

Policy Screening Form

Policy Scoping

Policy Title:

Good Relations Audit and Strategy 2018 - 2021

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

This is a new Good Relations Audit & Strategy, which supersedes Legacy Councils Audits and Strategies.

Councils existing Good Relations Programme is part financed by the Executive Office (TEO) 75%, with Council providing the match 25% funding. A part condition of grant (as detailed in TEO's commissioning Letter) states that:

"It is extremely important that evidence of need from your Good Relations Audit, previous Action Plan and other sources are used to ensure that the highest Good Relations needs in your Council area are targeted and prioritised."

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

To ensure that the highest Good Relations needs in the Council area are targeted and prioritised.

The Good Relations Strategy (the Strategy) creates a framework for improving community integration, cohesion and belonging across the area. It supports Council to implement initiatives that positively promote good relations, based upon evidence, research and good practice.

The Strategy has been prepared within the overarching framework of the Council's Community Plan and supports councils goal of *"a happy, healthy and connected community, a vibrant and sustainable economy and appealing places for living, working and learning."*

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?

A part condition of grant ie 75% of total programme costs (as detailed in TEO's commissioning Letter) states that:

"It is extremely important that evidence of need from your Good Relations Audit, previous Action Plan and other sources are used to ensure that the highest Good Relations needs in your Council area are targeted and prioritised."

This does not affect the discretion of Council to amend the policy

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

All section 75 categories will benefit from this policy and in particular those of different religious belief, political opinion or racial group.

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?
Pamela Matthews	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)?

Financial Contribution from TEO at 75% and match funding at 25% from Council

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)

All of the above

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

**Community Plan
Peace IV Action Plan
Integration Strategy
These policies have informed the Good Relations Audit and Strategy**

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	The GR Audit & Strategy was informed by extensive consultation carried out to develop Councils Community

	Plan and PEACE IV Action Plan, which would have included faith Groups.
Political opinion	Elected members were consulted as part of the Community Plan, PEACE IV Action Plan and GR Audit and Strategy
Racial group	Council's Integration Strategy (BME) was considered to help inform this Audit & Strategy
Age	Consultees are from a range of different ages
Marital status	Not specifically relevant to this GR Audit & Strategy
Sexual orientation	Not disclosed as part of the consultation
Men and women generally	Men and women generally were consulted
Disability	Not specifically relevant to the GR Audit & Strategy
Dependants	Not disclosed as part of the consultation

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	Addressing identified needs to improve "quality of life" and promote Good Relations, as identified by activities in corresponding Action Plan
Political opinion	Addressing identified needs to improve "quality of life" and promote Good Relations, as identified by activities in corresponding Action Plan
Racial group	Addressing identified needs to improve "quality of life" and promote Good Relations, as identified by activities in corresponding Action Plan
Age	Addressing identified needs to improve "quality of life" and promote Good Relations, irrespective of age
Marital status	Addressing identified needs to improve "quality of life" and promote Good Relations, irrespective of marital status
Sexual orientation	Addressing identified needs to improve "quality of life" and promote Good Relations, irrespective of sexual orientation
Men and women generally	Addressing identified needs to improve "quality of life" and promote Good Relations, irrespective of gender
Disability	Addressing identified needs to improve "quality of life" and promote Good Relations, irrespective of disability
Dependants	Addressing identified needs to improve "quality of life" and promote Good Relations, irrespective of whether or not there are dependents

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	Positive. The Audit & Strategy seeks to promote GR between people from different religious backgrounds	Positive - major
Political opinion	Positive. The Audit & Strategy seeks to promote GR between people from different political backgrounds	Positive -major
Racial group	Positive. The Audit & Strategy seeks to promote GR between people from different racial backgrounds	Positive - major
Age	Not specifically applicable. However the Strategy does seek to improve the attitudes of children and young people	None
Marital status	Not specifically applicable to this category	None
Sexual orientation	Not specifically applicable to this category	None
Men and women generally	Not specifically applicable to this category	None
Disability	Not specifically applicable to this category	None
Dependents	Not specifically applicable to this category	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	The purpose of the GR Audit & Strategy seeks to promote GR between people from different religious backgrounds	
Political opinion	The purpose of the GR Audit & Strategy seeks to promote GR between people from different political backgrounds	
Racial group	The purpose of the GR Audit & Strategy seeks to promote GR between people from different racial backgrounds	

Age	Seeks to promote better equality of opportunity amongst this category	
Marital status	Not specifically applicable to this category	No
Sexual orientation	Not specifically applicable to this category	No
Men and women generally	Not specifically applicable to this category	No
Disability	Not specifically applicable to this category	No
Dependents	Not specifically applicable to this category	No

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	Positive: The purpose of the GR Audit & Strategy seeks to promote GR between people from different religious backgrounds	Positive -major
Political opinion	Positive: The purpose of the GR Audit & Strategy seeks to promote GR between people from different political backgrounds	Positive -major
Racial group	Positive: The purpose of the GR Audit & Strategy seeks to promote GR between people from different racial backgrounds	Positive -major

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	The purpose of the Audit & Strategy seeks to promote GR between people from different religious backgrounds	
Political opinion	The purpose of the Audit & Strategy seeks to promote GR between people from different political backgrounds	
Racial group	The purpose of the Audit & Strategy seeks to promote GR between people from different racial backgrounds	

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?

The GR Audit and Strategy is primarily concerned with the promotion of Good Relations between people from different religious, political and racial backgrounds (Section 75 categories). The Strategy does not provide for a direct opportunity to better promote positive attitudes towards disabled people. However, disabled people have been past participants on programmes delivered by the Good Relations Action Plan in the past and therefore this will continue.

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

Yes, disabled people have been participants on programmes delivered by the Good Relations Action Plan in the past and therefore this will continue.

Screening Decision

A: NO IMPACT IDENTIFIED ON ANY CATEGORY – EQIA UNNECESSARY

Please identify reasons for this below

The Audit and Strategy seeks to promote Good Relations between people of different religious belief, political opinion or racial group. It does not have a negative impact on any of the equality categories. The Good Relations Audit and Strategy was informed by extensive consultation carried out to develop the Community Plan, Peace IV Plan and Integration Strategy.

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	
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).

Identify how the impact of the policy is to be monitored

The Good Relations Audit & Strategy will be revised every 3 years in line with current funding requirements. The Good Relations Action Plan, which is directed by the Audit & Strategy is monitored & evaluated on an annual basis.

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
Pamela Matthews	Community Development	07/01/2019
Approved by	Position/Job Title	Date
Seamus McCrory	Head of Community Development	07/01/2019

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.