project will enhance commercial premises and generate economic growth regardless of s75 grouping.
Age		**No,** this project will enhance commercial premises and generate economic growth regardless of s75 grouping.
Marital status		**No,** this project will enhance commercial premises and generate economic growth regardless of s75 grouping.
Sexual orientation		**No,** this project will enhance commercial premises and generate economic growth regardless of s75 grouping.
Men and women generally		**No,** this project will enhance commercial premises and generate economic growth regardless of s75 grouping.
Disability		**No,** this project will enhance commercial premises and generate economic growth regardless of s75 grouping.
Dependants		**No,** this project will enhance commercial premises and

		generate economic growth regardless of s75 grouping.

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

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

Additional Considerations - Multiple identity

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities? (*For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people*).
N/A
Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.
N/A

Section 3 – Screening Decision

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

		Select One
1	Shall not be subject to an EQIA - *with no mitigating measures required*	x
2	Shall not be subject to an EQIA - *mitigating measures/ alternative policies introduced*	
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.
No negative impacts identified.

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: Mitigation will not be required because a minor positive has been identified.

Timetabling and prioritising

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

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

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

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

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

Yes	
No	x

Section 5 – Monitoring

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

The project development and roll out is based on the previous schemes delivered and lessons learnt. This scheme will be monitored from initiation to completion with indicators identified at project initiation. Monitoring details will be presented to Development Committee on a timely basis.

S75 monitoring will be completed on items such as:
- Applicant Gender
- Applicant Commercial Premise Location
- Property Accessible before and/after works
- Age

If deemed necessary a monitoring form will be created and issued to applicants for completion with due regard to S75 Groupings

Through delivery of the scheme, scheme uptake will be S75 monitored on such items as highlighted above.

Section 6 – Approval and authorisation

Screened by:	Position/ Job Title	Date
Mary McCullagh	Regeneration Manager	07.06.19
May McCullgh		
Approved by:	**Position/ Job Title**	**Date**
(signature)		07.06.19

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.

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                    │       Policy Scoping        │
                    │   •  Policy                 │
                    │   •  Available data         │
                    └─────────────────────────────┘
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            │           Screening Questions             │
            │   •  Apply screening questions            │
            │   •  Consider multiple identities         │
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                  │        Screening Decision      │◄──────────┐
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                   /              │              \             │
            'None'          'Minor'            'Major'          │
            Screened out    Screened           Screened         │
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      │ Publish      │◄──│  Mitigate    │   │  Publish     │   │
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      │ for          │   │              │   │              │   │
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   Concerns raised              │                   │           │
   with evidence                │                   │           │
   re:screening                 ▼                   ▼           │
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      │ Re-consider  │   │  Publish     │   │    EQIA      │   │
      │ screening    │   │  Template    │   │              │   │
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          Concerns  \           │                               │
          raised with │         ▼                               │
          evidence    ┌──────────────┐                          │
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