

## Policy Screening Form

### Policy Scoping

**Policy Title: Mid South West Regional Economic Strategy**

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

The Mid South West Region (MSW) is a collaboration between Armagh City, Banbridge and Craigavon Borough Council, Fermanagh and Omagh District Council and Mid Ulster District Council.

Mid South West Regional Economic Strategy is a new strategy.

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

The Regional Economic Strategy (RES) outlines the growth and development vision for the Mid South West region. It focuses on strengths, challenges, specific and targeted economic interventions and investments to drive productivity in the region over the longer term. The ambition is to 'supercharge' the growth of the collective economy and ensure inclusive prosperity in MSW.

MSW RES demonstrates that funding from a Growth Deal and other sources will be required to come into effect to underpin the full realisation of the strategy and subsequent action/implementation plan. Policy changes will also be required. It will build on the region's economic strengths so as to directly deliver on the draft Industrial strategy and contribute to improving the competitiveness of Northern Ireland overall. This means:

- boosting productivity
- delivering more and better jobs
- tackling inequalities
- greater investment in the area
- supporting our businesses to innovate and grow
- improving skills
- ensuring future skills to meet the needs of our growing economy and the resilience of the place.

The MSW Region has significant strengths in the following sectors:

- Advanced manufacturing, materials and engineering
- Agri-food
- Life and Health Sciences
- Digital and creative technologies

- Tourism
- Construction

The strategy addresses the regional economic balance and outlines the key areas of economic, infrastructure and development activity that the MSW region will commit to in developing a regional economic agenda to transform economic performance.

The focus of this economic strategy is to raise productivity levels in the region and in so doing create better paid jobs for residents and close the productivity gap between MSW and the rest of NI. Closing sectoral productivity gaps in MSW has the potential to be equivalent to a 4.3% uplift of the NI economy.

Interventions to be delivered as an outflow of the strategy will be geared to delivering exponential / long term benefits including: increasing productivity levels (closing sectoral productivity NI 'gap'), protecting MSW's unique sectoral advantages (as a minimum) and thereafter fully realising sectoral opportunities; creating more jobs and moving more jobs/employment up the value chain and ongoing internationalisation of MSW (and better NI profiling). Action/implementation plan for interventions to be developed at a later stage.

### **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 MSW Regional Economic Strategy is ambitious and sits within a wider policy landscape. It aligns with the UK Industrial Strategy, the NI Economic Strategy and the Draft NI Programme for Government Framework 2016-2021.

The proposed four pillars/ intervention areas of the RES are closely aligned with the UK Industrial Strategy's five foundations including:

- Ideas – the world's most innovative economy
- People – good jobs and greater earning power for all
- Infrastructure – a major upgrade to the UK's infrastructure
- Business Environment – the best place to start and grow business
- Places – prosperous communities across the UK.

This strategy is being developed to align the MSW region with the Draft Industrial Strategy for Northern Ireland Economy 2030, which aims to improve the competitiveness of the Northern Ireland economy. It outlines priority pillars of:

- Accelerating Innovation and Research
- Enhancing Education, Skills and Employability
- Driving Inclusive, Sustainable Growth
- Succeeding in Global Markets
- Building the best Economic Infrastructure.

The overall aim of the Draft Programme for Government (PFG) Framework is, “improving wellbeing for all – by tackling disadvantage, and driving economic”. The RES will contribute to a wide range of PFG outcomes areas including but not limited to:

- We are an innovative, creative society, where people can fulfil their potential
- We give our children and young people the best start in life
- We connect people and opportunities through our infrastructure
- We prosper through a strong, competitive, regionally balanced economy
- We have created a place where people want to live and work, to visit and invest
- We have more people working in better jobs, and
- We have a more equal society.

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

The focus of MSW Regional Economic Strategy is about making the region a better place to live and work for all citizens. It aims to help MSW businesses be innovative, create jobs and grow in local and international markets, improve physical infrastructure and connectivity, enhance tourism performance, and upskill our people to enable an economy that works for everyone.

‘Future Proofing’ the skills base is one of the four intervention areas and there are potential actions/project concepts for further development that will impact on different section 75 categories. Whilst at this stage the RES is a ‘direction of travel document’, it is anticipated that by extending the range of higher-level apprenticeships and degree apprenticeships and the promotion of same, this will result in a positive impact on younger people and their parents/families of young people.

Initiatives to promote career attractiveness will be important in going forward, resulting in the development of productive, inclusive and engaging workplaces. As well as the workforce environment, businesses will be encouraged to increasingly offer different employment models, flexi-working, contract and portfolio working-all of which have the potential to significantly change the way they attract, invest and develop skills in future. Flexibility will appeal to a range of categories but could benefit in particular men and women with dependants. Inclusive workplaces will benefit many section 75 categories by removing barriers to participation in employment for men, women, persons with different religious belief, political opinion, racial group, sexual orientation, those with a disability and those with dependants. The MSW region has a reliance on migrant labour and it is imperative that it continues to attract workers from outside the region. Further measures may be required in order to achieve this.

**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?
<p>Mid South West Region Councils developed this strategy following extensive engagement with industry/businesses within MSW and business membership bodies across NI, to fully understand the opportunities and challenges facing them and the interventions needed to unlock further growth in GVA and productivity in the region.</p>	<p>Mid South West Councils have responsibility for developing this strategy. It is important to note that the RES is an economic strategy document that sets out the direction of travel for the region and high level indication of potential specific projects/ interventions that may be delivered in the subsequent action plan.</p> <p>The next stage in the process will be to carry out detailed business justification exercises on potential projects. This stage could take approximately 18 months to 2 years to complete.</p> <p>The Implementation Plan will follow the previous stage.</p>

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

As previously stated, the RES is an economic strategy document that sets out the direction of travel for the region and provides high level indication of potential specific projects/ interventions that may be delivered in the subsequent action/implementation plan.

In achieving the ambition of the RES, it is critical that Growth Deal funding from UK Government and NI Executive is committed to at this early stage.

Financial commitment is also required from other sources including but not limited to the three MSW Councils, Universities/Colleges, Private Sector, Interreg, Prosperity Fund etc.

In addition to the above, effective liaison and engagement with the NIO, Government Departments, UK Treasury, Invest NI and all partner bodies is essential in the longer term for full realisation of the RES and Action/Implementation Plan.

**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)

Industry / Businesses  
MSW citizens

Councils  
 UK and NI Governments  
 Government Departments  
 Business Membership Bodies  
 Universities / FE Colleges / Schools  
 Skills Bodies

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

No

**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	<p>The 2011 Census showed that 54.7% of the population in the Mid South West Region were either Catholic or brought up as Catholic and 41.4% belonged to or were brought up in Protestant, other Christian or Christian-related religions. A further 0.6% belonged to or had been brought up in other religions while 3.2% neither belonged to, nor had been brought up in a religion.</p> <table border="1" data-bbox="453 1294 1283 1641"> <thead> <tr> <th>Religion or Religion Brought Up In</th> <th>Number</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Catholic</td> <td>246,830</td> <td>54.7%</td> </tr> <tr> <td>Protestant and Other Christian (including Christian related)</td> <td>187,117</td> <td>41.4%</td> </tr> <tr> <td>Other religions</td> <td>2,877</td> <td>0.6%</td> </tr> <tr> <td>None</td> <td>14,620</td> <td>3.2%</td> </tr> <tr> <td><b>All usual residents</b></td> <td><b>451,444</b></td> <td><b>100.0%</b></td> </tr> </tbody> </table> <p>Prejudicial attitudes and/or discrimination on the grounds of religious belief may impact on experiences within the workplace. Prejudicial attitudes toward those of different religious beliefs is present in Northern Ireland, particularly sectarianism and islamophobia.</p> <p>Key Inequalities in Employment, (ECNI) 2018</p>	Religion or Religion Brought Up In	Number	Percentage	Catholic	246,830	54.7%	Protestant and Other Christian (including Christian related)	187,117	41.4%	Other religions	2,877	0.6%	None	14,620	3.2%	<b>All usual residents</b>	<b>451,444</b>	<b>100.0%</b>
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Political opinion	<p>In January 2020, Mid South West Region has 121 elected members, the breakdown of seats by political party is:</p> <table border="1" data-bbox="454 302 1276 757"> <thead> <tr> <th>Party</th> <th>Number of Councillors elected</th> </tr> </thead> <tbody> <tr> <td>Sinn Fein</td> <td>42</td> </tr> <tr> <td>Democratic Unionist Party</td> <td>25</td> </tr> <tr> <td>Ulster Unionist Party</td> <td>25</td> </tr> <tr> <td>Social Democratic and Labour Party</td> <td>17</td> </tr> <tr> <td>Independent</td> <td>7</td> </tr> <tr> <td>Alliance Party</td> <td>4</td> </tr> <tr> <td>Cross Community Labour Alternative</td> <td>1</td> </tr> <tr> <td><b>Total</b></td> <td><b>121</b></td> </tr> </tbody> </table> <p>192,109 votes were polled in the Region from an eligible electorate of 332,528 giving a turnout of 57.8%.</p>	Party	Number of Councillors elected	Sinn Fein	42	Democratic Unionist Party	25	Ulster Unionist Party	25	Social Democratic and Labour Party	17	Independent	7	Alliance Party	4	Cross Community Labour Alternative	1	<b>Total</b>	<b>121</b>																											
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Racial group	<p>The 2011 Census showed that:</p> <p>98.7% of the usually resident population of the Mid South West Region were white and 1.3% were from minority ethnic groups. The main ethnic minorities were Mixed (1,213 individuals), Chinese (940 individuals) and Other Asian (852 individuals).</p> <table border="1" data-bbox="454 1160 1276 1731"> <thead> <tr> <th>Ethnic Group</th> <th>Number</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>445,354</td> <td>98.65%</td> </tr> <tr> <td>Chinese</td> <td>940</td> <td>0.21%</td> </tr> <tr> <td>Irish Traveller</td> <td>509</td> <td>0.11%</td> </tr> <tr> <td>Indian</td> <td>763</td> <td>0.17%</td> </tr> <tr> <td>Pakistani</td> <td>267</td> <td>0.06%</td> </tr> <tr> <td>Bangladeshi</td> <td>37</td> <td>0.01%</td> </tr> <tr> <td>Other Asian</td> <td>852</td> <td>0.19%</td> </tr> <tr> <td>Black Caribbean</td> <td>63</td> <td>0.01%</td> </tr> <tr> <td>Black African</td> <td>417</td> <td>0.09%</td> </tr> <tr> <td>Black other</td> <td>374</td> <td>0.08%</td> </tr> <tr> <td>Mixed</td> <td>1,213</td> <td>0.27%</td> </tr> <tr> <td>Other</td> <td>655</td> <td>0.15%</td> </tr> <tr> <td><b>All usual residents</b></td> <td><b>451,444</b></td> <td><b>100.00%</b></td> </tr> </tbody> </table> <p>88.4% of residents in the Region were born in Northern Ireland. 5.4% of residents (24,470 individuals) were born outside the United Kingdom or Republic of Ireland.</p> <table border="1" data-bbox="454 1951 1276 2031"> <thead> <tr> <th>Country of Birth</th> <th>Number</th> <th>Percentage</th> </tr> </thead> </table>	Ethnic Group	Number	Percentage	White	445,354	98.65%	Chinese	940	0.21%	Irish Traveller	509	0.11%	Indian	763	0.17%	Pakistani	267	0.06%	Bangladeshi	37	0.01%	Other Asian	852	0.19%	Black Caribbean	63	0.01%	Black African	417	0.09%	Black other	374	0.08%	Mixed	1,213	0.27%	Other	655	0.15%	<b>All usual residents</b>	<b>451,444</b>	<b>100.00%</b>	Country of Birth	Number	Percentage
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Northern Ireland	398,897	88.4%
England	13,792	3.1%
Scotland	2,748	0.6%
Wales	469	0.1%
Republic of Ireland	11,068	2.5%
Other EU: Member countries prior to 2004 expansion	2,733	0.6%
Other EU: Accession countries 2004 onwards	14,889	3.3%
Other	6,848	1.5%
<b>All usual residents</b>	<b>451,444</b>	<b>100.0%</b>

4.2% of residents aged 3+ years (17,993 individuals) spoke a language other than English or Irish as their main language. The most common other main languages were Polish (6,165 residents aged 3+ years) and Lithuanian (4,201 residents aged 3+ years).

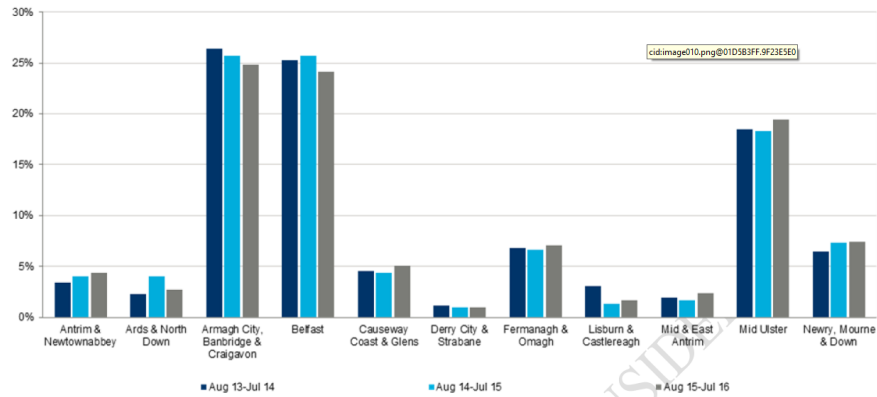
Main Language	Number	Percentage
English	412,094	95.62%
Polish	6,165	1.43%
Lithuanian	4,201	0.97%
Irish (Gaelic)	866	0.20%
Portuguese	1,770	0.41%
Slovak	805	0.19%
Chinese	244	0.06%
Tagalog/Filipino	275	0.06%
Latvian	718	0.17%
Russian	572	0.13%
Malayalam	171	0.04%
Hungarian	448	0.10%
Other	2,624	0.61%
<b>All usual residents aged 3+ years</b>	<b>430,953</b>	<b>100.00%</b>

The region has consistently enjoyed net inward migration, even when NI as a region was losing migrants. Insert fig 4 Estimated Net International Migration 2007-2017 – NI v MSW.

The MSW region's reliance on migrant labour as a core component of our 'economic engine' in recent years is illustrated below.

**Fig. 6. Migrant Worker Tenant Households**

Estimated number of Migrant Worker Current Tenant Households by Local Government District (August 2007 - July 2016)



The proportion of migrant workers by District Council areas in NI in rented housing.

Racial prejudice and discrimination can impact on the ability of minority ethnic groups and migrant workers to participate in employment, sustain employment and progress in employment. Racial prejudice has been identified in accessing employment and in experiences of racial harassment and intimidation in workplaces.

Key inequalities in Employment, (ECNI) 2018

Age

The population of the Mid South West Region was estimated to be 478,317 at 30<sup>th</sup> June 2018. The profile by age group is:

Age Group	Number	Percentage
0 to 15 years	107,770	22.5%
16 to 24 years	49,862	10.4%
25 to 49 years	160,022	33.5%
50 to 64 years	87,210	18.2%
65 and over	73,453	15.4%
<b>Total</b>	<b>478,317</b>	<b>100.0%</b>

The Region has a growing and ageing population. The population of the Region is projected to increase by 6.8% or just over 32,600 people over the next ten years to 2028. The largest increase is projected in the 65 and over age group (31.3% or just under 23,000 people).

Age Group	2028 Population Projection		Change from 2018 to 2028	
	Number	%	Number	%
0 to 15 years	106,559	20.9%	-1,211	-1.1%



	16 to 24 years	55,013	10.8%	5,151	10.3%																								
	25 to 49 years	159,008	31.1%	-1,014	-0.6%																								
	50 to 64 years	93,913	18.4%	6,703	7.7%																								
	65 and over	96,434	18.9%	22,981	31.3%																								
	<b>Total</b>	<b>510,927</b>	<b>100.0%</b>	<b>32,610</b>	<b>6.8%</b>																								
Marital status	<p>The 2011 Census provides information on the marital and civil partnership status of those aged 16 and over. In the Mid South West Region:</p> <table border="1"> <thead> <tr> <th>Marital and Civil Partnership Status</th> <th>Number</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Single (never married or never registered a same-sex civil partnership)</td> <td>122,247</td> <td>34.9%</td> </tr> <tr> <td>Married</td> <td>177,708</td> <td>50.7%</td> </tr> <tr> <td>In a registered same-sex civil partnership</td> <td>220</td> <td>0.1%</td> </tr> <tr> <td>Separated (but still legally married or still legally in a same-sex civil partnership)</td> <td>11,859</td> <td>3.4%</td> </tr> <tr> <td>Divorced or formerly in a same-sex civil partnership which is now legally dissolved</td> <td>15,799</td> <td>4.5%</td> </tr> <tr> <td>Widowed or surviving partner from a same-sex civil partnership</td> <td>22,645</td> <td>6.5%</td> </tr> <tr> <td><b>All usual residents aged 16+ years</b></td> <td><b>350,478</b></td> <td><b>100.0%</b></td> </tr> </tbody> </table>					Marital and Civil Partnership Status	Number	Percentage	Single (never married or never registered a same-sex civil partnership)	122,247	34.9%	Married	177,708	50.7%	In a registered same-sex civil partnership	220	0.1%	Separated (but still legally married or still legally in a same-sex civil partnership)	11,859	3.4%	Divorced or formerly in a same-sex civil partnership which is now legally dissolved	15,799	4.5%	Widowed or surviving partner from a same-sex civil partnership	22,645	6.5%	<b>All usual residents aged 16+ years</b>	<b>350,478</b>	<b>100.0%</b>
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Sexual orientation	<p>The 2011 Census did not include a question on sexual identity.</p> <p>The Continuous Household Survey provides results on the sexual identity of persons aged 16 and over. In the Region in 2016/17 – 2018/19:</p> <table border="1" data-bbox="453 414 1332 680"> <thead> <tr> <th>Sexual Identity</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Heterosexual/straight</td> <td>98%</td> </tr> <tr> <td>Gay/Lesbian</td> <td>0*</td> </tr> <tr> <td>Bisexual</td> <td>1%</td> </tr> <tr> <td>Other</td> <td>0*</td> </tr> <tr> <td>Don't Know / Refusal</td> <td>0*</td> </tr> </tbody> </table> <p>* Less than 0.5%</p> <p>Results from the 2018 Northern Ireland Life and Times Survey showed that adults aged 18 and over in Northern Ireland overall responded:</p> <table border="1" data-bbox="453 945 1327 1207"> <thead> <tr> <th></th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>I am 'gay' or lesbian (homosexual)</td> <td>1%</td> </tr> <tr> <td>I am heterosexual or 'straight'</td> <td>94%</td> </tr> <tr> <td>I am bi-sexual</td> <td>1%</td> </tr> <tr> <td>Other answer</td> <td>1%</td> </tr> <tr> <td>I do not wish to answer this question</td> <td>3%</td> </tr> </tbody> </table> <p>Lesbian, gay and bisexual employees are subject to prejudicial attitudes in the workplace. Prejudicial attitudes may impact on the ability of lesbian, gay and bisexual people to participate in employment, sustain employment and progress in employment.</p> <p>Key Inequalities in Employment, (ECNI) 2018</p>	Sexual Identity	Percentage	Heterosexual/straight	98%	Gay/Lesbian	0*	Bisexual	1%	Other	0*	Don't Know / Refusal	0*		Percentage	I am 'gay' or lesbian (homosexual)	1%	I am heterosexual or 'straight'	94%	I am bi-sexual	1%	Other answer	1%	I do not wish to answer this question	3%
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Men and women generally	<p>The 2011 Census showed that in the Mid South West Region 49.8% of usual residents were male and 50.2% were female.</p> <table border="1" data-bbox="453 1639 1329 1868"> <thead> <tr> <th>Gender</th> <th>Number</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Males</td> <td>224,724</td> <td>49.8%</td> </tr> <tr> <td>Females</td> <td>226,720</td> <td>50.2%</td> </tr> <tr> <td><b>All usual residents</b></td> <td><b>451,444</b></td> <td><b>100.0%</b></td> </tr> </tbody> </table> <p>Population estimates as at 30<sup>th</sup> June 2018 for the Region show that 50.0% (239,049) are male and 50.0% (239,268) are female.</p>	Gender	Number	Percentage	Males	224,724	49.8%	Females	226,720	50.2%	<b>All usual residents</b>	<b>451,444</b>	<b>100.0%</b>												
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Gender	Number	Percentage
Males	239,049	50.0%
Females	239,268	50.0%
<b>Total</b>	<b>478,317</b>	<b>100.0%</b>

Women experience a lower employment rate and a higher economic inactivity rate when they have dependants.

Lone parents with dependants experience barriers to their participation in employment.

Women experience prejudice, discrimination and harassment in the workplace; including discrimination due to pregnancy and maternity.

Trans people face prejudice and hostility in employment and are less likely to be open about their gender identity in the workplace.

#### Key Inequalities in Employment, (ECNI) 2018

Women are under-represented in industries associated with Science, Technology, Engineering and Mathematics (STEM) such as Manufacturing, Transport and Communication, Energy and Water and Construction.

Young women are less likely to choose to study STEM subjects at further and higher education compared to young men thus decreasing their availability for high-level STEM jobs, where men outnumber women by nearly three to one.

#### Key Inequalities in Employment, (ECNI) 2018

#### Disability

According to the 2011 Census, one fifth (20.0%) of people (90,213 individuals) in the Mid South West Region had a long-term health problem or disability that limited their day-to-day activities.

Long-term health problem or disability	Number	Percentage
Day-to-day activities limited a lot	51,542	11.4%
Day-to-day activities limited a little	38,671	8.6%
Day-to-day activities not limited	361,231	80.0%
<b>All usual residents</b>	<b>451,444</b>	<b>100.0%</b>

The Family Resources Survey provides results on disability prevalence by impairment type. In Northern Ireland in 2017/18:

Impairment Type	000's	Percentage
Vision	32	8%
Hearing	39	10%
Mobility	199	51%
Dexterity	99	25%
Learning	40	10%
Memory	43	11%
Mental Health	106	27%
Stamina/breathing/fatigue	140	36%
Socially/behaviourally	36	9%
Other	66	17%
<b>All with at least one impairment</b>	<b>388</b>	

Benefit statistics from the Department for Communities show that in the Mid South West Region as at August 2019:

- 13,680 or 18.6% of 65 and over population claiming Attendance Allowance.
- 33,460 Personal Independence Payment claims in payment (experimental statistics).

There is a persistent employment gap between people with and without disabilities.

In Northern Ireland people without a disability are more than twice as likely to be in employment (80%) than those with a disability (38%).

Around three times the proportion (31%) of disabled people had no qualifications compared to non-disabled people (10%).

Among people with disabilities, people with mental health issues and/or a learning disability are less likely to be employed compared to people with hidden disabilities, progressive or other disabilities and/or sensory disabilities.

People with disabilities are more likely to experience prejudice in employment than those without disabilities.

Key Inequalities in Employment, (ECNI) 2018  
Labour Force Survey January – March 2019

Dependants	<p>The 2011 Census showed that 36.7% or 60,423 households in the Region contained dependent children.</p> <p>For the former local government districts that make up the Mid South West Region the Census 2011 shows:</p>																							
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### 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 category	75 Needs, experiences and priorities
Religious belief	<p>There is no qualitative or quantitative data to suggest that the Mid South West Regional Economic Strategy will have an adverse impact upon this group. The overall aim of the Strategy is to raise productivity levels for the region, and in doing so create better more and better paid jobs for citizens, and close the productivity gap between Mid South West region and the remainder of Northern Ireland.</p> <p>In developing the RES we have led an extensive engagement process across the region. The strategy has been shaped and directed by industry and relevant stakeholder bodies. Recognising the distinctiveness of MSW as a private sector led economy, we engaged with businesses and membership bodies to understand the opportunities and challenges facing them and the interventions required to unlock economic potential in the region contributing to increased productivity and GVA. In addition, we engaged to determine how spending powers can be used to drive and scale, retain and grow businesses to ensure full economic prosperity is delivered for all.</p> <p>There will be an onus on the employers and businesses in MSW to actively promote the development of productive, inclusive and engaging workplaces.</p>
Political opinion	<p>There is no qualitative or quantitative data to suggest that the Mid South West Regional Economic Strategy will have an adverse impact upon this group. The overall aim of the Strategy is to raise productivity levels for the region, and in doing so create better more and better paid jobs for citizens, and close the productivity gap between Mid South West region and the remainder of Northern Ireland.</p> <p>In developing the RES we have led an extensive engagement process across the region. The strategy has been shaped and directed by industry and relevant stakeholder bodies. Recognising the distinctiveness of MSW as a private sector led economy, we engaged with businesses and membership bodies to understand the opportunities and challenges facing them and the interventions required to unlock economic potential in the region contributing to increased productivity and GVA. In addition, we engaged to determine how spending powers can be used to drive and scale, retain and grow businesses to ensure full economic prosperity is delivered for all.</p>

	<p>There will be an onus on the employers and businesses in MSW to actively promote the development of productive, inclusive and engaging workplaces.</p>
<p>Racial group</p>	<p>There is no qualitative or quantitative data to suggest that the Mid South West Regional Economic Strategy will have an adverse impact upon this group. The overall aim of the Strategy is to raise productivity levels for the region, and in doing so create better more and better paid jobs for citizens, and close the productivity gap between Mid South West region and the remainder of Northern Ireland.</p> <p>In developing the RES we have led an extensive engagement process across the region. The strategy has been shaped and directed by industry and relevant stakeholder bodies. Recognising the distinctiveness of MSW as a private sector led economy, we engaged with businesses and membership bodies to understand the opportunities and challenges facing them and the interventions required to unlock economic potential in the region contributing to increased productivity and GVA. In addition, we engaged to determine how spending powers can be used to drive and scale, retain and grow businesses to ensure full economic prosperity is delivered for all.</p> <p>There will be an onus on the employers and businesses in MSW to actively promote the development of productive, inclusive and engaging workplaces.</p>
<p>Age</p>	<p>There is no qualitative or quantitative data to suggest that the Mid South West Regional Economic Strategy will have an adverse impact upon this group. The overall aim of the Strategy is to raise productivity levels for the region, and in doing so create better more and better paid jobs for citizens, and close the productivity gap between Mid South West region and the remainder of Northern Ireland.</p> <p>In developing the RES we have led an extensive engagement process across the region. The strategy has been shaped and directed by industry and relevant stakeholder bodies. Recognising the distinctiveness of MSW as a private sector led economy, we engaged with businesses and membership bodies to understand the opportunities and challenges facing them and the interventions required to unlock economic potential in the region contributing to increased productivity and GVA. In addition, we engaged to determine how spending powers can be used to drive and scale, retain and grow businesses to ensure full economic prosperity is delivered for all.</p> <p>There will be an onus on the employers and businesses in MSW to actively promote the development of productive, inclusive</p>

	<p>and engaging workplaces. There will be an onus on the employers and businesses in MSW to actively promote the development of productive, inclusive and engaging workplaces.</p>
<p>Marital status</p>	<p>There is no qualitative or quantitative data to suggest that the Mid South West Regional Economic Strategy will have an adverse impact upon this group. The overall aim of the Strategy is to raise productivity levels for the region, and in doing so create better more and better paid jobs for citizens, and close the productivity gap between Mid South West region and the remainder of Northern Ireland.</p> <p>In developing the RES we have led an extensive engagement process across the region. The strategy has been shaped and directed by industry and relevant stakeholder bodies. Recognising the distinctiveness of MSW as a private sector led economy, we engaged with businesses and membership bodies to understand the opportunities and challenges facing them and the interventions required to unlock economic potential in the region contributing to increased productivity and GVA. In addition, we engaged to determine how spending powers can be used to drive and scale, retain and grow businesses to ensure full economic prosperity is delivered for all.</p> <p>There will be an onus on the employers and businesses in MSW to actively promote the development of productive, inclusive and engaging workplaces.</p>
<p>Sexual orientation</p>	<p>There is no qualitative or quantitative data to suggest that the Mid South West Regional Economic Strategy will have an adverse impact upon this group. The overall aim of the Strategy is to raise productivity levels for the region, and in doing so create better more and better paid jobs for citizens, and close the productivity gap between Mid South West region and the remainder of Northern Ireland.</p> <p>In developing the RES we have led an extensive engagement process across the region. The strategy has been shaped and directed by industry and relevant stakeholder bodies. Recognising the distinctiveness of MSW as a private sector led economy, we engaged with businesses and membership bodies to understand the opportunities and challenges facing them and the interventions required to unlock economic potential in the region contributing to increased productivity and GVA. In addition, we engaged to determine how spending powers can be used to drive and scale, retain and grow businesses to ensure full economic prosperity is delivered for all.</p>



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<p>Men and women generally</p>	<p>There is no qualitative or quantitative data to suggest that the Mid South West Regional Economic Strategy will have an adverse impact upon this group. The overall aim of the Strategy is to raise productivity levels for the region, and in doing so create better more and better paid jobs for citizens, and close the productivity gap between Mid South West region and the remainder of Northern Ireland.</p> <p>In developing the RES we have led an extensive engagement process across the region. The strategy has been shaped and directed by industry and relevant stakeholder bodies. Recognising the distinctiveness of MSW as a private sector led economy, we engaged with businesses and membership bodies to understand the opportunities and challenges facing them and the interventions required to unlock economic potential in the region contributing to increased productivity and GVA. In addition, we engaged to determine how spending powers can be used to drive and scale, retain and grow businesses to ensure full economic prosperity is delivered for all.</p> <p>There will be an onus on the employers and businesses in MSW to actively promote the development of productive, inclusive and engaging workplaces.</p>
<p>Disability</p>	<p>There is no qualitative or quantitative data to suggest that the Mid South West Regional Economic Strategy will have an adverse impact upon this group. The overall aim of the Strategy is to raise productivity levels for the region, and in doing so create better more and better paid jobs for citizens, and close the productivity gap between Mid South West region and the remainder of Northern Ireland.</p> <p>In developing the RES we have led an extensive engagement process across the region. The strategy has been shaped and directed by industry and relevant stakeholder bodies. Recognising the distinctiveness of MSW as a private sector led economy, we engaged with businesses and membership bodies to understand the opportunities and challenges facing them and the interventions required to unlock economic potential in the region contributing to increased productivity and GVA. In addition, we engaged to determine how spending powers can be used to drive and scale, retain and grow businesses to ensure full economic prosperity is delivered for all.</p>

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### 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	The overall aim of the strategy is to impact positively on the life of citizens by creating more and better jobs for all and future proof the skills base to ensure full economic prosperity is delivered for all. There will be an onus on the employers and businesses in MSW to actively promote the development of productive, inclusive and engaging workplaces.	Positive Minor
Political opinion	The overall aim of the strategy is to impact positively on the life of citizens by creating more	Positive Minor

	and better jobs for all and future proof the skills base to ensure full economic prosperity is delivered for all. There will be an onus on the employers and businesses in MSW to actively promote the development of productive, inclusive and engaging workplaces.	
Racial group	The overall aim of the strategy is to impact positively on the life of citizens by creating more and better jobs for all and future proof the skills base to ensure full economic prosperity is delivered for all. There will be an onus on the employers and businesses in MSW to actively promote the development of productive, inclusive and engaging workplaces.	Positive Minor
Age	The overall aim of the strategy is to impact positively on the life of citizens by creating more and better jobs for all and future proof the skills base to ensure full economic prosperity is delivered for all. With an emphasis on extending the range of higher-level apprenticeships and degree apprenticeships and their promotion, this will have a positive impact on younger people and their parents/families of these young people.	Positive Minor
Marital status	The overall aim of the strategy is to impact positively on the life of citizens by creating more and better jobs for all and future proof the skills base to ensure full economic prosperity is delivered for all. There will be an onus on the employers and businesses in MSW to actively promote the development of productive, inclusive and engaging workplaces.	Positive Minor
Sexual orientation	The overall aim of the strategy is to impact positively on the life of citizens by creating more and better jobs for all and future proof the skills base to ensure full economic prosperity is delivered for all. There will be an onus on the employers and businesses in MSW to actively promote the development of productive, inclusive and engaging workplaces.	Positive Minor
Men and women generally	The overall aim of the strategy is to impact positively on the life of citizens by creating more and better jobs for all and future proof the skills base to ensure full economic prosperity is delivered for all. There will be an onus on the employers and businesses in MSW to actively promote the development of productive, inclusive and engaging workplaces.	Positive Minor
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Dependents	The overall aim of the strategy is to impact positively on the life of citizens by creating more and better jobs for all and future proof the skills base to ensure full economic prosperity is delivered for all. With an emphasis on extending the range of higher-level apprenticeships and degree apprenticeships and their promotion, this will have a positive impact on younger people and their parents/families of these young people. There will be an onus on the employers and businesses in MSW to actively promote the development of productive, inclusive and engaging workplaces.	Positive Minor

**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	The overall aim of the strategy is to impact positively on the life of citizens by creating more and better jobs for all and future proof the skills base to ensure full economic prosperity is delivered for all. There will be an onus on the employers and businesses in MSW to actively promote the development of productive, inclusive and engaging workplaces.	
Political opinion	The overall aim of the strategy is to impact positively on the life of citizens by creating more and better jobs for all and future proof the skills base to ensure full economic prosperity is delivered for all. There will be an onus on the employers and businesses in MSW to actively promote the development of productive, inclusive and engaging workplaces.	
Racial group	The overall aim of the strategy is to impact positively on the life of citizens by creating more and better jobs for all and future proof the skills base to ensure full economic prosperity is delivered for all. There will be an onus on the employers and businesses in MSW to actively promote the development of productive, inclusive and engaging workplaces.	
Age	The overall aim of the strategy is to impact positively on the life of citizens by creating more and better jobs for all and future proof the skills	

	base to ensure full economic prosperity is delivered for all. With an emphasis on extending the range of higher-level apprenticeships and degree apprenticeships and their promotion, this will have a positive impact on younger people and their parents/families of these young people. There will be an onus on the employers and businesses themselves in MSW to actively promote the development of productive, inclusive and engaging workplaces.	
Marital status	The overall aim of the strategy is to impact positively on the life of citizens by creating more and better jobs for all and future proof the skills base to ensure full economic prosperity is delivered for all. There will be an onus on the employers and businesses in MSW to actively promote the development of productive, inclusive and engaging workplaces.	
Sexual orientation	The overall aim of the strategy is to impact positively on the life of citizens by creating more and better jobs for all and future proof the skills base to ensure full economic prosperity is delivered for all. There will be an onus on the employers and businesses in MSW to actively promote the development of productive, inclusive and engaging workplaces.	
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	their parents/families of these young people. There will be an onus on the employers and businesses themselves in MSW to actively promote the development of productive, inclusive and engaging workplaces.	
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**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	.	None
Political opinion		None
Racial group		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		No
Political opinion		No
Racial group		No

**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.

The overall aim of the strategy is to impact positively on the life of citizens by creating more and better jobs for all and future proof the skills base to ensure economic prosperity in MSW. As detailed above a range of section 75 categories will benefit from this Strategy.

**Disability Discrimination (NI) Order 2006**

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

Future proofing the skills base emerged as the top priority and is one of the four intervention pillars. However, businesses may need to take steps to ensure that workplaces are inclusive and can accommodate disabled people.

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

#### **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.

The focus of the MSW Regional Economic Strategy is about making the region a better place to live and work for all citizens. It aims to help MSW businesses be innovative, create jobs and grow in local and international markets, improve physical infrastructure and connectivity, enhance tourism performance, and upskill our people to enable an economy that works for everyone.

'Future Proofing' the skills base is one of the four intervention areas and there are potential actions/project concepts for further development that will impact on different section 75 categories. Whilst at this stage the RES is a 'direction of travel document', it is anticipated that by extending the range of higher-level apprenticeships and degree apprenticeships and the promotion of same, this will result in a positive impact on younger people and their parents/families of young people.

Initiatives to promote career attractiveness will be important in going forward, resulting in the development of productive, inclusive and engaging workplaces. As well as the workforce environment, businesses will be encouraged to increasingly offer different employment models, flexi-working, contract and portfolio working-all of which have the potential to significantly change the way they attract, invest and develop skills in future. Flexibility will appeal to a range of categories but could benefit in particular men and women with dependants. Inclusive workplaces will benefit many section 75 categories by removing barriers to participation in employment for men, women, persons with different religious belief, political opinion, racial group, sexual orientation, those with a disability and those with dependants. The MSW region has a reliance on migrant labour and it is imperative that it continues to attract workers from outside the region. Further measures may be required in order to achieve this.

## C: MAJOR IMPACT IDENTIFIED – EQIA REQUIRED

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

N/A

### 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	
Social need	
Effect on people's daily lives	

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](http://www.equalityni.org)).

Identify how the impact of the policy is to 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
Helen Gormley	Mid South West Region Project Officer	22/01/2020
Claudine McGuigan	Mid South West Region Programme Manager	04/02/2020
Approved by	Position/Job Title	Date
<i>Olga Murtagh</i>	Strategic Director	05/02/2020

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

[mary.hanna@armaghbanbridgecraigavon.gov.uk](mailto: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.**