

**Armagh City, Banbridge and Craigavon Borough Council**

**Policy Screening Report**

**under**

**Section 75 of the Northern Ireland Act, 1998**

**September 2018**

## Equality Scheme Policy Screening Report

Armagh City, Banbridge and Craigavon Borough Council has developed a number of new policies. In complying with the Council's Equality Scheme Duties, these policies have been screened for any possible adverse impact that they may have under Section 75 of the Northern Ireland Act, 1998. The nine groups are:

Age; Marital status; Women (including girls) and Men (including boys); Persons with a disability and Persons without; Persons with dependants and Persons without; Political Opinion; Racial Group; Religious belief; and Sexual Orientation.

The policies have been screened against the questions below and have been ranked 1,2 or 3

1	'screened in' for equality impact assessment, including date of EQIA
2	'screened out' with mitigation
3	'screened out' without mitigation

### Screening Questions

- A 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 Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?
- C To what extent is the policy likely to impact on good relations between people of a different religious belief, political opinion or racial group? (minor/major/none)
- D Are there opportunities to better promote good relations between people of a different religious belief, political opinion or racial group?

The attached schedule is being published for consultees information. Comments may be submitted in writing, by telephone, e-mail, or in person and should be forwarded to the address below.

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This document is available in alternative formats on request

## Section 75 Northern Ireland Act 1998 – Policy Screening Exercise

Policies have been assessed against the four screening questions and a ranking allocated. For each of the policies detailed below, a more comprehensive ‘screening’ document is available on the Council website or on request. The report includes published screening for the period April 2018 to June 2018.

Policy/Procedure	Policy/Procedure Aims	Ranking/ Screening Decision
Learning and Development Policy & Strategy	<p>The Learning and Development Policy &amp; Strategy are new policies. They outline how learning and development is to be managed within the Council. The policy outlines the procedures on how training requests will be dealt with.</p> <p>Learning and development opportunities are open to all employees irrespective of section 75 category. The Council will continually review its learning methods so that they are suitable for a variety of disabilities. The provision of training assistance will be governed by the criteria of need, relevance to organisational objectives, staff development and cost effectiveness.</p>	3
Surveillance Camera Systems Policy	<p>This is a new policy. The purpose of the policy is to set out the appropriate actions and procedures which must be followed to comply with the Data Protection Legislation, the Regulation of Investigatory Powers Act 2000 and other relevant legislation in respect of the use of surveillance camera systems (SCS) operated and managed by Armagh City, Banbridge and Craigavon Borough Council facilities.</p> <p>This is a technical policy written to ensure compliance with statutory requirements and good practice. It has no bearing in terms of its likely impact on equality of opportunity or good relations for people within the equality and good relations categories.</p>	3