

Policy Screening Form

Policy Scoping

Policy Title: Request from Huhtamaki (Lurgan) Ltd to host their annual staff / family fun day event in Tannaghmore Gardens on Saturday 20th May 2023.

Brief Description of Policy (please attach copy if available). Please state if it is a new, existing or amended policy.

Council officers have received a request from Huhtamaki (Lurgan) Ltd for use of a section of Tannaghmore Gardens to host their annual staff recognition family fun day. The event is to take place on Saturday 20th May 2023.

Intended aims/outcomes. What is the policy trying to achieve?

The aim of the event is to recognise the hard work from their staff throughout the year by hosting a family fun day for staff and their families. All activities will be free of charge for employees and their families including food and snacks.

Policy Framework

Has the policy been developed in response to statutory requirements, legal advice or on the basis of any other professional advice? Does this affect the discretion available to Council to amend the policy?

The application to hold the event was received by the Environmental Services Department by way of application and has been an annual event with the absence of the last 2 COVID years.

Are there any Section 75 categories which might be expected to benefit from the policy? If so, please outline.

This is a private event which is open to employees of Huhtamaki (Lurgan) Ltd only and part of the gardens will be closed to the public.

Who initiated or wrote the policy (if Council decision, please state). Who is responsible for implementing the policy?

Who initiated or wrote policy?	Who is responsible for implementation?
The Council	The Council is responsible for implementation

Are there any factors which might contribute to or detract from the implementation of the policy (e.g. financial, legislative, other)?

No previous negative comments or complaints have been received in relation to this event.

Main stakeholders in relation to the policy

Please list main stakeholders affected by the policy (e.g. staff, service users, other statutory bodies, community or voluntary sector, private sector)

Huhtamaki employees and their families.

Are there any other policies with a bearing on this policy? If so, please identify them and how they impact on this policy.

Terms and Conditions of Use
Equality Scheme

Available Evidence

Council should ensure that its screening decisions are informed by relevant data. What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for each of the Section 75 categories.

Section 75 category	Evidence
Religious belief	Census 2021 a population of 218,656 residents in ACBCBC, when asked what their current religion; <ul style="list-style-type: none">• 41.7% identified as belonging to Protestant or other Christian religion• 41% identified Catholic and• 14.7% identified no religion and• 1.1% other religion.
Political opinion	In terms of elected representatives, members of ACBCBC (May 2019 elections) belong to a range of parties across the political spectrum: DUP 11, UUP 10, AP 3, SDLP 6, SF 10. Other 1. Turnout for the elections in 2019 was 53.6% of the borough.
Racial group	Census 2021 results identified approximately 3.3% of the borough population from a minority ethnic grouping with 8.6% of the population born outside of UK and 6.8% don't have English as their main language. The most prevalent languages spoken in ABC, outside of English are Polish (1.7%) and Lithuanian (1.2%). The main ethnic minority groups identified in the census were Mixed, Black African and Chinese.
Age	2021 Census results on age of Borough citizens identified. 0-15 years 22.1%, 16 – 24 years 10%, 25 – 49 years 32.9% 50 – 64 years 19% 65 and over 16%

	This represented a 26.7% increase in the 65+ age group and a 25.62% increase in the 50-64yr age group since the last census in 2011.
Marital status	2011 Census results identified 51.1% of Borough citizens were married (including civil partnership), 33.6% single, 6.5% widowed, 5.2% divorced & 3.6% separated.
Sexual orientation	Whilst we don't have any census statistics available, the Continuous Household survey for 2016/2019 noted 98% of borough population was heterosexual, 1% as bisexual and 0.5% for each of Gay/Lesbian and other. Results from 2019 Life & Times Survey showed for adults aged 18+yrs overall in NI showed 90% heterosexual, 7% did not wish to answer, 2% Gay/Lesbian and 1% each for Bi-sexual and Other.
Men and women generally	2021 Census data – male 49.5% -- Female 50.5%
Disability	2021 Census results identified 22.3% of Borough citizens as having a limiting long term health problem or disability, affecting 36,488 households. Of those citizens in the Borough with a limiting long term health problem or disability, 56.8% are in the 65+ age group.
Dependants	The 2011 Census showed that 36% or 27,827 households in the borough contained dependent children. Census 2021 results identified approximately 12% of Borough citizens aged over 5 years old provide unpaid care (which covers looking after, giving help or support to anyone because they have a long-term physical or mental health conditions or illnesses, or problems related to old age). Of the 24,741 residents aged 5+ providing unpaid care, 46% provide between 1-19 hours per week while 30% provide 50 or more hours per week.

Needs, experiences and priorities

Taking into account the information gathered above, what are the different needs, experiences and priorities of each of the following categories in relation to this particular policy/decision?

Section 75 category	Needs, experiences and priorities
Religious belief	N/A
Political opinion	N/A
Racial group	N/A
Age	N/A
Marital status	N/A
Sexual orientation	N/A
Men and women generally	N/A
Disability	N/A
Dependants	N/A

Screening Questions

1. What is the likely impact on equality of opportunity for those affected by this policy for each of the Section 75 categories?

Category	Policy Impact	Level of impact (Major/minor/none)
Religious belief	N/A	None
Political opinion	N/A	None
Racial group	N/A	None
Age	N/A	None
Marital status	N/A	None
Sexual orientation	N/A	None
Men and women generally	N/A	None
Disability	N/A	None
Dependents	N/A	None

2. Are there opportunities to better promote equality of opportunity for people within the Section 75 categories?

Category	If yes, provide details	If no, provide reasons
Religious belief	N/A	N/A
Political opinion	N/A	N/A
Racial group	N/A	N/A
Age	N/A	N/A
Marital status	N/A	N/A
Sexual orientation	N/A	N/A
Men and women generally	N/A	N/A
Disability	N/A	N/A
Dependents	N/A	N/A

3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion, or racial group?

Category	Details of Policy Impact	Level of impact (major/minor/none)
Religious belief	N/A	None
Political opinion	N/A	None
Racial group	N/A	None

4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

Category	If yes, provide details	If no, provide reasons
Religious belief	N/A	N/A
Political opinion	N/A	N/A
Racial group	N/A	N/A

Multiple Identity

Generally speaking, people fall into more than one Section 75 category (for example: disabled minority ethnic people; disabled women; young Protestant men; young lesbian, gay and bisexual people). Provide details of data on the impact of the policy on people with multiple identities. Specify relevant s75 categories concerned.

N/A

Disability Discrimination (NI) Order 2006

Is there an opportunity for the policy to promote positive attitudes towards disabled people?

N/A

Is there an opportunity for the policy to encourage participation by disabled people in public life?

N/A

Screening Decision

A: NO IMPACT IDENTIFIED ON ANY CATEGORY – EQIA UNNECESSARY

Please identify reasons for this below

This is a request from Huhtamaki (Lurgan) Ltd for use of a section of Tannaghmore Gardens to host their annual staff recognition family fun day. This is a private event which will be open to employees of Huhtamaki only. It is the responsibility of organisers to comply with Equality and Good relations duties in accordance with the Equality Good Relations and anti-discrimination legislation. We do not anticipate that this event will have any impact on equality of opportunity or good relations for people within the equality and good relations categories.

B: MINOR IMPACT IDENTIFIED – EQIA NOT CONSIDERED NECESSARY AS IMPACT CAN BE ELIMINATED OR MITIGATED

Where the impact is likely to be minor, you should consider if the policy can be mitigated or an alternative policy introduced. If so, an EQIA may not be considered necessary. You must indicate the reasons for this decision below, together with details of measures to mitigate the adverse impact or the alternative policy proposed.

C: MAJOR IMPACT IDENTIFIED – EQIA REQUIRED

If the decision is to conduct an equality impact assessment, please provide details of the reasons.

Timetabling and Prioritising

If the policy has been screened in for equality impact assessment, please answer the following questions to determine its priority for timetabling the equality impact assessment.

On a scale of 1-3 with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.

Priority criterion	Rating (1-3)
Effect on equality of opportunity and good relations	1
Social need	1
Effect on people's daily lives	1

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 its EQIAs.

Is the policy affected by timetables established by other relevant public authorities? If yes, please give details.

Monitoring

Effective monitoring will help the authority identify any future adverse impact arising from the policy. It is recommended that where a policy has been amended or an alternative policy introduced to mitigate adverse impact, monitoring be undertaken on a broader basis to identify any impact (positive or adverse).

Further information on monitoring is available in the Equality Commission's guidance on monitoring (www.equalityni.org).

Identify how the impact of the policy is to be monitored

Complaints will be monitored.

Approval and Authorisation

A copy of the screening form for each policy screened should be signed off by the senior manager responsible for that policy. The screening recommendation should be reported to the relevant Committee/Council when the policy is submitted for approval.

Screened by	Position/Job title	Date
Leanne McShane	Parks Development Officer	20.2.23
Approved by	Position/Job Title	Date
Barry Patience	Head of Environmental Services	

Please forward a copy of the completed policy and form to:

mary.hanna@armaghbanbridgecraigavon.gov.uk

who will ensure these are made available on the Council's website.

The above officer is also responsible for issuing reports on a quarterly basis on those policies “screened out for EQIA”. This allows stakeholders who disagree with this recommendation to submit their views. In the event of any stakeholder disagreeing with the decision to screen out any policy, the screening exercise will be reviewed.