

## SECTION 1

### Defining the activity subject to Section 1(1) of the Rural Needs Act (NI) 2016

#### 1A. Name of Public Authority

Armagh City, Banbridge and Craigavon Borough Council

#### 1B. Please provide a short title which describes the activity being undertaken by the Public Authority that is subject to Section 1(1) of the Rural Needs Act (NI) 2016

Furlough Policy

#### 1C. Please indicate which category the activity specified in Section 1B above relates to

|                            |        |   |          |  |      |  |
|----------------------------|--------|---|----------|--|------|--|
| Developing a               | Policy | x | Strategy |  | Plan |  |
| Adopting a                 | Policy |   | Strategy |  | Plan |  |
| Implementing a             | Policy |   | Strategy |  | Plan |  |
| Revising a                 | Policy |   | Strategy |  | Plan |  |
| Designing a Public Service |        |   |          |  |      |  |
| Designing a Public Service |        |   |          |  |      |  |

#### 1D. Please provide the official title (if any) of the Policy, Strategy, Plan or Public Service document or initiative relating to the category indicated in Section 1C above

Furlough Policy

**1E. Please provide details of the aims and/or objectives of the Policy, Strategy, Plan or Public Service**

The decision to furlough staff was taken in line with the Coronavirus Job Retention Scheme. A delegated decision was taken, after consultation with party leaders, to Furlough staff at 100% of pay and claim back 80% from the JRS. Members asked that this decision be reviewed in June 2020.

The Job Retention Scheme was introduced in March 2020. We received written notification from the Department of Communities on 4 May that the Scheme applied to Local Government and was a means by which council could offset financial pressures resulting from loss of income.

If you can't maintain your current workforce because your operations have been severely affected by coronavirus (COVID-19), you can furlough employees and apply for a grant to cover the majority of their wages. For Local Government it applies to staff and casual workers in income earning areas of the business.

**1F. What definition of 'rural' is the Public Authority using in respect of the Policy, Strategy, Plan or Public Service?**

|   |   |
|---|---|
| Population Settlements of less than 5,000 (Default definition). |   |
| Other Definition (Provide details and the rationale below).     |   |
| A definition of 'rural' is not applicable.                      | x |

*Details of alternative definition of 'rural' used.*

*Rationale for using alternative definition of 'rural'.*

*Reasons why a definition of 'rural' is not applicable.*

This policy is intended to assist in safeguarding employment. It will not have a different impact on people living in rural areas.

## **SECTION 2**

### **Understanding the impact of the Policy, Strategy, Plan or Public Service**

**2A. Is the Policy, Strategy, Plan or Public Service likely to impact on people in rural areas?**

|     |  |    |   |  |
|-----|--|----|---|--|
| Yes |  | No | x | If the response is <b>NO</b> GO TO Section <b>2E</b> . |
|-----|--|----|---|--|

**2B. Please explain how the Policy, Strategy, Plan or Public Service is likely to impact on people in rural areas.**

**2C. If the Policy, Strategy, Plan or Public Service is likely to impact on people in rural areas differently from people in urban areas, please explain how it is likely to impact on people in rural areas differently.**

**2D. Please indicate which of the following rural policy areas the Policy, Strategy, Plan or Public Service is likely to primarily impact on.**

|   |  |
|---|--|
| Rural Businesses                                    |  |
| Rural Tourism                                       |  |
| Rural Housing                                       |  |
| Jobs or Employment in Rural Areas                   |  |
| Education or Training in Rural Areas                |  |
| Broadband or Mobile Communications in Rural Areas   |  |
| Transport Services or Infrastructure in Rural Areas |  |
| Health or Social Care Services in Rural Areas       |  |
| Poverty in Rural Areas                              |  |
| Deprivation in Rural Areas                          |  |
| Rural Crime or Community Safety                     |  |
| Rural Development                                   |  |
| Agri-Environment                                    |  |
| Other (Please state) Physical activity              |  |

**If the response to Section 2A was YES GO TO Section 3A.**

**2E. Please explain why the Policy, Strategy, Plan or Public Service is NOT likely to impact on people in rural areas.**

This policy is intended to assist in safeguarding employment. It will not have a different impact on people living in rural areas.

## **SECTION 3**

### **Identifying the Social and Economic Needs of Persons in Rural Areas**

**3A. Has the Public Authority taken steps to identify the social and economic needs of people in rural areas that are relevant to the Policy, Strategy, Plan or Public Service?**

|     |  |    |   |  |
|-----|--|----|---|--|
| Yes |  | No | X | If the Response is <b>NO</b> GO TO Section <b>3E</b> . |
|-----|--|----|---|--|

**3B. Please indicate which of the following methods or information sources were used by the Public Authority to identify the social and economic needs of people in rural areas.**

|  |  |                      |  |
|--|--|----------------------|--|
| Consultation with Rural Stakeholders   |  | Published Statistics |  |
| Consultation with Other Organisations  |  | Research Papers      |  |
| Surveys or Questionnaires  |  | Other Publications   |  |
| Other Methods or Information Sources (include details in Question 3C below). |  |                      |  |

**3C. Please provide details of the methods and information sources used to identify the social and economic needs of people in rural areas including relevant dates, names of organisations, titles of publications, website references, details of surveys or consultations undertaken etc.**

|  |
|--|
|  |
|--|

**3D. Please provide details of the social and economic needs of people in rural areas which have been identified by the Public Authority?**

|  |
|--|
|  |
|--|

If the response to Section 3A was YES GO TO Section 4A.

**3E. Please explain why no steps were taken by the Public Authority to identify the social and economic needs of people in rural areas?**

This policy is intended to assist in safeguarding employment. It will not have a different impact on people living in rural areas.

## **SECTION 4**

### **Considering the Social and Economic Needs of Persons in Rural Areas**

**4A. Please provide details of the issues considered in relation to the social and economic needs of people in rural areas.**

N/A

## **SECTION 5**

### **Influencing the Policy, Strategy, Plan or Public Service**

**5A. Has the development, adoption, implementation or revising of the Policy, Strategy or Plan, or the design or delivery of the Public Service, been influenced by the rural needs identified?**

|     |  |    |   |  |
|-----|--|----|---|--|
| Yes |  | No | x | If the response is <b>NO</b> GO TO Section <b>5C</b> . |
|-----|--|----|---|--|

**5B. Please explain how the development, adoption, implementation or revising of the Policy, Strategy or Plan, or the design or delivery of the Public Service, has been influenced by the rural needs identified.**

**If the response to Section 5A was YES GO TO Section 6A.**

**5C. Please explain why the development, adoption, implementation or revising of the Policy, Strategy or Plan, or the design or the delivery of the Public Service, has NOT been influenced by the rural needs identified.**


This policy is intended to assist in safeguarding employment. It will not have a different impact on people living in rural areas.

## **SECTION 6**

### **Documenting and Recording**

**6A. Please tick below to confirm that the RNIA Template will be retained by the Public Authority and relevant information on the Section 1 activity compiled in accordance with paragraph 6.7 of the guidance**

|  |   |
|--|---|
| I confirm that the RNIA Template will be retained and relevant information compiled. | x |
|--|---|

|   |   |
|---|---|
| <b>Rural Needs Impact Assessment undertaken by:</b> | Sharon McNicholl  |
| <b>Position/Grade:</b>                              | Director: Performance   |
| <b>Department/Directorate</b>                       | Performance Directorate   |
| <b>Signature:</b>                                   |  |
| <b>Date:</b>  | 22.06.20  |
| <b>Rural Needs Impact Assessment approved by:</b>   |   |
| <b>Position/Grade:</b>                              |   |
| <b>Department/Directorate</b>                       |   |
| <b>Signature:</b>                                   |   |
| <b>Date:</b>  |   |