

## 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                           |

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| 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 NJC 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 |

