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

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
Delivery of Mid Ulster Social Enterprise Programme 2020-22

2. Is this an existing, revised or a new policy?
This is a follow on from the current Mid Ulster Social Enterprise Programme (2017-2019) which completed in December 2019.

3. What is it trying to achieve? (aims/outcomes)
The Programme seeks 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. A Contractor will be procured to deliver the Programme, who will be required to delivered 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. The Programme's objectives to be achieved by January 2023 are as follows: 1. Develop the capacity of 40 groups/ enterprises 2. Support the creation of 15 new jobs 3. Sustain 20 existing jobs 4. Provision of support to social enterprises to lever a minimum of an additional £250,000 5. Deliver 3 annual events for the social enterprise sector 6. Support at least 2 new or existing organisations with growth potential to access mainstream support from Invest NI

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

If so, please explain

All Section 75 groupings will have the opportunity to benefit equally from this Programme, as outlined below. However, some groups may potentially benefit more than others e.g. women, those with dependents and those with disabilities.

The Programme's aim is to support the growth of the sector by actively engaging with and supporting:
- existing enterprises to drive their growth,

- individuals and /or groups exploring the possibility of setting up a new enterprise and
- those who are ready to do so.

Social enterprises are generally established with the purpose of addressing a social need or gap in service provision. In the current Social Enterprise Programme, participating enterprises are involved in delivering services such as crèches/childcare facilities, youth initiatives, community work, self help groups and support to those experiencing mental and physical health issues (and their carers) and those with disabilities (and their carers). The Programme therefore has the potential to indirectly benefit a number of Section 75 categories, as they are the beneficiaries of services delivered by social enterprises.

6. Who initiated or wrote the policy?

From 1 April 2015, as part of the local government reform, additional powers and functions were transferred to councils, including the support for social entrepreneurship. Mid Ulster District Council designed a Programme to support groups and enterprises at all stages of development to grow the sector and build its capacity.

The Mid Ulster Social Enterprise Programme Specification has been written by Shirley McIntyre (Programme & Policy Officer).

7. Who owns and who implements the policy?

Economic Development section of the Business and Communities Dept.

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	**Financial:** **Legislative:**	
• Other, Please specify	Programme delivery – the success of the Programme in engaging with the sector and achieving its targets is dependent upon the performance of the Contractor.	

	The Programme will be closely and regularly monitored by Officers responsible and the Specification sets out reporting requirements for the Contractor to enable any issues arising to be identified and addressed at an early stage.

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	Mid Ulster social enterprises	

Others policies with a bearing on this policy

Policies	Owners
Mid Ulster District Council's Community Plan (2015) Mid Ulster District Council's Economic Development Plan (2015) Mid Ulster District Council's Procurement Policy (2017) Mid Ulster District Council's Marketing and Communications Plan (2017) and Accessible Communications Policy (2019)	

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. [Add information and evidence from other sources, eg, research, survey findings, service user feedback, consultation feedback, review findings, etc]

Section 75 category	Details of evidence/information

Religious belief	63.77% of the population in Mid Ulster 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 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**

There is no regional or local data available regarding the breakdown of enterprises in the categories above.

Political opinion	Political party representation can be used as an approximate barometer of political opinion of people within Mid Ulster council area. The table below shows the results from the May 2019 local government/council elections - percentage 1st preference vote share for each political party and current representation (seats) on Council. (Source: Electoral Office):

Party	Votes	Percentage	Council Seats
SF	23,553	39.8%	17
DUP	13,700	23.2%	9
SDLP	8,512	14.4%	5
UUP	8,021	13.6%	6
Independent	3,422	5.8%	2
Aontu*	846	1.4%	1
Alliance	729	1.2%	
TUV	230	0.4%	
Workers' Party	95	0.2%	

*A councillor who was elected as a representative of the SDLP resigned from that party and aligned with Aontu shortly after the 2019 local government elections

There is no regional or local data available regarding the breakdown of enterprises in the categories above.

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

There is no regional or local data available regarding the breakdown of enterprises in the categories above, however, it would be reasonable to state that those from a BME background are less likely to be well represented in the business /social enterprise sector in Mid Ulster.

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%

Entrepreneurial Activity in Northern Ireland (Invest NI: Nov 2018) reports that since 2010, entrepreneurial activity for 18-29 year olds has been relatively more volatile than for 30-64 year olds although there have been no significant differences in the TEA rates (6.2% and 6.0% respectively in 2017). For the 30-64 age group there were no statistically significant differences across the home nations.

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

There is no regional or local data available regarding the breakdown of those managing businesses / social enterprises in the categories above.

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, transgender and transvestite) (LGBT).

There is no regional or local data available regarding the breakdown of those managing businesses / social enterprises in the categories above.

| 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

The Programme will benefit both females and males involved in the development of potential new or existing social enterprises. National and regional research confirm that, while the gap is closing, females are still less likely than males to start up a business, however, local research does show that in Mid Ulster female entrepreneurship is strong with 53% of those receiving support from the Business Start Up Programme being female.

- Invest NI's Report into Entrepreneurial Activity in Northern Ireland (Nov 2018) notes that: *The female TEA rate in NI is 4.3% in 2017 compared to a male rate of 8.7% and these rates have been increasing since 2002. The ratio of male to female entrepreneurial activity in NI at 49% is similar to the UK average of 47%.*
- Among 63 economies (out of 74) featured in the Global Entrepreneurship Monitor 2018, overall female TEA rates have increased by 10% and the gender gap (ratio of women to men participating in entrepreneurship) has narrowed by 5%.
- Rebalancing the NI Economy 2019: Report on Social Enterprise (SENI) noted that, *43% of organisations surveyed are led by women, which is consistent with the UK average for the social enterprise sector.*
- Analysis of under-represented groups engaged in entrepreneurship: A Briefing Paper (Ulster University Aug 2017)
  At an LGD level in NI four Council areas – Mid Ulster, Mid & East Antrim, Antrim & Newtownabbey and Lisburn & Castlereagh – have higher than average rates of female entrepreneurship. However, when thinking about under-representation, the gap between female and male rates is possibly more important. On average over the 2013-15 period female TEA rates in NI are 40% those for males. Figure 11 shows that Belfast has a smaller gap than this (61% the male rate) while in Councils where the overall TEA rates are highest – Mid Ulster, Newry, Mourne & Down and Fermanagh & Omagh – there are much larger gaps.

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. |	Mid Ulster		Northern Ireland	
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	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	 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 2011 census figures show that 63.77% of Mid Ulster's 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). The participation levels of the current Programme (completing in Dec 2019) indicate that groups accessing support generally aligned to this profile. There is no evidence of particular needs, issues or barriers for people of different religions.
Political opinion	There is no available data on how this Section 75 consideration interacts with the social enterprise sector or data from the current Mid Ulster Social Enterprise Programme, completing in December 2019. There is no evidence to suggest that

		people from different political opinions are more or less likely to opt to develop or work in social enterprises. The Programme will be promoted widely to all sections of the community so there should be no barriers to take up based on political opinion.
Racial group		The Programme seeks to benefit all current and potential social enterprises in Mid Ulster, irrespective of their racial grouping. It is noted that the current Mid Ulster Social Enterprise Programme does not have any groups from a minority background participating. Going forward measures will be included in the Programme to ensure that individuals / groups regardless of their racial background feel they can access support, should they wish to develop a new enterprise and BME people and newcomers to the District will be specifically targeted. They may be less aware of such support programmes and may require information promoted via different channels and support groups. As with the current Programme, proactive engagement with the social enterprise sector, the community/voluntary sector and individuals is important to maximise the opportunities for participation in the Programme.
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%

The proposed new Social Enterprise Programme (2020-22) is designed to support the development of existing enterprises, as well as new enterprises. As promoters must be of the legal age required to establish a business, those aged under 17 will not be eligible to avail of support to do this. However, as with the current Social Enterprise Programme, many of the groups/enterprises in receipt of support tend to be involved in delivering services benefitting all ages, including young people such as childcare facilities, sports clubs and youth clubs, as well as older people.

In NI, since 2010, entrepreneurial activity for 18-29 year olds has been relatively more volatile than for 30-64 year olds although there have been no significant differences in the TEA rates (6.2% and 6.0% respectively in 2017). For the 30-64 age group there were no statistically significant differences across the home nations (Entrepreneurial Activity in Northern Ireland, Invest NI: Nov 2018)

The Programme seeks to deliver benefits to those of all ages, through supporting current and the development of future potential social enterprises in Mid Ulster and it will be widely promoted to all.

	There is currently no evidence of any one age group requiring specific targeting or support.
Marital status	There is no data on marital status of those who are running businesses / social enterprises but no information to suggest that marital status is a significant factor. As with the previous Programme, the future initiative seeks to benefit all current and potential social enterprises in Mid Ulster, irrespective of the promoter's marital status.
Sexual orientation	At this point there is no evidence that people of any specific sexual orientation are less likely to want to run a business or social enterprise. The Mid Ulster Social Enterprise Programme will deliver measures to support the development of new and existing social enterprises, regardless of the sexual orientation of the promoters.
Men and women generally	Social enterprises are generally established with the purpose of addressing a social need or gap in service provision. In the current Social Enterprise Programme, participating enterprises are involved in delivering services such as crèches/childcare facilities, youth initiatives, community work, self-help groups and support to those experiencing mental and physical health issues (and their carers) and those with disabilities (and their carers). In NI approximately 68% of carers are female (Nov 2017 Carers' Allowance Report) so it is likely that a higher number of women may be beneficiaries of the groups supported by this programme. However, community groups and initiatives which are now supporting men's health and encouraging participation from them (e.g. through Men's' Shed initiatives) are growing – these would also be eligible to receive future support from a Social Enterprise Programme. The programme's one-to-one approach will provide for flexibility in the delivery of the support provision to maximise engagement and participation levels.
Disability	There is also a growing number of enterprises in the social economy sector being established in response to an identified need to provide greater support to those with a physical or mental disability and also their carers. These individuals/ groups may face certain difficulties in finding out about or accessing the programme's support provision or in establishing a social enterprise, and a future Programme would benefit from more specific targeting of those in this group. Furthermore, people with some disabilities may need adjustments in relation to information and training.

Dependants	In recent years there has been an increasing number of enterprises in the social economy sector being established to address a need to provide greater support to those with dependents, ranging from the delivery of services, support groups or the provision of therapy.
	Those with dependents may face certain difficulties in finding out about or accessing the programme's support provision or in establishing a social enterprise, and a future Programme would benefit from more specific targeting of those in this group, and may also need flexibility in terms of times for accessing the Programme's support.

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 Programme will benefit all existing and potential social enterprises applying for support, regardless of their religious belief. There is the potential to support some social enterprises that exist, or would be established, to do community or good relations work that would have potential benefits for their beneficiaries.	Minor (positive)
Political opinion	There is the potential to support some social enterprises that exist, or would be established, to do community or good relations work that would have potential benefits for their beneficiaries.	Minor (positive)
Racial group	If well promoted the Mid Ulster Social Enterprise Programme could achieve take up from racial minorities and therefore, potentially, have a positive impact.	Minor (positive)

Age	If well promoted the Mid Ulster Social Enterprise Programme could achieve take up from a range of age groups and therefore, potentially, have a positive impact.	Minor (positive)
Marital status	The Mid Ulster Social Enterprise Programme is inclusive and will have no differential impact on grounds of marital status.	None
Sexual orientation	The Mid Ulster Social Enterprise Programme is inclusive and will have no differential impact on grounds of sexual orientation.	None
Men and women generally	The Mid Ulster Social Enterprise Programme is inclusive of both genders; however, there may be a minor positive impact for women if they are more likely to be attracted to starting an enterprise with a social focus. The Programme will benefit both males and females involved in the development of potential new or existing social enterprises.	Minor (positive)
Disability	If well promoted the Mid Ulster Social Enterprise Programme could achieve take up from people with disabilities and therefore, potentially, have a positive impact on that group.	Minor (positive)
Dependants	If well promoted the Mid Ulster Social Enterprise Programme could achieve take up from those with dependents and therefore, potentially, have a positive impact.	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	Potentially yes, the support to be provided by the Mid Ulster Social Enterprise Programme is aimed at building the capacity of the social enterprise sector through helping new groups to start and existing enterprises to grow and attract people from all religious backgrounds to get involved. Equality information will be monitored and reviewed on a yearly basis.	
Political opinion	Potentially yes, the support to be provided by the Mid Ulster Social Enterprise Programme is aimed at building the capacity of the social enterprise sector through helping new groups to start and existing enterprises to grow and attract people from all communities to get involved. Equality information will be monitored and reviewed on a yearly basis.	
Racial group	Potentially yes, the support to be provided by the Mid Ulster Social Enterprise Programme is aimed at building the capacity of the social enterprise sector through helping new groups to start and existing enterprises to grow and attract people from all racial groups to get involved. Equality information will be monitored and reviewed on a yearly basis.	
Age	Potentially yes, the support to be provided by the Mid Ulster Social Enterprise Programme is aimed at building the capacity of the social enterprise sector through helping new groups to start and existing enterprises to grow and attract people of all ages to get involved. Equality information will be monitored and reviewed on a yearly basis.	

Marital status		No
Sexual orientation		No
Men and women generally	Potentially yes, the support to be provided by the Mid Ulster Social Enterprise Programme is aimed at building the capacity of the social enterprise sector through helping new groups to start and existing enterprises to grow and attract both men and women to participate. Equality information will be monitored and reviewed on a yearly basis.	
Disability	Potentially yes, the support to be provided by the Mid Ulster Social Enterprise Programme is aimed at building the capacity of the social enterprise sector through helping new groups to start and existing enterprises to grow and attract people with disabilities to get involved. Equality information will be monitored and reviewed on a yearly basis.	
Dependants	Potentially yes, the support to be provided by the Mid Ulster Social Enterprise Programme is aimed at building the capacity of the social enterprise sector through helping new groups to start and existing enterprises to grow and attract people both with and without dependents to get involved. Equality information will be monitored and reviewed on a yearly basis.	

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 - *with no mitigating measures required*	
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.
The Mid Ulster Social Enterprise Programme is aimed at being as inclusive as possible, both promoting engagement with and the delivery of support to the community/voluntary and social economy sector. It seeks to have a positive impact on all those from Section 75 groups who may be either part of a social enterprise or a beneficiary of a service provided by social enterprise, or considering establishing a new social enterprise. The Programme is designed to be open to all and no negative impacts have been identified that would warrant an EQIA.

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.
No adverse impacts have been identified

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: No adverse impacts have been identified but the Contractor Specification requires steps to be taken to promote the Programme widely and ensure representative access/ participation. Measures will include specific targeting of certain categories/communities and reasonable adjustments where appropriate.

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:

The Programme Specification requires the Contractor to monitor and collect data on expressions of interest to the programme and participation on the Programme of the 9 no Section 75 groupings and rural dwellers and provide this data to Council with progress reports on a quarterly basis.

The Contractor will also be required to report on its methods of targeting those groups where participation has previously been low and review the outcome and impact of this.

This data will also form part of the comprehensive Final Report on the Programme that will provide qualitative and quantitative data on the achievement of targets to be provided to Council in January 2023.

Section 6 – Approval and authorisation

Screened by:	Position/ Job Title	Date
Shirley McIntyre	Programmes & Policy Officer	7/02/2020
Shirley McIntyre		
Approved by:	**Position/ Job Title**	**Date**
Adrian McCreesh	Director of Business and Communities	
[signature]		

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.