

Mid Ulster District Council
Equality Screened Policies January – April 2020

Policy Title	Date Screened	Policy/Strategy Aim	Purpose	Screening Outcomes
Revised Health & Safety Policy	23/01/2020	The aim of this policy is to outline the Council's commitment to compliance with statutory health and safety at work legislation.	The purpose of the policy is to ensure Council has consistent health and safety arrangements in place to ensure consistently across the council structure and organisation.	Screened out
Social Enterprise Support Programme 2020-2023	07/02/2020	This Programme aims to grow and promote the work of the Mid Ulster's social enterprise sector by delivering a range of actions to build the capacity of the sector to adopt a more commercial approach to achieving its social objectives, thereby enhancing sustainability and stimulating growth.	The purpose of the programme is to deliver tailored support to 3 levels of participants: i) individuals/groups exploring starting up; ii) assistance to progress to start up and; iii) to existing groups to enhance their sustainability and growth.	Screened out (minor impacts mitigated)
Recognition of Staff Leaving/Retiring Policy	31/1/2020	Mid Ulster District Council acknowledges the importance of recognising staff for their contribution to Council & therefore marking by way of presentation of gift voucher, small reception with refreshments & flowers for those who retire/leave the Council after 10 + years of continuous service.	The policy is intended to ensure that any such presentations are made to ensure equity of treatment with	Screened out

Managing Bereavement in the Workplace Policy	31/1/2020	Mid Ulster District Council acknowledges that bereavement impacts all individuals in different ways and the Council is committed to supporting staff in practical and reasonable ways.	The policy sets out the minimum paid leave an employee is entitled to in different circumstances including attendance at the funeral of different relatives and where the employee has sole responsibility for making the funeral arrangements. The policy also references other leave with which the employee may supplement their bereavement leave. Managers' responsibilities are also outlined.	Screened out
Revised Travel & Subsistence Policy	31/1/2020	This policy sets out clear rules in relation to what costs may be reclaimed by employees incurred in the course of their duties and to make clear the roles & responsibilities of staff in accordance with the principles of good governance.	This policy explains what constitutes eligible mileage & the procedure for making travel & subsistence claims including NIJC maximum recommended rates for reimbursement of expenditure & NJC car allowance rates for Essential and Casual users. The policy also sets out the criteria for meeting 'Essential User' allowance.	Screened out

Mid Ulster District Council
Equality Screened Policies 1st May – 31st August 2020

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Business Continuity Recovery of Council Buildings	19/5/2020	This practice is trying to achieve the successful and effective Business Continuity Recovery of Council Buildings.	The purpose of this practice is primarily to reconfigure the lay out and use of Council buildings following the Coronavirus pandemic.	Minor Negative
Delivery of Essential Services Only	14/5/2020	This practice has been developed in response to a Coronavirus Pandemic. The aim is to prevent the spread of the virus amongst our staff, service users and the general public. This decision is an extraordinary measure and is in line with government departmental guidance.	The purpose of this practice is to prevent the spread of Coronavirus amongst staff and service users.	Minor Negative
Reintroduction of Council Services	27/5/2020	This decision is an extraordinary measure and is in line with government departmental guidance. However, recycling centres, registration services, forests (but not their car parks) were permitted (by the NI Assembly) to reopen on a restricted basis on 18th May 2020. Therefore, the aim of this practice is to reintroduce Council Services	This practice was introduced in response to a Coronavirus Pandemic. The aim is to prevent the spread of the virus amongst our staff, service users and the general public.	Minor Negative

		following the lockdown due to a Coronavirus pandemic.		
Job Retention Scheme		This decision is an extraordinary measure and is in line with government departmental guidance. Staff placed on the Scheme will continue to receive their normal level of income and their terms and conditions will be unaffected. Staff placed on the Scheme have been selected in relation to their ability to carry out their duties during the lockdown period.	This practice has been developed in response to a Coronavirus Pandemic. This practice aims to retain the employment of Council staff who cannot work from home during the Council's response to the pandemic.	Minor Negative
Review of Mid Ulster District Council Online Business Directory	19/8/2020	This review aims to set out guidance for the management and public circulation of the directory going forward.	The purpose of the review was to consider the role of the Directory.	Minor Negative
Mid Ulster Town Business Grants	3/8/2020	The aim of Mid Ulster Towns Covid 19 Business Grant is to assist businesses to adapt to and implement social distancing measures to protect staff and customers in line with government guidance.	The purpose of the scheme is to : 1.To modify the internal structure of business/commercial properties to assist with social distancing measures. 2.To modify the external structure of business/commercial properties to assist with	Minor Positive

			<p>social distancing measures.</p> <p>3.To provide assistance for PPE.</p> <p>4. To provide assistance towards customer signage for adherence to social distancing.</p> <p>5. To provide assistance towards equipment/services which would aid social distancing.</p>	
Licensing of Pavement Cafés Act (Northern Ireland) 2014 – Guidance for Applicants	19/6/2020	The aim of this new guidance is to ensure that the Council's Environmental Health Service implement its pavement café licensing regime in a manner that is fair and equitable to all sectors of the community who may be affected by such applications being granted.	<p>The purpose of the guidance is the following:</p> <ul style="list-style-type: none"> • Providing applicants with the appropriate advice and guidance on the application process and legal requirements; • Providing applicants with the appropriate advice and guidance on the suitability criteria for a pavement café licence, which includes but is not restricted to: <ul style="list-style-type: none"> ○ advice on the size and layout, ○ boundaries, ○ type of furniture, 	Minor negative

			<ul style="list-style-type: none"> ○ Environmental implications and other requirements ○ Safety and control ○ Consumption of alcohol ○ Management of above <p>And</p> <ul style="list-style-type: none"> ● By consistency of approach from officers who are processing applications for pavement café licences and the enforcement of same. 	
Seamus Heaney Trails	24/8/2020	The aim is provide a network of outdoor sites with an overall aim of promoting tourism.	The purpose of the project is to enhance the trail sites through interpretation	None
Rural Business Development Grant Scheme	20/7/2020	The aim of this scheme is to support the sustainability, survival and development of micro rural businesses within the Mid Ulster District.	The purpose of the scheme is to provide practical support to micro businesses via the delivery of a small capital grants programme.	Minor positive

