



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		
Tackling Rural Poverty and Social Isolation (TRPSI) Rural Business Development Grant Scheme		
2. Is this an existing, revised or a new policy?		
New Programme		
3. What is it trying to achieve? (aims/outcomes)		
The Tackling Rural Poverty and Social Isolation Programme's (TRPSI) Rural Business Development Grant Scheme aims to support the sustainability, survival and development of micro rural businesses across Northern Ireland by providing a small capital grant for the business. The TRPSI Programme is funded by the Department of Agriculture, Environment and Rural Affairs, and this grant Programme is administered and managed by local Councils.		
4. Are there any Section 75 categories which might be expected to benefit from the intended policy?	Yes	X
	No	
If so, please explain		
All Section 75 groupings will have the opportunity to benefit equally from this Scheme, as outlined below. However, some groups may potentially benefit more than others:- Age- Older people and young people Women People with disabilities People with dependants		
5. Who initiated or wrote the policy?		
The TRPSI Framework is a policy developed by DAERA and contains various strands and initiatives aimed at tackling rural poverty and social isolation. The Rural Business Development Grants Scheme is funded through the TRPSI initiative has been developed in partnership with all 11 Councils in NI and the Department. A business case was prepared on behalf of all Councils setting out the aims and objectives of the Scheme and submitted to DAERA for approval.		
6. Who owns and who implements the policy?		
All 11 participating Councils – including Mid Ulster will be responsible for local delivery of this scheme implemented through Local Economic Development Departments within Council. This will include assessment of applications and		

issue of letter of offer. DAERA is responsible for paying grant aid directly to successful applicants.

Implementation factors

		Yes	No
Are there any factors which could contribute to/ detract from intended aim/ outcome of the policy?		X	
• If yes, are they financial?		X	
• If yes, are they legislative?			
• If yes, Please specify	Financial: This Scheme requires 50% match funding from project promoters. While the aim of the Scheme is to promote business recovery, the availability of cash-flow in the current climate may prevent some businesses from applying. This however is outside the control of the Scheme as match funding has to be maintained at 50%		
• Other, Please specify	Conversely to the point above, there is a possibility of the scheme being over subscribed for the limited budget available. There is scope for movement of unallocated budgets between Council areas should this materialise.		

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	Businesses (Private Sector)	

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)	Mid Ulster District Council
Northern Ireland Executive Recovery Strategy	NI Executive
DAERA - Tackling Rural Poverty & Social Isolation – A New Framework	DAERA

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	<p>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).</p> <table border="1"> <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>Total</td> <td>138,590</td> <td>100</td> </tr> </tbody> </table> <p>There is no regional or local data available regarding the breakdown of businesses in the categories above.</p>	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
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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 businesses 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

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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 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 in the delivery of the grants programme.

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

	<ul style="list-style-type: none"> • 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	<p>Persons with dependants 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"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">Mid Ulster</th> <th colspan="2">Northern Ireland</th> </tr> <tr> <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 style="list-style-type: none"> • 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 <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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Rural Businesses operating in Mid Ulster

The table below evidences the concentration of rural micro businesses operating in rural areas within the District. These businesses provide employment and generate wages within the rural economy. They have been adversely impacted by COVID and less likely to have cash reserves needed to steer through the current pandemic which justifies the targeting of business recovery support to this sector.

Number of VAT and/or PAYE Registered Businesses Operating in Rural Areas vs All of Northern Ireland by Employee Size Band
Mar-18

District Council Area	Rural Businesses				All Businesses				Micro Rural as % of All Businesses
	Micro 0-9	Small 10-49	Medium / Large 50+	Total	Micro 0-9	Small 10-49	Medium / Large 50+	Total	
Antrim and Newtownabbey	1,775	155	40	1,975	3,520	450	135	4,105	43%
Ards and North Down	1,720	110	15	1,845	4,150	445	75	4,670	37%
Armagh City, Banbridge and Craigavon	5,560	275	60	5,900	7,760	640	155	8,555	65%
Belfast	70	15	*	90	8,385	1,630	550	10,560	1%
Causeway Coast and Glens	4,090	215	35	4,340	5,480	415	85	5,980	68%
Derry City and Strabane	2,700	170	25	2,895	4,560	465	95	5,120	53%
Fermanagh and Omagh	6,555	235	35	6,825	7,580	405	75	8,055	81%
Lisburn and Castlereagh	2,405	180	35	2,625	4,140	495	120	4,755	51%
Mid and East Antrim	2,865	150	15	3,030	4,395	410	70	4,875	59%
Mid Ulster	6,905	380	85	7,370	8,155	575	135	8,865	78%
Newry, Mourne and Down	5,770	310	30	6,110	7,800	620	105	8,520	68%
Total	40,415	2,195	375	43,005	65,925	6,550	1,600	74,060	55%

Source: Inter-Departmental Business Register

Notes:

Figures have been rounded to the nearest 5 and counts between 1 and 4 have been suppressed, thus may not sum to totals.
Rural businesses have been defined using the Urban/Rural split of settlements based on postcodes from the Central Postcode Directory (CPD). Settlements of less than 5,000 are

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>The project is intended to assist rural micro sector businesses in adhering to Covid 19 Government Regulations and generate economic growth as we enter the recovery phase of Covid 19 for the benefit of everyone irrespective of their religious beliefs.</p> <p>There is no evidence of particular needs, issues or barriers for people of different religions.</p>
Political opinion	<p>The project is intended to assist rural micro sector businesses in adhering to Covid 19 Government Regulations and generate economic growth as we enter the recovery phase of Covid 19 for the benefit of everyone irrespective of their religious beliefs.</p> <p>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.</p>

Racial group	The project is intended to assist rural micro sector businesses in adhering to Covid 19 Government Regulations and generate economic growth as we enter the recovery phase of Covid 19 for the benefit of everyone irrespective of racial group. Details of the scheme can be translated upon request for whom English is not their first language.
Age	The project is intended to assist rural micro sector businesses in adhering to Covid 19 Government Regulations. Applicants to the Scheme must by law be over the age of 18. No other age related restrictions apply.
Marital status	The project is intended to assist rural micro sector businesses in adhering to Covid 19 Government Regulations, and provide a service for the benefit of everyone irrespective of marital status.
Sexual orientation	The project is intended to assist rural micro sector businesses in adhering to Covid 19 Government Regulations, and provide a service for the benefit of everyone irrespective of sexual orientation.
Men and women generally	The project is intended to assist rural micro sector businesses in adhering to Covid 19 Government Regulations, and generate economic growth as we enter recovery phase for Covid 19 for the benefit of everyone irrespective if they are male or female. Applications will be open to male and female.
Disability	The project is intended to assist rural micro sector businesses in adhering to Covid 19 Government Regulations and generate economic growth as we enter the recovery phase of Covid 19 for the benefit of everyone irrespective of their status within this Section 75 category.
Dependants	The project is intended to assist commercial premises in adhering to Covid 19 Government Regulations and generate economic growth as we enter the recovery phase of Covid 19 for the benefit of everyone irrespective if they have dependents.

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	The scheme is intended to aid business recovery within the rural micro business sector to sustain staffing levels and promote business growth for the benefit of everyone irrespective of their religious beliefs.	None
Political opinion	The scheme is intended to aid business recovery within the rural micro business sector to sustain staffing levels and promote business growth for the benefit of everyone.	None
Racial group	The scheme is intended to aid business recovery within the rural micro business sector to sustain staffing levels and promote business growth for the benefit of everyone irrespective of their racial group.	None
Age	The scheme is intended to aid business recovery within the rural micro business sector to sustain staffing levels and promote business growth for the benefit of everyone irrespective of age.	None

Marital status	The scheme is intended to aid business recovery within the rural micro business sector to sustain staffing levels and promote business growth for the benefit of everyone irrespective of their marital status.	None
Sexual orientation	The scheme is intended to aid business recovery within the rural micro business sector to sustain staffing levels and promote business growth for the benefit of everyone irrespective of their sexual orientation.	None
Men and women generally	The scheme will encourage businesses to invest in their commercial premises to assist with compliance of Covid 19 Government Regulations, which in turn will continue to deliver a service to local communities.	Minor- Positive
Disability	The scheme will encourage businesses to invest in their commercial premises to adhere to Covid 19 Government Guidance, which in turn will continue to deliver a service to local communities.	Minor- Positive
Dependants	The scheme will be a positive to those with dependents by aiding business recovery which will help sustain employment and household wages within the rural economy.	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		No , this scheme will be openly targeted at all rural businesses (outside of mainstream agriculture) to assist with business recovery efforts following COVID 19 irrespective of religious belief.

Political opinion		No , this scheme will be openly targeted at all rural businesses (outside of mainstream agriculture) to assist with business recovery efforts following COVID 19 irrespective of political opinion.
Racial group		No , this scheme will be openly targeted at all rural businesses (outside of mainstream agriculture) to assist with business recovery efforts following COVID 19 irrespective of racial group.
Age		No , this scheme will be openly targeted at all rural businesses (outside of mainstream agriculture) to assist with business recovery efforts following COVID 19 irrespective of age
Marital status		No , this scheme will be openly targeted at all rural businesses (outside of mainstream agriculture) to assist with business recovery efforts following COVID 19 irrespective of marital status.
Sexual orientation		No , this scheme will be openly targeted at all rural businesses (outside of mainstream agriculture) to assist with business recovery efforts following COVID 19 irrespective of sexual orientation.

Men and women generally		No , this scheme will be openly targeted at all rural businesses (outside of mainstream agriculture) to assist with business recovery efforts following COVID 19 irrespective of gender.
Disability		No , this scheme will be openly targeted at all rural businesses (outside of mainstream agriculture) to assist with business recovery efforts following COVID 19 irrespective of disability.
Dependants		No , this scheme will be openly targeted at all rural businesses (outside of mainstream agriculture) to assist with business recovery efforts following COVID 19 irrespective of s75 grouping.

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	X
	Yes	
If yes, please detail the opportunities below:		
The Scheme has no direct aims associated with promotion of good relations between Section 75 equality categories.		

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

<p>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? (<i>For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people</i>).</p>
N/A
<p>Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.</p>
N/A

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>	X
2	Shall not be subject to an EQIA - <i>mitigating measures/ alternative policies introduced</i>	
3	Shall be subject to an EQIA	

<p>If 1 or 2 above (i.e. not to be subject to an EQIA) please provide details of reasons why.</p>
No negative impacts identified

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.

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:

Mitigation will not be required because a minor positive has been identified.

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 Scheme is funded through DAERA who will issue a S75 monitoring return to each successful applicant in line with policy. This will be carried out on a NI wide basis across all local authorities participating in this Scheme, therefore it may not be possible to obtain equality monitoring result specific to Mid Ulster participants.

Section 6 – Approval and authorisation

Screened by:	Position/ Job Title	Date
Eamon Gallogly	Rural Development Manager	17/07/2020
Approved by:	Position/ Job Title	Date
Adrian McCreesh 	Director of Business & Communities	20.07.2020

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.





