**Mid Ulster District Council**

**Equality Screened Policies 1st January – 30th April 2023**

| **Policy Title** | **Date Screened** | **Policy/Strategy Aim** | **Purpose** | **Screening Outcomes** |
| --- | --- | --- | --- | --- |
| Non Smoking Non Vaping Policy  | 4 January 2023 | The policy aims to ensure that council facilities are non smoking and non vaping environments.  | The purpose of the policy is to protect and improve the health of smokers and non-smokers by taking action to limit smoking and vaping in Council facilities. | Screened out with Mitigation  |
| Age Friendly Strategy | 1 February 2023 | The aim of the Age-friendly strategy is to benefit everyone living in Mid Ulster District Council by developing an Age-friendly Alliance to ensure the implementation of the strategic plan, a multiagency partnership to drive the process locally, linking to other community planning processes - adapting existing structures. The strategy also includes the development of an Older People’s Forum to engage older people with effective consultation, ensuring their voices are heard and participation is enabled. | The purpose of the Age-friendly strategy is to create an age-friendly district where older people are valued, engaged and supported to live healthy, active, fulfilling lives. | Screened Out  |
| Equality of Opportunity Policy | 16 March 2023 | This policy aims to put in place appropriate practices in relation to recruitment & selection, pay and conditions of employment, training and continuous professional development, promotion, one to one reviews, grievances & disciplinary matters, finding employment, redundancy, re-organisation, re-deployment and termination of employment.  | This purpose of this policy is to make clear Council’s commitment to equality of opportunity. | Screened Out |
| Learning and Development Policy  | 24 March 2023  | This policy aims to ensure all employees are equipped with the necessary skills, knowledge and behaviour required to undertake their job competently thereby maintaining and strengthening the professionalism and effectiveness of the Council.  | The purpose of this policy is to inform employees of the criteria, procedures and types of applicable training courses open to them. It aims to increase commitment, understanding and ownership of self-development and develop a culture of continued learning & development amongst employees. | Screened Out |
| Pensions Discretionary Policy  | 24 March 2023 | The aim of this policy is to ensure that the Council has considered; whether and to what extent the exercise of its discretionary powers could lead to a serious loss of confidence in the public service, andthat the policy is workable, affordable and reasonable having regard to the foreseeable costs. | The purpose of this policy is to meet the Council’s requirement to formulate, publish and keep under review a Statement of Policy on certain other discretions it may exercise in accordance with:1. the Local Government Pension Scheme Regulations (NI) 2014
2. earlier LGPS Regulations (Northern Ireland) in respect of members of the LGPS who left prior to 1 April 2015, and
3. the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations (Northern Ireland) 2007 and earlier compensation regulations.
 | Screened Out |
| Implementation of a Digital Booking System for Registration Services  | 6 March 2023 | The aim of the implementation of the changes to the Registration Booking System is being implemented via the Digital Transformation Strategy aims to improve service delivery.  | The purpose of the implementation of the changes to the Registration Booking System. | Screened out with Mitigation  |
| CCTV Policy  | 28 March 2023 | To aim of this policy is to ensure Council manages our CCTV systems in accordance with all relevant regulations and Council policies.  | The purpose of this policy is to put in place conditions that apply to the use of the systems, including the storage, disposal and access to images and the storage of information. | Screened out with Mitigation  |

**Mid Ulster District Council**

**Equality Screened Policies 1****st May 2023 – 31st August 2023**

| **Policy Title** | **Date Screened** | **Policy/Strategy Aim** | **Purpose** | **Screening Outcomes** |
| --- | --- | --- | --- | --- |
| Policy on Consultation  | 15/5/2023 | The aim of this policy is to ensure that MUDC carries out effective and appropriate consultation that enables the public, or sections of the public, to have a say in how we design and deliver services that impact on them, and that will ultimately lead to improved services. | * To communicate Council’s strategic commitment to appropriate and effective consultation as required by Section 75 of the NI Act and our Equality Scheme
* To provide guidance to staff to help them undertake appropriate and inclusive consultation that maximises feedback and improves decision making
* To ensure consistency of approach across Council functions and adoption of best practice.
 | Screened out with Mitigation |
| Procurement Policy | 1/3/2023 | A key aim of this Policy is to ensure the standardisation of procurement practices across the Council and to ensure that all staff have a full and clear understanding of how procurement activity must be carried out.  | This Policy is intended to ensure that:•The procedures used to expend Council funds are consistent, fair, transparent, legally compliant and are conducted in line with the principles of equal treatment and non-discrimination. •Proportionate and appropriate controls deliver fair, transparent and legally compliant procurement outcomes;•Council staff operate consistently within clearly defined delegated authority;•Procurement activity results in the most efficient, economical, and effective application of Council resources;•Works, goods and/or services of the specified quality and quantity are received in accordance with agreed time frames;•Lessons are learned where appropriate; and•The opportunity for legal challenge and/or negative publicity in relation to procurement is minimised and, in the event that it arises, it can be successfully defended. | Screened out with Mitigation |