

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

**Policy Screening Report**

**under**

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

**June 2019**

## 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 web site or on request. The report includes published screening for the period January 2019 to March 2019.

| Policy/Procedure             | Policy/Procedure Aims  | Ranking/<br>Screening<br>Decision |
|------------------------------|--|-----------------------------------|
| Access to Information Policy | The aim of the policy is to outline the procedures to be followed when dealing with requests for information. The purpose of the policy is to ensure that the provisions of the Freedom of Information Act 2000 and the Environmental Information Regulations 2004 are adhered to. The policy 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.                                  | 3                                 |
| Aquatics Framework           | <p>The proposed project will have a positive impact on all section 75 categories. It offers the potential to make a positive contribution to the strategic imperatives established by the Northern Ireland Government, its non-departmental public bodies (NDPBs) and Council.</p> <p>The project also has the potential to increase participation in aquatics, particularly in the underrepresented groups of women and girls, people with disabilities and areas of social need.</p> | 3                                 |

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| Community Services and Good Relations Action Plan | <p>This is a new Community Services and Good Relations Action Plan, which supersedes the former Councils Community Support Plan and Good Relations Action Plan.</p> <p>The Action Plan seeks to promote Community Support and 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 Action Plan was informed by extensive consultation carried out to develop the Community Plan, Peace IV Plan and Integration Strategy.</p>   | 3 |
| Data Protection Policy                            | <p>This amended policy outlines steps being taken by the Council to comply with the General Data Protection Regulation and Data Protection Act 2018. The Act is designed to safeguard the personal data held by Council regarding individuals and to protect them from the processing of incorrect data or the inappropriate processing of correct data held by Council.</p> <p>This is a technical policy to ensure compliance with statutory requirements and good practice. The policy 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 |
| Dromore Public Realm                              | <p>The Dromore Town Centre Public Realm Scheme will enhance the streetscape of the outer Market Square, Bridge Street and Church Street areas of the town centre, situated within the designated Dromore Conservation Area.</p> <p>The Dromore Town Centre Public Realm project aims to improve the physical environment for all its users. It is considered that the scheme will not have an adverse impact on any of the section 75 groups.</p> <p>The scheme will benefit all section 75 groups by enhancing and regenerating the physical environment and improving the general</p>   | 2 |

|                                    |   |   |
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|                                    | <p>appearance of the area. Existing obstacles will be removed with improved surfaces, wider footpaths, de-clutter street furniture, directional guidance paving and safer crossing points providing enhanced access and movement throughout the town centre, leading to potential future regeneration opportunities in the area.</p>  |   |
| Fleet Policy                       | <p>The Fleet policy is new and represents the Council's approach to statutory fleet compliance and the management of occupational road risk. The policy has been developed to address all aspects of the Council's fleet operations, ensuring they comply with the relevant statutory road transport provisions, as set out in our Road Transport Operators Licence.</p> <p>The policy provides the parameters by which all Council fleet transport operations should operate. 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 |
| Good Relations Audit and Strategy  | <p>The Council's Good Relations Strategy creates a framework for improving community integration, cohesion and belonging across the area. 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.</p>   | 3 |
| Operating Model for Indoor Leisure | <p>In 2016, the Council approved the Outline Business Case (OBC) for the construction of the new leisure centre (SLLC). Work commenced early in 2017, with completion now expected to be around Summer/Autumn 2020.</p> <p>Having determined that a new build facility best satisfies the Council's objectives, the OBC compared alternative approaches to operating SLLC. Further, it considered which of those was likely to provide the lowest cost/most affordable solution.</p>  | 3 |

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|---|---|----------|
|   | <p>Three operating/management options were shortlisted by Project Board at that time:</p> <ul style="list-style-type: none"> <li>• In-House (Transformation Direct).</li> <li>• Establish a Council Owned Company (CoCo).</li> <li>• Outsource to an established leisure operator (Transformation delivered by specialist leisure operator).</li> </ul> <p>All three options were screened out. In order to ensure that there are no impacts on equality of opportunity/good relations and that opportunities to improve the promotion of equality of opportunity/good relations are realised, the following mitigating actions have been (or will be) addressed:</p> <ol style="list-style-type: none"> <li>1. The Council is committed to ongoing discussions with staff and Trade Unions in order to develop a transformation plan.</li> <li>2. A service specification will be written for each operating model to ensure equality for both staff and the public.</li> </ol> <p>On 25 February 2019 the Council agreed Option 1 – In – House Transformation. The Council would continue to deliver leisure services directly by owning, operating and maintaining the assets and employing all staff.</p> |          |
| <p>Small Rural Settlements Environmental Improvement Scheme</p> | <p>The programme is aimed at identifying (through community based organisations) and carrying out a range of small environmental improvement schemes in villages and settlements across the Borough with a population of less than 1000 inhabitants. It is not envisaged that the schemes will adversely impact any section 75 groups. Each scheme will be considered on merit to ensure it makes a positive contribution to all user groups and enhances the local environment. As detailed proposals are developed they will be further considered and screened to ensure they meet the requirements of all user groups.</p>  | <p>3</p> |