

Mid Ulster District Council

Equality Screened Policies 1st January 2021 – 30th April 2021

Policy Title	Date Screened	Policy/Strategy Aim	Purpose	Screening Outcomes
Active Travel Capital Projects	25/1/2021	<p>The aims of these projects are:</p> <ul style="list-style-type: none"> • Promote connectivity • Create safe walking routes • Encourage people to walk rather than use their vehicles. 	<p>The purpose of this project is to develop:</p> <ul style="list-style-type: none"> •Two existing waking routes will have lighting installed to make the routes safer in the dark. •Four new footpaths will be created creating connectivity to encourage walking. •Improved safety in rural areas. •Reduced vehicle use in rural areas. 	Minor (positive)
Ballyronan Capital Development Project	18/3/2021	<p>The aim of this project is to develop the following facilities on Ballyronan Marina Site:</p> <ul style="list-style-type: none"> • New inclusive play facility • New entrance arrangement at Main vehicular entrance • New stone work / railings / signage at main entrance to create improved first impression • New floating glamping pods • Landscaped access/ entrance to new trailhead 	<p>The purpose of this project is to improve the facilities and tourism offer on Mid Ulster District Council's Ballyronan Marina Site via investment in capital development works.</p>	Minor (positive)

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		<ul style="list-style-type: none"> • New signage and gateway highlighting access into Ballyronan wood. Signage, connecting pathways and ecological environmental enhancements. • Improved toilet facilities and Changing Places toilet within Community building • Improved accessible walkway through Ballyronan Wood 		
Revised Room Hire Policy	12/1/21	The policy provides areas designated for a range of council service related meetings, activities and events. The policy details and develops the permission, circumstances and criteria in which rooms may be hire for use by those deemed as internal hirers and external hirers. The policy relates specifically to room hire and availability of civic buildings and facilities operated and under the control of Mid Ulster District Council.	The policy assists officers of council with managing and administering the hire of rooms for the progression of business internal and external to the Council.	Minor (positive)
Probationary Policy	8/12/20	The aim of this policy is to ensure that members of staff are aware of the expected standards of performance and conduct. These need to be achieved in accordance with Council's six corporate values of customer focus, respect, excellence, trustworthiness, innovation and inclusiveness.	The purpose of this policy is to provide a prompt, reasonable and equitable approach to managing the probationary process & to ensure there is consistent treatment for all employees.	Minor (positive)
Dual Language and Nameplate Signage Policy	28/4/21	The aim of this policy is to ensure that requests for the erection of dual language nameplate signage for existing	The purpose of this policy is:	This Policy has been referred to

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		streets are delivered in in a fair, equitable and consistent manner.	<ul style="list-style-type: none"> • To facilitate Mid Ulster District Council in meeting its statutory obligations with regard to local government Street Signage requirements. • To lay out and facilitate a process whereby residents may request that their street be named in any other language other than English. • To facilitate a process that considers requests from residents to have their street sign displayed in their chosen language as well as in English. 	the Good Relations WG

Mid Ulster District Council

Equality Screened Policies 1st May 2021 – 30th August 2021

Policy Title	Date Screened	Policy/Strategy Aim	Purpose	Screening Outcomes
Coalisland Revitalisation	4/8/21	This project aims to develop and deliver a number of key regeneration initiatives within Coalisland town centre, which have been identified through engagement and consultation with a range of local stakeholders.	The purpose will be developed under two broad headings: Physical Regeneration and Marketing & Branding.	Screened Out-Minor Positive
Pensions Discretionary	23/7/21	The aim of formulating and reviewing its policies under the LGPS Regulations referred to above the Council has considered: <ul style="list-style-type: none"> • whether and to what extent the exercise of its discretionary powers could lead to a serious loss of confidence in the public service, and • that the policy is workable, affordable and reasonable having regard to the foreseeable costs. 	Mid Ulster District Council is required to (or where there is no requirement, is recommended to) formulate, publish and keep under review a Statement of Policy on certain other discretions.	Screened Out-Minor Negative
Re-organisation, Redeployment & Redundancy Policy	23/7/21	The aim of this policy and accompanying selection criteria is to 1) ensure consistency and fairness in dealing with re-organisation, re-deployment, premature retirement and redundancy within the Council whilst complying with relevant employment law & 2) facilitate the Council's need for flexibility to modernise, maintain and continuously improve service delivery.	The purpose of this policy is to have appropriate procedures in place to facilitate re-deployment, premature retirement and redundancy within the Council whilst complying with relevant employment law.	Screened Out-Minor Negative

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Tackling Rural Poverty and Social Isolation	20/7/21	The Tackling Rural Poverty and Social Isolation (TRPSI) Rural Business Development Grant Scheme aims to support the sustainability, survival and development of micro rural businesses across Northern Ireland by providing a small capital grant for the business.	This purpose of this scheme is to drive growth and stimulate new job creation within micro businesses.	Screened Out-Minor Positive
Safeguarding Children and Young People		<p>This policy has the following aims:</p> <p>Embed a culture, which recognises a child/ young person's rights to be valued, to be safe, to be heard and to be respected.</p> <p>Ensure that Child Safeguarding responsibilities are fully understood by staff, elected members, contractors, coaches, facilitators, clubs, community groups and members of the public accessing Council facilities or delivering services on behalf of the Council.</p> <p>Promote zero tolerance of harm to all children from all forms of abuse, exploitation or neglect.</p> <p>Communicate clearly defined procedures for reporting, referring and dealing with incidents relating to child safeguarding.</p> <p>Ensure that all staff and others adhere to Code of Behaviour – Child Safeguarding.</p>	The purpose of this policy is to deliver on Council's responsibility for the safety of children and young people utilising various council services in accordance with various legislative requirements.	Screened Out-Minor Positive

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		Ensure effective selection, supervision and training of staff in respect of child safeguarding matters.		

Mid Ulster District Council

Equality Screened Policies 1st September 2021 – 31st December 2021

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Payment of Subscriptions to Professional Bodies Policy	22/12/2021	This policy will ensure that employees are reimbursed in an affordable and equitable manner for payment of subscriptions to professional or other relevant bodies which they are required to maintain in order to effectively discharge their duties and/or conditions of employment.	The purpose of this policy is to ensure that employees have appropriate access to subscriptions to professional or other relevant bodies that relate to their employment.	Screened Out- No Impact
Flexible Working Arrangements Policy	22/12/2021	This policy aims to provide a range of flexible working arrangements including; carer's leave, flexible retirement, Term Time	The purpose of this policy is to promote greater flexibility and work-life balance for employees.	Screened Out- Positive Impact
Menopause Support Policy	22/12/2021	This policy sets out the guidelines for members of staff and managers on providing appropriate support to manage menopausal symptoms at work.	The purpose of this policy is to establish and provide appropriate support for people experiencing symptoms of menopause.	Screened Out- Positive Impact