



## **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.

|   |     |   |
|---|-----|---|
| <b>1. Policy Name</b>   |     |   |
| Business Continuity Recovery of Council Buildings   |     |   |
| <b>2. Is this an existing, revised or a new policy?</b>   |     |   |
| New practice  |     |   |
| <b>3. What is it trying to achieve? (aims/outcomes)</b>   |     |   |
| This practice is trying to achieve the successful and effective Business Continuity Recovery of Council Buildings. This is being done primarily by reconfiguring the lay out and use of Council buildings following the Coronavirus pandemic. |     |   |
| <b>4. Are there any Section 75 categories which might be expected to benefit from the intended policy?</b>  | Yes |   |
|   | No  | X |
| If so, please explain   |     |   |
| <b>5. Who initiated or wrote the policy?</b>  |     |   |
| Mid Ulster District Council   |     |   |
| <b>6. Who owns and who implements the policy?</b>   |     |   |
| 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?  |  | X   |    |
| • If yes, are they legislative?  |  | X   |    |
| • If yes, Please specify   | <p><b>Financial:</b><br/>Council has incurred a loss of income as a result of closure of all non-essential services during the pandemic.</p> <p><b>Legislative:</b><br/>Department of Economy Northern Ireland Guidance on COVID -19 “Working through this together” , HM Government “Working Safely during COVID-19 in offices and contact centres, Guidance for employers, employees and the self-employed 11th May 2020”, NI Executive, “Coronavirus – Executive Approach to Decision Making 12th May 2020”</p> |     |    |
| • Other, Please specify  |  |     |    |

## Stakeholders

The internal and external (actual or potential) that the policy will be impacted upon

|                                   | Yes | No |
|-----------------------------------|-----|----|
| Staff                             | X   |    |
| Service Users                     | X   |    |
| Other public sector organisations | X   |    |
| Voluntary/community/ trade unions | X   |    |
| Other, please specify             |     |    |

**Others policies with a bearing on this policy**

| <b>Policies</b>                          | <b>Owners</b>               |
|--|-----------------------------|
| All Mid Ulster District Council Policies | Mid Ulster District Council |

## 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" data-bbox="424 786 1418 1061"> <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><b>Total</b></td> <td><b>138,590</b></td> <td><b>100</b></td> </tr> </tbody> </table>   | 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  | <b>Total</b> | <b>138,590</b> | <b>100</b> |       |   |             |       |      |   |        |     |      |   |          |     |      |  |     |     |      |  |                |    |      |  |
| 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                               |               |            |               |        |        |  |        |       |                 |       |     |      |       |       |              |                |            |       |   |             |       |      |   |        |     |      |   |          |     |      |  |     |     |      |  |                |    |      |  |
| <b>Total</b>   | <b>138,590</b>   | <b>100</b>                         |               |            |               |        |        |  |        |       |                 |       |     |      |       |       |              |                |            |       |   |             |       |      |   |        |     |      |   |          |     |      |  |     |     |      |  |                |    |      |  |
| Political opinion  | <p>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 1<sup>st</sup> preference vote share for each political party and current representation (seats) on Council. (Source: Electoral Office):</p> <table border="1" data-bbox="411 1337 1423 1686"> <thead> <tr> <th>Party</th> <th>Votes</th> <th>Percentage</th> <th>Council Seats</th> </tr> </thead> <tbody> <tr> <td>SF</td> <td>23,553</td> <td>39.8%</td> <td>17</td> </tr> <tr> <td>DUP</td> <td>13,700</td> <td>23.2%</td> <td>9</td> </tr> <tr> <td>SDLP</td> <td>8,512</td> <td>14.4%</td> <td>5</td> </tr> <tr> <td>UUP</td> <td>8,021</td> <td>13.6%</td> <td>6</td> </tr> <tr> <td>Independent</td> <td>3,422</td> <td>5.8%</td> <td>2</td> </tr> <tr> <td>Aontu*</td> <td>846</td> <td>1.4%</td> <td>1</td> </tr> <tr> <td>Alliance</td> <td>729</td> <td>1.2%</td> <td></td> </tr> <tr> <td>TUV</td> <td>230</td> <td>0.4%</td> <td></td> </tr> <tr> <td>Workers' Party</td> <td>95</td> <td>0.2%</td> <td></td> </tr> </tbody> </table> <p><b>*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</b></p> | 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% |  |
| 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%                               |               |            |               |        |        |  |        |       |                 |       |     |      |       |       |              |                |            |       |   |             |       |      |   |        |     |      |   |          |     |      |  |     |     |      |  |                |    |      |  |
| Racial group   | <p>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:</p>   |                                    |               |            |               |        |        |  |        |       |                 |       |     |      |       |       |              |                |            |       |   |             |       |      |   |        |     |      |   |          |     |      |  |     |     |      |  |                |    |      |  |

|                  |   |                   |                         |
|------------------|---|-------------------|-------------------------|
|                  | <b>Place of Birth</b>   | <b>No.</b>        |                         |
|                  | 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             |                         |
|                  | <p>The minority ethnic language profile within the area can serve as a possible indicator of the Black &amp; 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:</p> |                   |                         |
|                  | <b>Main Languages of residents in Mid Ulster Council area</b>   | <b>No.</b>        |                         |
|                  | 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              | <p>The age profile of Mid Ulster Local Government District area as at 2015 (Source, NISRA)</p>  |                   |                         |
|                  |   | <b>Mid Ulster</b> | <b>Northern Ireland</b> |
|                  | 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 marital 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  |

**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%        |
| <b>N Ireland</b> | <b>93.00%</b>           | <b>0.64%</b> | <b>0.96%</b> | <b>1.60%</b>           | <b>0.26%</b> | <b>3.98%</b>       | <b>1.17%</b> |
| 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).

| Men & women generally                    | <p>The gender profile of Mid Ulster LGD is detailed as;</p> <table border="1" data-bbox="411 286 1461 432"> <thead> <tr> <th></th> <th colspan="2">Mid Ulster</th> <th colspan="2">Northern Ireland</th> </tr> <tr> <th></th> <th>No.</th> <th>%</th> <th>No.</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>69,362</td> <td>50.05</td> <td>887,323</td> <td>49.00</td> </tr> <tr> <td>Female</td> <td>69,228</td> <td>49.95</td> <td>923,540</td> <td>51.00</td> </tr> </tbody> </table>  |       | Mid Ulster       |       | Northern Ireland |  |  | No. | % | No. | % | Male                               | 69,362 | 50.05 | 887,323 | 49.00 | Female                                   | 69,228  | 49.95 | 923,540   | 51.00 |                              |        |       |         |       |
|--|---|-------|------------------|-------|------------------|--|--|-----|---|-----|---|------------------------------------|--------|-------|---------|-------|--|---------|-------|-----------|-------|------------------------------|--------|-------|---------|-------|
|  | Mid Ulster  |       | Northern Ireland |       |                  |  |  |     |   |     |   |                                    |        |       |         |       |  |         |       |           |       |                              |        |       |         |       |
|  | No.   | %     | No.              | %     |                  |  |  |     |   |     |   |                                    |        |       |         |       |  |         |       |           |       |                              |        |       |         |       |
| Male                                     | 69,362  | 50.05 | 887,323          | 49.00 |                  |  |  |     |   |     |   |                                    |        |       |         |       |  |         |       |           |       |                              |        |       |         |       |
| Female                                   | 69,228  | 49.95 | 923,540          | 51.00 |                  |  |  |     |   |     |   |                                    |        |       |         |       |  |         |       |           |       |                              |        |       |         |       |
| Disability                               | <p>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</p> <table border="1" data-bbox="416 667 1522 896"> <thead> <tr> <th></th> <th colspan="2">Mid Ulster</th> <th colspan="2">Northern Ireland</th> </tr> <tr> <th></th> <th>No.</th> <th>%</th> <th>No.</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Disability / long term health</td> <td>26,870</td> <td>19.39</td> <td>374,646</td> <td>20.69</td> </tr> <tr> <td>No disability / long term health problem</td> <td>111,720</td> <td>80.61</td> <td>1,436,217</td> <td>79.31</td> </tr> </tbody> </table> <p>In Northern Ireland the profile of persons with a disability has been reported by Disability Action as;</p> <ul data-bbox="411 1032 1436 1238" style="list-style-type: none"> <li>• More than 1 in 5 or 21% of the population have a disability</li> <li>• 1 in 7 people have some form of hearing loss</li> <li>• 5,000 persons use sign language - British Sign Language and/or Irish Sign Language</li> <li>• There are 57,000 blind persons or persons with significant impairment</li> <li>• 52,000 persons with learning difficulties</li> </ul>         |       | 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 |                              |        |       |         |       |
|  | 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 |                  |  |  |     |   |     |   |                                    |        |       |         |       |  |         |       |           |       |                              |        |       |         |       |
| Dependants                               | <p>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.</p> <table border="1" data-bbox="411 1440 1481 1718"> <thead> <tr> <th></th> <th colspan="2">Mid Ulster</th> <th colspan="2">Northern Ireland</th> </tr> <tr> <th></th> <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 data-bbox="411 1854 1228 1955" style="list-style-type: none"> <li>• 7,407 families in households have 1 dependent child</li> <li>• 6,394 families in households with two dependent children</li> <li>• 5,014 families in households with three dependent children</li> </ul> <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 |
|  | 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 |                  |  |  |     |   |     |   |                                    |        |       |         |       |  |         |       |           |       |                              |        |       |         |       |



## 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        | No adverse impacts anticipated.  |
| Political opinion       | No adverse impacts anticipated.  |
| Racial group            | People who do not have English as their first language may struggle with understanding information regarding the changes to Council buildings.   |
| Age                     | We consider there may be an impact for elderly people who may be more disproportionately affected by accessing services that have been moved online.   |
| Marital status          | No adverse impacts anticipated.  |
| Sexual orientation      | No adverse impacts anticipated.  |
| Men and women generally | Women are more likely to have caring responsibilities and therefore be impacted more significantly by school closures and the lack of childcare facilities to be able to attend their place of work.   |
| Disability              | We consider there may be an impact on people with a disability who may be more disproportionately affected by restriction on toilet use, canteen facilities and single person vehicle use. Also some people with disabilities learning disabilities may need support in understanding the new guidelines, rules and direction for new building environment |
| Dependants              | We consider there may be an impact for people who are carers may be more disproportionately affected by school closures and the lack of childcare facilities to be able to attend their place of work. Also, carers for people who are shielding may also have difficulty attending their normal place of work.  |

## 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**

| <b>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)</b> |  |  |
|---|--|--|
| <b>Section 75 category</b>  | <b>Details of policy impact</b>  | <b>Level of impact? minor/major/none</b> |
| Religious belief  | No adverse impacts anticipated   | None                                     |
| Political opinion   | No adverse impacts anticipated   | None                                     |
| Racial group  | It is recognised that people who do not have English as their first language may encounter communication barriers regarding changes to opening times and instructions within buildings.              | Minor negative                           |
| Age   | For people who, because of their age, have difficulty accessing services online.   | Minor negative                           |
| Marital status  | No adverse impacts anticipated   | None                                     |
| Sexual orientation  | No adverse impacts anticipated   | None                                     |
| Men and women generally   | Women are more likely to have caring responsibilities and therefore be impacted more significantly by school closures and the lack of childcare facilities to be able to attend their place of work. | None                                     |

|            |   |                |
|------------|---|----------------|
| Disability | We consider there may be an impact on people with a disability who may be more disproportionately affected by restriction on toilet use, canteen facilities and single person vehicle use. Also some people with learning disabilities may need support in understanding the new guidelines, rules and direction for new building environment | Minor negative |
| Dependants | We consider there may be an impact for people who are carers because they may be more disproportionately affected by school closures and the lack of childcare facilities to be able to attend their place of work. Also, carers for people who are shielding may also have difficulty attending their normal place of work.                  | Minor negative |

**2. Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories? (Yes/ No)**

| Section 75 category | If <b>Yes</b> , provide details | If <b>No</b> , provide reasons  |
|---------------------|---------------------------------|---|
| Religious belief    |                                 | Mid Ulster District Council has assessed the potential impact of delivering of essential services only is on equal opportunities basis. Council has determined it does not unlawfully directly discriminate in any way with respect to any Section 75 groups. |
| Political opinion   |                                 | Mid Ulster District Council has assessed the potential impact of delivering of essential services only is on equal opportunities basis. Council has determined it does not unlawfully directly discriminate in any way with respect to any Section 75 groups. |

|                    |  |  |
|--------------------|--|--|
| Racial group       | <p>It should be made clear that services such as language line can be made available to customers at Council reception buildings. Important signage could also be pictorial rather than using of words. If required signage could be translated.</p> <p>Where services users have language barriers, they will be encouraged to use the information on our website which can be translated using the browsealoud function.</p> |  |
| Age                | <p>Where elderly people may be negatively impacted upon by online services and accessibility of buildings, Council aim to widely and clearly communicate communication changes to let people know in advance and communicate in alternative formats if required, including via telephone if internet access is not possible/appropriate.</p>   |  |
| Marital status     |  | <p>Mid Ulster District Council has assessed the potential impact of delivering of essential services only is on equal opportunities basis. Council has determined it does not unlawfully directly discriminate in any way with respect to any Section 75 groups.</p> |
| Sexual orientation |  | <p>Mid Ulster District Council has assessed the potential impact of delivering of essential services only is on equal opportunities basis. Council has determined it does not unlawfully directly discriminate in any way with</p>                                   |

|                         |  |   |
|-------------------------|--|---|
|                         |  | respect to any Section 75 groups.   |
| Men and women generally |  | Mid Ulster District Council has assessed the potential impact of delivering of essential services only is on equal opportunities basis. Council has determined it does not unlawfully directly discriminate in any way with respect to any Section 75 groups. |
| Disability              | Where people with disabilities will be impacted upon by the new restrictions required in Council buildings, these issues should be considered as part of risk assessments. |   |
| Dependants              | Where people are responsible for dependants it is recognised that this will be taken into account in line with Equality Commission guidelines.                             |   |

**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: |     |   |
|  |     |   |

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*).

S75 groups identified in Section 2, including those with multiple identities will be impacted upon on by this practice.

Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

People of multiple identities may have minor negative impacts as detailed in the needs section. Mid Ulster District Council considers that the impacts are justified and a proportionate in order to provide and maintain safe and healthy working conditions and equipment and systems for staff and service users.

## 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>                 |            |
| 2 | Shall not be subject to an EQIA - <i>mitigating measures/ alternative policies introduced</i> | x          |
| 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.

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.

Mid Ulster District Council is satisfied that the measures put in place are appropriate and proportionate, but it recognises that the impact is far-reaching and unprecedented and will require mitigating measures in order to ensure S75 groupings are not adversely impacted upon.

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:

Mitigating measures that have been put in place to support the reintroduction of services include the following:

- Heads of Service have been provided with an Equality Guidance note relating to each service that is due to recommence operations
- Council is planning to clearly communicate the plans for the recovery of council buildings clearly with staff and the small number of service users who will be permitted to access the buildings
- Risk assessment will be carried out in relation to the reconfiguration of the building environments
- Staff will have the ability to communicate any concerns they may have regarding the new arrangements to their line manager.



## 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:

Organisational Development and Health and Safety Departments will be responsible for monitoring the feedback and outcomes of the recovery of Council buildings.

## Section 6 – Approval and authorisation

| Screened by: | Position/ Job Title                          | Date        |
|--------------|--|-------------|
|              | Corporate Policy and Equality Officer        | 19 May 2020 |
|              |  |             |
| Approved by: | Position/ Job Title                          | Date        |
|              | Director of Public Health and Infrastructure |             |

**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.

