

Policy Screening Form

Policy Scoping

Policy Title: Naming Navan Coffee Shop – Equality Assessment

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

Naming the coffee shop to assist in better promotion of the offering at the Navan Centre. The coffee shop has always been in existence but has not had an official name until now.

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

The aim is to name the Navan Coffee Shop with an appropriate name to assist in promotional activity.

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 Council has discretion to amend the policy.

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

The policy will have a neutral impact on all equality categories.

Who initiated or wrote the policy (if Council decision, please state). Who is responsible for implementing the policy? Council

Who initiated or wrote policy?	Who is responsible for implementation?
Tourism, Arts and Culture Department	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)?

No

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)

Coffee shop customers

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

Equality Scheme
Good Relations 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 proposed name 'Ancient Grounds' has been chosen to reflect the historical landscape the coffee shop sits in, associated with the Ancient Capital of Ulster, Navan Fort (Emain Macha). The name will have a neutral impact on all equality categories. It was important that any name chosen was appropriate, not offensive or discriminatory and remained compliant with the Council's equality and good relations duties.
Political opinion	
Racial group	
Age	Not applicable
Marital status	Not applicable
Sexual orientation	Not applicable
Men and women generally	Not applicable
Disability	Not applicable
Dependants	Not applicable

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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 75 category	Needs, experiences and priorities
Religious belief	The name chosen will ensure that there is a neutral impact on all equality categories.
Political opinion	
Racial group	
Age	
Marital status	
Sexual orientation	
Men and women generally	
Disability	
Dependants	

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	None	None
Political opinion	None	None
Racial group	None	None
Age	None	None
Marital status	None	None
Sexual orientation	None	None
Men and women generally	None	None
Disability	None	None
Dependents	None	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		No, not applicable
Political opinion		No, not applicable
Racial group		No, not applicable
Age		No, not applicable
Marital status		No, not applicable
Sexual orientation		No, not applicable
Men and women generally		No, not applicable
Disability		No, not applicable
Dependents		No, not applicable

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	None
Political opinion	None	None
Racial group	None	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, not applicable
Political opinion		No, not applicable
Racial group		No, not applicable

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.

Disability Discrimination (NI) Order 2006

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

No, not applicable

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

No, not applicable

Screening Decision

A: NO IMPACT IDENTIFIED ON ANY CATEGORY – EQIA UNNECESSARY

Please identify reasons for this below

The name chosen for the coffee shop in the Navan Centre will ensure that there is a neutral impact on all equality categories. The name chosen, Ancient Grounds, has been selected as it is neutral in nature, reflects the historical setting of the coffee shop, and should prove inoffensive to all users. It was important that the name was appropriate, not offensive or discriminatory and remained compliant with the Council's equality and good relations duties.

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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.

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C: MAJOR IMPACT IDENTIFIED – EQIA REQUIRED

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

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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.

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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

We will monitor customer opinion of the coffee shop name once launched and determine if any action is required.

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
Matthew Avenell	Marketing Officer	4/5/21
Approved by	Position/Job Title	Date
SARA MCGARLY	TOURISM MANAGER	14/5/21

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.