

Armagh City, Banbridge and Craigavon Borough Council

Policy Screening Report

under

Section 75 of the Northern Ireland Act, 1998

October 2022

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 website or on request. Copies can be found at <https://www.armaghbanbridgecraigavon.gov.uk/council/policies/> The report includes published screening for the period April 2022 to September 2022.

Policy/Procedure	Policy/Procedure Aims	Ranking/ Screening Decision
4C UR Future Live Event	<p>4C UR Future is an Industry-led social enterprise passionate about helping young people make more empowered education and career choices. The 4C UR Future <i>LIVE</i> was delivered over 11 events in June 2022 across Northern Ireland, with one event being held in each Council area. Our event took place on Monday 13th June 2022 and hosted 750 year 9 pupils from across the Borough at South Lakes Leisure Centre.</p> <p>4C UR Future <i>LIVE</i> is a fast-paced and action-packed day of interactive activities and challenges that give Year 9 pupils an insight into the future world of work. The immersive experience is divided into Game Zones, with each game specifically created and facilitated in collaboration with local employers. The mental, physical, and practical work-based games and skills challenges are aligned with future of work employability criteria, and identify each young person’s natural attributes, talents, and strengths.</p> <p>4C UR Future has identified that there is a current skills crisis, which leads to skills shortages and bottlenecked skills pipelines. It causes significant competition for talent and inequality of opportunity, negatively affecting social mobility. There is also a lack of focus on the needs and potential of individuals which results in under-employment. Through this innovative</p>	3

	<p>project, 4C UR Future aim to engage, inform and inspire young people to become the best versions of themselves, optimising their opportunity to contribute to society and the economy. They also aim to identify young people's skills and talents through engaging in mental, physical, and practical work-based games and skills challenges which are aligned with the future of work employability criteria.</p> <p>Equality of opportunity and social inclusion is embedded into all stages of the project process along with the desirability of promoting good relations. We have considered how the promotion of good relations can be applied to all section 75 categories, reflecting and respecting the diversity across the Borough.</p>	
<p>Armagh Palace Demesne Public Park- TJ McElmeel Cross Country Event</p>	<p>This was a request from Armagh Athletics Club to run their 2022 TJ McElmeel Cross Country Event on Sunday 25th September 2022 from 9am – 5pm at Armagh Palace Demesne Public Park and allow Vendors to trade. The park remained open to the public throughout the event. It did not have any impact on equality of opportunity or good relations for people within the equality and good relations categories.</p>	<p>3</p>
<p>Armed Forces Day Community Event</p>	<p>In September 2019, following a meeting of the Economic Development and Regeneration Committee the Council agreed to the request by the Reserve Forces and Cadets Association for Northern Ireland (RFCA NI) to hold Armed Forces Day in the Borough in June 2020. Due to the Covid-19 pandemic, the event did not take place. On 9 July 2020, the Economic Development and Regeneration Committee agreed to the request that Armed Forces Day be held in the borough in 2022. Subsequently, in association with RFCA NI, 18 June 2022 was confirmed as the date of the event.</p> <p>The event, which was compered by UTV's Paul Clark took place on 18</p>	<p>3</p>

	<p>June 2022 from 10.30am to 5.15pm and was held in Banbridge Rugby Club. It had a community focus, attracted customers of all ages and the programme included by way of example:</p> <ul style="list-style-type: none">• Drumhead Service• Military Wife's Choir• RAF Falcons Parachute Display• RLC Silver Stars Parachute Display Team• RAF Red Arrows Fly Past• Music and Entertainment – including The Red Hot Chilli Pipers, Ballroom Blitz NI and The Soda Popz• Military stands and displays• Food stalls• Charity stands• British Forces Broadcasting Service Radio• Children's activities• Rugby 7s competition• Vintage Aircraft and Vehicles• Beating of the retreat with the Band of the Royal Irish Regiment <p>The national aim of Armed Forces Day is to boost public support and appreciation of all those who serve and have served in HM Armed Forces. It provides an opportunity for the public to recognise the contribution that the Armed Forces (serving personnel and veterans) make and have made to the nation. It also provides the Armed Forces with an opportunity to showcase the units and personnel based and recruited from here as well as the various cadet organisations who, although individual youth movements and not part of the MoD, are sponsored by the respective single Services.</p>	
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	<p>Although not all Protestants are necessarily Unionist and not all Catholics are Nationalist those from a Protestant, Unionist background are more likely to appreciate the significance of Armed Forces Day compared to those of a Catholic, Nationalist background.</p> <p>This was the only event that was held in the Borough during Armed Forces Week. It had a community focus and was designed to be as inclusive as possible. It was held in an area where the majority of residents were from the Protestant community and was suitable for all ages.</p>	
<p>Banbridge Baptist Church – Praise in the Park Event</p>	<p>Council officers received a request from the Banbridge Baptist Church to hold a praise in the Park event on the 5th June, 12th June and the 3rd July 2022 in Solitude Park from 6.30pm to 7.30pm each evening.</p> <p>3 service events were held by the Banbridge Baptist Church. The event consisted of 3 Sunday evening praise services which were not solely for their parishioners to attend.</p> <p>Equality Commission Guidance states that public authorities must consider how the policies it makes and implements affect relationships amongst the people it serves and employs. Promoting Good Relations: a Guide for Public Authorities, October 2007 – The Council-owned Solitude Park is a shared space.</p> <p>The following measures were employed in order to mitigate any potential impact upon equality and good relations:</p> <p>Previous events had been approved by council.</p> <p>The events only took place for a short period of time on Sunday evenings and no previous complaints had been received.</p>	<p>2</p>

Brownstown Park Football Tournament	<p>This was a request from NI Hyatt in partnership with the Rio Ferdinand Foundation to cover their family orientated football tournament event at Brownstown Park with media coverage in the form of filming and photography on Sunday 4th September 2022 from 10am to 3pm. The park remained open to the public throughout the event. This event was designed to have a positive impact on those of a different race. The event included different communities including Syrian & Ukrainian refugees, migrants, traditional local communities and cross-border guests (including the famous Hijabs and Hat-tricks girl team) and their family and friends. The event complied with the Council's duties to promote equality and good relations.</p>	3
Casual Usage Policy	<p>The aim of this Policy is to:-</p> <ul style="list-style-type: none"> • Provide guidance in relation to the use of casuals once they have been recruited to ensure fairness of opportunity and equality is demonstrated. • Provide clarity to casual workers about what they should expect from the Council in relation to the allocation of casual work. • To assist Managers regulate the use of casuals in terms of when it is appropriate to utilise casuals. <p>The policy will affect all casual employees regardless of what equality category they fall within.</p>	3
Financial Regulations	<p>This pollycy provides Council Officers with guidance and controls on financial management.</p> <p>The purpose of the policy is to set out the- financial procedure rules of the Council having due regard to the overall regulatory framework pertaining to</p>	3

	<p>local authorities within Northern Ireland, including the CIPFA Financial Management Code as well as the organisation’s own approach to financial management</p> <p>This is a technical policy with 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>	
<p>Loughgall Country Park – Request from the Royal Black Institutions to hold an Event</p>	<p>Council officers received a request from the Royal Black Institutions to hold an event in Loughgall Country Park on Saturday 2nd April 2022 from 10am – 6pm. The event included a parade to Loughgall Country Park and religious service to celebrate the opening of their new headquarters on Main Street, Loughgall. The event consisted of approx. 3,000 members and 15 accompanying bands. Union Flags, Emblems and Banners were on display. The procession continued through the gates of Loughgall Park and proceeded down the avenue. The Museum of Orange Heritage is also based in Loughgall and the residents of the village are likely to be aware of the museum and the village’s association with the Orange Order. While this was not a public event it was for one day only and a communications plan was put in place to inform all users that an event was taking place but also explained that the park was available at different periods throughout the day.</p> <p>Equality Commission guidance states that public authorities must consider how the policies it makes and implements affect relationships amongst the people it serves and employs. <i>Promoting Good Relations: A Guide for Public Authorities, October 2007</i></p> <p>Loughgall Country park is located in an area where the majority of residents are from the Protestant Community but it is also a Council facility and a shared space.</p>	<p>2</p>

	<p>This is the first request the Council has received to hold a parade on Council land and the Council does not have an Events Policy.</p> <p>Equality Commission guidance also states that Councils should consider the cumulative impacts on good relations and put in place appropriate mitigation measures. Such impacts and mitigation measures may be more easily identified when policies are reviewed or developed at a strategic level rather than on a single issue basis. <i>Equality Commission for Northern Ireland Guidance on Good Relations in Local Councils 2015</i></p> <p>The following measures were employed in order to mitigate any potential impact on equality and good relations:</p> <ul style="list-style-type: none">• The event received cross party consensus.• The development of an Events Policy so that a strategic framework will be available for the consideration of all events.• Loughgall Golf Club has sole use of the golf course every Saturday with over 150 members participating from 8am – 2pm. Discussions took place with event organisers to ensure Loughgall Golf Club could utilise the facility during the event and adequate car parking was made available.• The event was for one day only and a communications plan was put in place to inform all users that an event would take place but also explained that the park was available at different periods throughout the day.• The Outdoor Leisure Operations Manager was the point of contact	
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	<p>for the organisations availing of the park on Saturday 2 April pre and during the event and carried out a post event evaluation.</p>	
<p>Lurgan Baptist Church – Praise in the Park Event</p>	<p>Council officers received a request from the Lurgan Baptist Church to hold a praise service on the 3rd, 10th, 17th, 24th, 31st July and 7th, 14th, 21st and 28th August 2022 in Lurgan Park from 4.30pm to 5.30pm each evening.</p> <p>These service events were hosted by Lurgan Baptist Church. The event consisted of Sunday evening praise services which were not solely for their parishioners to attend.</p> <p>Equality Commission Guidance states that public authorities must consider how the policies it makes and implements affect relationships amongst the people it serves and employs. Promoting Good Relations: a Guide for Public Authorities, October 2007 – The Council-owned Lurgan Park is a shared space.</p> <p>The following measures were employed in order to mitigate any potential impact upon equality and good relations:</p> <p>Previous events had been approved by council.</p> <p>The events only took place for a short period of time on Sunday evenings and no previous complaints had been received.</p>	<p>2</p>
<p>Lurgan Park Funfair</p>	<p>Council officers received a request from Bells Amusement Fun Fair attractions to commercially trade at a secure fenced area in Lurgan Park. The event took place over a two week period in August 2022.</p> <p>The aim of the event was to provide a fun fair attraction in the Lurgan area.</p>	<p>3</p>

	<p>This is a request from Bells Amusement fun fair attraction to trade in a secure section of Lurgan Park and provide a fun fair environment to the residents of the Borough and wider area. This event is likely to appeal to a wide range of people within the community, particularly young people and families with young children.</p>	
<p>Lurgan Park – Request from the County Armagh Kennel Club to host their annual dog championships</p>	<p>Council officers received a request from County Armagh Kennel Club for use of a section of Lurgan Park to host their annual Dog Championships and as part of the show to allow trade stands and vendors. The event took place on Saturday 9th July 2022.</p> <p>This was a request from the Armagh Kennel Club to host their annual Dog Championships in a section of Lurgan Park and to allow trade stands and vendors. It did not have any impact on equality of opportunity or good relations for people within the equality and good relations categories.</p>	3
<p>Play Strategy 2018-2026 - Non-Fixed Play</p>	<p>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.</p> <p>https://getactiveabc.com/homepage/play-development/</p> <p>Non-Fixed (Play programmes/activities that happen anywhere across the Borough) approaches to meeting play need is one of the underlying, long term aims of the Play Strategy and this is to create a public environment which is more conducive to, and supportive of children and young people at play as part of their daily lives and is a key aspect of community life. This is a new screening based on the Play Strategy Policy developed in May 2018.</p>	3

	<p>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 non-fixed play can take place. Non-fixed play opportunities will particularly benefit children and young people, children and young people with disabilities and those with dependants. No negative impacts have been identified. Our current non-fixed play opportunities include:</p> <ul style="list-style-type: none">• Play Through the Ages• The play in the Community Programme• Street Play Programme• Forest Schools Programme	
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