



## **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.

<b>1. Policy Name</b>		
Dual Language and Nameplate Signage Policy		
<b>2. Is this an existing, revised or a new policy?</b>		
Revised Policy (formerly the Dual Language Signage Policy)		
<b>3. What is it trying to achieve? (aims/outcomes)</b>		
<p>The primary purpose of this policy is:</p> <ul style="list-style-type: none"> <li>To ensure that requests for the erection of dual language signage are delivered in in a fair, equitable and consistent manner.</li> <li>To lay out and facilitate a process whereby residents may request that their street be named in any other language other than English</li> </ul>		
<b>4. Are there any Section 75 categories which might be expected to benefit from the intended policy?</b>	Yes	✓
	No	
<p>This policy has the potential to benefit people of various racial groups. Although language is not specified within the Section 75 groupings it forms an important part of integration. As such this dual language policy has the potential to directly benefit racial groups from whom English is not their first language.</p> <p>Also by proxy people of different religious beliefs and political opinion have the potential to benefit from the opportunity afforded under the same aspect of the policy.</p>		
<b>6. Who initiated or wrote the policy?</b>		
Mid Ulster District Council		
<b>7. Who owns and who implements the policy?</b>		
Mid Ulster District Council-Directorate of Public Health & Infrastructure		

## 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><b>Financial:</b> The pace of implementation will be determined by the financial allocation of the relevant Council Department.</p> <p><b>Legislative:</b> Legislative provisions are currently in place to provide statutory guidance/requirements in relation to the implementation of the policy</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		

## Others policies with a bearing on this policy

Policies	Owners
Local Government (Miscellaneous Provisions) (NI) Order 1995	NI Assembly

Irish Language Policy	Mid Ulster District Council
Ulster Scots Policy	Mid Ulster District Council
Draft Street Naming and Numbering Policy	Mid Ulster District Council
Accessible Communication 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	<p>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).</p> <table border="1" data-bbox="424 748 1418 1025"> <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><b>Total</b></td> <td><b>138,590</b></td> <td><b>100</b></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	<b>Total</b>	<b>138,590</b>	<b>100</b>																		
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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 1<sup>st</sup> 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 1301 1423 1615"> <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>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, 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> <table border="1" data-bbox="411 1854 1402 2024"> <thead> <tr> <th>Place of Birth</th> <th>No.</th> </tr> </thead> <tbody> <tr> <td>Great Britain</td> <td>4,053</td> </tr> <tr> <td>Republic of Ireland</td> <td>2,250</td> </tr> <tr> <td>EU Countries (Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia)</td> <td>6,795</td> </tr> </tbody> </table>	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																												
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Age	<p>The minority ethnic language profile within the area can serve as a possible indicator of the Black &amp; 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>																													
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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%.							
		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%	
<b>N Ireland</b>	<b>93.00%</b>	<b>0.64%</b>	<b>0.96%</b>	<b>1.60%</b>	<b>0.26%</b>	<b>3.98%</b>	<b>1.17%</b>	
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	<p>The gender profile of Mid Ulster LGD is detailed as;</p> <table border="1" data-bbox="411 286 1461 430"> <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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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="418 667 1519 891"> <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 1025 1436 1236" style="list-style-type: none"> <li>• More than 1 in 5 or 21% of the population have a disability</li> <li>• 1 in 7 people have some form of hearing loss</li> <li>• 5,000 persons use sign language - British Sign Language and/or Irish Sign Language</li> <li>• There are 57,000 blind persons or persons with significant impairment</li> <li>• 52,000 persons with learning difficulties</li> </ul>		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 1438 1481 1720"> <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 1953" style="list-style-type: none"> <li>• 7,407 families in households have 1 dependent child</li> <li>• 6,394 families in households with two dependent children</li> <li>• 5,014 families in households with three dependent children</li> </ul> <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	<p><b>The purpose of this policy and associated procedures is:</b></p> <p>The primary purpose of this policy is:</p> <ul style="list-style-type: none"> <li>• To ensure that requests for the erection of dual language signage are delivered in in a fair, equitable and consistent manner.</li> <li>• To lay out and facilitate a process whereby residents may request that their street be named in any other language other than English</li> </ul> <p>Although language itself is not a Section 75 category by proxy people of different religious beliefs have the potential to benefit from opportunity afforded under the aspect of the policy related to the dual language street signage.</p> <p>The policy is underpinned by the Local Government (Miscellaneous Provisions) (Northern Ireland) Order 1995, and is in line with the following Department of Culture, Arts and Leisure strategies:</p> <ul style="list-style-type: none"> <li>• DCAL Strategy to Enhance and Protect the Development of the Irish Language 2015-2035</li> <li>• DCAL Strategy to Enhance and Develop the Ulster-Scots Language, Heritage and Culture 2015-2035</li> </ul> <p>In addition, the Committee of Experts which monitors the application of the European Charter for Regional or Minority Languages emphasises that ‘adoption of special measures in favour of regional or minority languages aimed at promoting equality between the users of these languages and the rest of the population is not to be considered an act of discrimination against the users of more widely used languages’ (Source: Council of Europe (2010) – Report of the Committee of Experts on the Charter (UK 3rd Monitoring Cycle), 21.04.10, paragraph 123).</p> <p>In terms of equality of opportunity, any potential positive impact of this policy for people of any specific religious belief does not automatically create an adverse negative impact on people with other religious beliefs.</p>

Political opinion	<p>The purpose of this Policy and associated procedures is:</p> <p>The primary purpose of this policy is:</p> <ul style="list-style-type: none"> <li>• To ensure that requests for the erection of dual language signage are delivered in in a fair, equitable and consistent manner.</li> <li>• To lay out and facilitate a process whereby residents may request that their street be named in any other language other than English</li> </ul> <p>Although language itself is not a Section 75 category by proxy people of different religious beliefs have the potential to benefit from opportunity afforded under the aspect of the policy related to the dual language street signage.</p> <p>The policy is underpinned by the Local Government (Miscellaneous Provisions) (Northern Ireland) Order 1995, and is in line with the following Department of Culture, Arts and Leisure strategies:</p> <ul style="list-style-type: none"> <li>• DCAL Strategy to Enhance and Protect the Development of the Irish Language 2015-2035</li> <li>• DCAL Strategy to Enhance and Develop the Ulster-Scots Language, Heritage and Culture 2015-2035</li> </ul> <p>In addition, the Committee of Experts which monitors the application of the European Charter for Regional or Minority Languages emphasises that ‘adoption of special measures in favour of regional or minority languages aimed at promoting equality between the users of these languages and the rest of the population is not to be considered an act of discrimination against the users of more widely used languages’ (Source: Council of Europe (2010) – Report of the Committee of Experts on the Charter (UK 3rd Monitoring Cycle), 21.04.10, paragraph 123).</p> <p>In terms of equality of opportunity, any potential positive impact of this policy for people of any specific political opinion does not automatically create an adverse negative impact on people with other political opinions.</p>
Racial group	<p>The purpose of this Policy and associated procedures is:</p> <p>The primary purpose of this policy is:</p> <ul style="list-style-type: none"> <li>• To ensure that requests for the erection of dual language signage are delivered in in a fair, equitable and consistent manner.</li> <li>• To lay out and facilitate a process whereby residents may request that their street be named in any other language other than English</li> </ul>

	In terms of equality of opportunity, any potential positive impact of this policy for people of any specific racial group does not automatically create an adverse negative impact on people of other racial groups.
Age	No adverse impacts anticipated.
Marital status	No adverse impacts anticipated.
Sexual orientation	No adverse impacts anticipated.
Men and women generally	No adverse impacts anticipated.
Disability	No adverse impacts anticipated.
Dependants	No adverse impacts anticipated.

## 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	<p>While language is not itself a section 75 category. However by proxy people of different religious belief have the potential to benefit from the opportunity afforded under the aspect of the policy related to dual language street signage.</p> <p>In terms of equality of opportunity, any potential positive impact of this policy for people of any specific religious belief does not automatically create an adverse negative impact on people with other religious beliefs.</p>	Minor
Political opinion	<p>While language is not itself a section 75 category. However by proxy people of different political opinion have potential to benefit from the opportunity afforded under the aspect of the policy related to dual language street signage.</p> <p>In terms of equality of opportunity, any potential positive impact of this policy for people of any specific political opinion does not automatically create an adverse negative impact on people with other political opinions.</p>	Minor
Racial group	<p>While language is not itself a section 75 category. However by proxy people of different political opinion have potential to benefit from the opportunity afforded under the aspect of the policy related to dual language street signage.</p> <p>In terms of equality of opportunity, any potential positive impact of this policy for people of any specific political opinion does not automatically create an adverse negative impact on people with other political opinions.</p>	Minor

Age	No adverse impact anticipated	None
Marital status	No adverse impact anticipated	None
Sexual orientation	No adverse impact anticipated	None
Men and women generally	No adverse impact anticipated	None
Disability	No adverse impact anticipated	None
Dependants	No adverse impact anticipated	None

**2. Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories? (Yes/ No)**

Section 75 category	If <b>Yes</b> , provide details	If <b>No</b> , provide reasons
Religious belief		<p>The policy is underpinned by the Local Government (Miscellaneous Provisions) (Northern Ireland) Order 1995, and is in line with the following strategies:</p> <ul style="list-style-type: none"> <li>•DfC's (formerly DCAL) Strategy to Enhance and Protect the Development of the Irish Language 2015-2035</li> <li>•DfC's (formerly DCAL) Strategy to Enhance and Develop the Ulster-Scots Language, Heritage and Culture 2015-2035</li> </ul> <p>In addition, the Committee of Experts which monitors the application of the European Charter for Regional or Minority Languages emphasises that 'adoption of special measures in favour</p>

		<p>of regional or minority languages aimed at promoting equality between the users of these languages and the rest of the population is not to be considered an act of discrimination against the users of more widely used languages’          (Source: Council of Europe (2010) – Report of the Committee of Experts on the Charter (UK 3rd Monitoring Cycle), 21.04.10, paragraph 123).</p> <p>In terms of equality of opportunity, any potential positive impact of this policy for people of any specific political opinion does not automatically create an adverse negative impact on people with other political opinions.</p>
Political opinion		<p>The policy is underpinned by the Local Government (Miscellaneous Provisions) (Northern Ireland) Order 1995, and is in line with the following strategies:</p> <ul style="list-style-type: none"> <li>•DfC’s (formerly DCAL) Strategy to Enhance and Protect the Development of the Irish Language 2015-2035</li> <li>•DfC’s (formerly DCAL) Strategy to Enhance and Develop the Ulster-Scots Language, Heritage and Culture 2015-2035</li> </ul> <p>In addition, the Committee of Experts which monitors the application of the European Charter for Regional or Minority Languages emphasises that ‘adoption of special measures in favour of regional or minority languages aimed at promoting equality between the users of these languages and the rest of the population is not to be considered an act of discrimination against the users of more widely used languages’          (Source: Council of Europe (2010) – Report of the Committee of Experts on the Charter (UK 3rd Monitoring Cycle), 21.04.10, paragraph 123).</p> <p>In terms of equality of opportunity, any potential positive impact of this policy</p>

		for people of any specific political opinion does not automatically create an adverse negative impact on people with other political opinions.
Racial group		<p>The policy is underpinned by the Local Government (Miscellaneous Provisions) (Northern Ireland) Order 1995, and is in line with the following strategies:</p> <ul style="list-style-type: none"> <li>•DfC's (formerly DCAL) Strategy to Enhance and Protect the Development of the Irish Language 2015-2035</li> <li>•DfC's (formerly DCAL) Strategy to Enhance and Develop the Ulster-Scots Language, Heritage and Culture 2015-2035</li> </ul> <p>In addition, the Committee of Experts which monitors the application of the European Charter for Regional or Minority Languages emphasises that 'adoption of special measures in favour of regional or minority languages aimed at promoting equality between the users of these languages and the rest of the population is not to be considered an act of discrimination against the users of more widely used languages' (Source: Council of Europe (2010) – Report of the Committee of Experts on the Charter (UK 3rd Monitoring Cycle), 21.04.10, paragraph 123).</p> <p>In terms of equality of opportunity, any potential positive impact of this policy for people of any specific political opinion does not automatically create an adverse negative impact on people with other political opinions.</p>
Age		<b>No-</b> there are no anticipated adverse impacts for this
Marital status		<b>No-</b> there are no anticipated adverse impacts for this



Sexual orientation		<b>No-</b> there are no anticipated adverse impacts for this
Men and women generally		<b>No-</b> there are no anticipated adverse impacts for this
Disability		<b>No-</b> there are no anticipated adverse impacts for this
Dependants		<b>No-</b> there are no anticipated adverse impacts for this

**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*).

None

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

None

## 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.

It is recognised that this policy is promoting equality of opportunity.

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.

N/A

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:

This policy was formerly the Dual Language Signage Policy which has been in operation since March 2017. In the policy monitoring it was noted that the policy was used only to erect one type of language signage. As a result the following mitigating measures have been included in the revised policy:

- The revised policy includes an accessibility statement to encourage people from all minority languages to have equality of opportunity in relation to the implementation of the process associated with the implementation of dual language signage
- The policy states that for applicants who do not have English as their first language that applications can be accepted in alternative languages
- The nameplate layout set out in Appendix C has also been amended from the original policy in order to ensure compliance for people who have sight loss are colour-blind and/or have additional literacy needs.

### 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:

This policy will be monitored to ensure that it provides equality of opportunity for all minority languages present in the District. Council's Environment Committee will continue to be informed of the number of applications processed in line with this policy.

## Section 6 – Approval and authorisation

Screened by:	Position/ Job Title	Date
		20/02/2019
Approved by:	Position/ Job Title	Date

**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**

