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 District Council OM Dark Skies Park & Observatory
2. Is this an existing, revised or a new policy?
New policy
3. What is it trying to achieve? (aims/outcomes)
4. Are there any Section 75 categories which might be expected to benefit from the intended policy?
Yes/No
If yes, please explain
5. Who initiated or wrote the policy?
Mid Ulster District Council
6. Who owns and who implements the policy?
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?	
If yes, are they legislative?	
If yes, Please specify	*Financial:* *Legislative:*
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**

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**

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

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:

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:

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

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%

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**
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%.

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).

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%

Men & women generally
The gender profile of Mid Ulster LGD is detailed in the table below.

	Mid Ulster	Northern Ireland
Male	69,362 (50.05%)	887,323 (49.00%)
Female	69,228 (49.95%)	923,540 (51.00%)

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
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.

	Mid Ulster	Northern Ireland
Disability / long term health problem	26,870 (19.39%)	374,646 (20.69%)
No disability / long term health problem	111,720 (80.61%)	1,436,217 (79.31%)

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.
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.

	Mid Ulster	Northern Ireland
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%)

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	**None in relation to this policy**
Political opinion	**None in relation to this policy**
Racial group	Members of staff who do have English as their first language may require support to understand elements of the induction process.
Age	Some staff e.g. older workers (who are successful in gaining new post) may require additional assistance/resources for training/learning new skills
Marital status	**None in relation to this policy**
Sexual orientation	**None in relation to this policy**
Men and women generally	Women (many of whom may have additional caring responsibilities) may require greater flexibility/longer time for training due to additional commitments
Disability	Staff members with disabilities may require additional assistance with training/learning new skills because of their disability. Reasonable adjustments will be put in place if required.

| Dependants | Staff members who have dependents may require greater flexibility/longer time for training due to additional commitments |

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	This policy will be applicable to everyone undertaking the induction process regardless of their religious belief.	**None**
Political opinion	This policy will be applicable to everyone undertaking the induction process regardless of their political opinion.	**None**
Racial group	This policy will be applicable to everyone undertaking the induction process regardless of their racial grouping.	**None**
Age	This policy will be applicable to everyone undertaking the induction process regardless of their Age. However skills requirements/deficits will be considered in relation to the length of service/level of experience employees have.	**None**
Marital status	This policy will be applicable to everyone undertaking the induction process regardless of their marital status.	**None**
Sexual orientation	This policy will be applicable to everyone undertaking the induction process regardless of their sexual orientation.	**None**
Men and women generally	This policy will be applicable to everyone undertaking the induction process regardless of their gender.	**None**
Disability	This policy will be applicable to everyone undertaking the induction process regardless of whether or not they have a disability. However, reasonable adjustments will be made if required.	**None**

Dependants	This policy will be applicable to everyone undertaking the induction process regardless of whether or not they have dependents. However flexibility regarding timescales for completion of training etc will be considered if required.	**None**

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	This policy will be applicable to everyone undertaking the induction process regardless of their religious belief.	
Political opinion	This policy will be applicable to everyone undertaking the induction process regardless of their political opinion.	
Racial group	This policy will be applicable to everyone undertaking the induction process regardless of their racial grouping.	
Age	This policy will be applicable to everyone undertaking the induction process regardless of their Age. However skills requirements/deficits will be considered in relation to the length of service/level of experience employees have.	
Marital status	This policy will be applicable to everyone undertaking the induction process regardless of their marital status.	
Sexual orientation	This policy will be applicable to everyone undertaking the induction process regardless of their sexual orientation.	
Men and women generally	This policy will be applicable to everyone undertaking the induction process regardless of their gender.	
Disability	This policy will be applicable to everyone undertaking the induction process regardless of whether or not they have a disability. However, reasonable adjustments will be made if required.	

Dependants	This policy will be applicable to everyone undertaking the induction process regardless of their religious belief.	

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)

Yes	
No	
If yes, please detail the opportunities:	

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*	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 equality issues have been identified that warrant a further inspection of equality issues in relation to this policy.

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.
N/A

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: N/A

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:

This policy will continue to be monitored and reviewed on a 4 yearly basis & statistics re: unsuccessful probations will be considered against Section 75 groupings e.g. age/disability, gender etc. to ensure fair & equitable approach applied to all reviews.

Section 6   Approval and authorisation

Screened by:	Position/ Job Title	Date
Sinead McAleer	Corporate Learning & Development Manager	8/12/20
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.