

Armagh City, Banbridge and Craigavon Borough Council

Policy Screening Report

under

Section 75 of the Northern Ireland Act, 1998

December 2021

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.

Mary Hanna
Policy & Diversity Officer
Armagh City, Banbridge and
Craigavon Borough Council
Armagh Office
The Palace Demesne
Armagh City
BT60 4EL

Tel: 028 3752 9600

E-mail: mary.hanna@armaghbanbridgecraigavon.gov.uk

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. Copies can be found at <https://www.armaghbanbridgecraigavon.gov.uk/council/policies/> The report includes published screening for the period September 2021 to November 2021.

Policy/Procedure	Policy/Procedure Aims	Ranking/ Screening Decision
Banbridge Public Realm Scheme	<p>This is a scheme that is likely to involve an estimated investment of £5.5 million and include potential public realm improvements throughout Banbridge and including Newry Street, Bridge Street, Downshire Bridge (The Cut), Scarva Street, Linenhall Street, Victoria Street, Old Kenlis Street, Downshire Place Link, Church Square, Castlewellan Road, Bann Bridge and Dromore Road.</p> <p>Operating within a number of constraints (e.g. available space, parking requirements, access and deliveries, width of footpaths, listed buildings and facades), the scheme has considerable potential to enhance the town in a number of key respects and specifically:</p> <ul style="list-style-type: none"> • Create streetscape which focuses on safe pedestrian circulation and accessibility for all; • Create high quality public realm space at key nodes, e.g. Scarva Street; • Preserve and enhance existing character of the town centre; • Improve pedestrian linkages to Prime Retail Core from town centre parking provision; 	3

- Enhance legibility of public realm – localised identity / townscape character / sense of place;
- Improve parking bay dimensions;
- Build on successful events programme e.g. Twilight Market & BuskFest;
- Enhance River Bann as an asset to the town centre;
- Introduce Smart technology;
- Attract investment, visitors and increase dwell time;
- Create a vibrant evening economy;
- Promote 'LOTS' in the town centre.

Between January 2020 and March 2020, through online questionnaires and face-to-face meetings, the Council sought views from statutory consultees, councillors, key stakeholders which included engagement with Section 75 User Groups and members of the public on the concept design proposals and options attached to the two phases of the scheme. A draft equality screening was made available on the Consultation Hub and issued to all section 75 consultees during the Pre-Application Community Consultation.

At this stage of implementation there is no indication that the proposed Public Realm Scheme will have an adverse impact on any Section 75 ground; indeed it is likely that the proposals will increase accessibility, mobility and safety for a wide range of service users, and including those with a disability.

(The further enhancement of pedestrian access to the existing car park in Linenhall Street as an integral part of ongoing design development during June 2021 serves to reinforce this decision.)

<p>Menopause Policy</p>	<p>The Council is committed to supporting employees who are affected in any way by the menopause and to support and inform managers so that employees reporting issues are treated fairly and given appropriate support.</p> <p>The policy aims:</p> <ul style="list-style-type: none"> • To support employees to remain at work • To raise awareness of menopause, the related issues and how this can affect employees. • To break the stigma and taboo surrounding the menopause at work and to promote an environment in which employees feel confident in discussing Menopausal issues and ask for support and adjustments, if required. • To provide guidance and direction on how to support employees who raise menopausal issues. <p>To inform managers of the potential symptoms of menopause, how this can affect employees and what can be done to support individuals including reasonable adjustments.</p> <p>There are no adverse impacts on any of the equality categories. Instead, the policy will have a positive impact on equality of opportunity for women in the workplace. It will support both female staff and inform managers on what can be done to support individuals including when to apply reasonable adjustments.</p>	<p>3</p>
-------------------------	---	----------

Play Strategy 2018-2026 –
Play Park Closures

The Purpose of the Armagh City, Banbridge and Craigavon Borough Council Play Strategy is to establish a strategic framework within which all decision making as it relates to the provision of fixed play and non-fixed play can take place.

<https://getactiveabc.com/homepage/play-development/>

Play Park Closures are part of the Play Strategy 2018-2023 and this screening form relates only to Play Park Closures. This is a new screening based on the Play Strategy Policy developed in May 2019.

This policy will particularly benefit children and young people, children and young people with disabilities and those with dependants. Consultations will happen with the community prior to any Play Park being removed in order to reduce any negative impact. However, it may have a minor impact on those residents who live closest to the play park.

In the case of potential removal of a play area, council will engage with local communities in order to determine the true level of demand for fixed play within the area (for example door to door survey or online survey). This will help to update the available demographic data which has been used in the strategy and will ensure an accurate reflection of local need.

Should it be determined that there is no longer a need for a play area within a specific location Council will initiate a consultation process aimed at ensuring that communities have a say in the transformation of the site to maintain value for the community.

2

Public Consultation Policy	<p>This is a new public consultation policy. The aim of the policy is to improve the services and operations of the Council by understanding the views of our stakeholders who are affected by our decisions. It sets the context and guiding principles on public consultation for Council.</p> <p>This policy will be available for all our customers. However, it is possible that those of a different race, older and younger people and those with a disability may require assistance. As a mitigation, different consultation methods will be considered, a range of formats will be available on request and assistance from staff will be available where required.</p>	2
----------------------------	---	---