

Armagh City, Banbridge and Craigavon Borough Council

Policy Screening Report

under

Section 75 of the Northern Ireland Act, 1998

April 2023

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 January 2023 to March 2023.

Policy/Procedure	Policy/Procedure Aims	Ranking/ Screening Decision
Covid Recovery Cost of Living Action Plan	<p>Many challenges have faced the Borough’s Community since the emergence of COVID. As a Council, our focus needs to shift towards a Recovery from COVID, and take into account the challenges that face our residents from the rising Cost of Living. Council in partnership with 4 Foodbanks, St Vincent De Paul, Salvation Army, and the 3 Independent Advice Providers have developed an action plan.</p> <p>The action plan has four priorities</p> <p>Priority 1 CRISIS ENERGY SUPPORT Priority 2 CRISIS FOOD SUPPORT Priority 3 FINANCIAL INCLUSION Priority 4 HEALTH and WELLBEING</p> <p>The Action Plan will ensure those most in need receive support.</p>	3
Domestic Abuse and Sexual Violence Policy	The Domestic Abuse & Sexual Violence Policy focuses on supporting employees who have been affected by, or are at risk of, domestic and/or sexual violence and abuse. By creating a	3

	<p>workplace policy and associated support mechanisms, Council can fulfil its duty of care to its employees and help create a safe and supportive workplace for all.</p> <p>The Policy aims to provide safe and respectful experiences for all and create robust support processes and robust referral systems when protection services are required for those subject to Domestic Abuse.</p>	
<p>Work Experience and Placement Procedure</p>	<p>The Work Experience and Placement Procedure is a new procedure. It outlines how provision of work experience and placement opportunities are to be managed within Armagh City, Banbridge & Craigavon Borough Council.</p> <p>It will provide relevant employability and skills development opportunities to assist people to prepare for the world of work by assisting with their development in becoming valued and successful members of a workforce.</p> <p>Work experience and placement opportunities are open to all school, college and university students, and those persons who are part of an Employability Support Organisation (persons with a disability) regardless of what equality category they fall within.</p> <p>The provision of work experience and placements will be governed by the criteria of need, relevance to organisational service provision and operational feasibility to accommodate requests.</p>	<p>3</p>

<p>Armagh Palace Demesne Public Park -Ulster Cyclocross League 9 race event</p>	<p>Council officers received a request from Ulster Cyclocross League to run their round 9 race Event on Sunday 4th December 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.</p> <p>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>Armagh Palace Demesne – Ulster Secondary Schools Association District D cross country race event</p>	<p>Council officers received a request from Ulster Secondary Schools Association to run their District D Cross County race Event on Friday 20th January 2023 from 9am – 5pm at Armagh Palace Demesne Public Park and allow Vendors to trade. The park remained open to the public throughout the event.</p> <p>There was a positive impact on school children participating in the event.</p>	<p>3</p>
<p>Parks Events 2023 (15)</p> <p>These screening documents are available on request</p> <p>International Ultra Event Emmanuel Church, Easter Funday PIPs Darkness into Light Walk Portadown Canine Association</p>	<p>Council officers have received 15 requests to host events in Council Parks throughout 2023. The majority of these events will not have any impact on equality of opportunity or good relations for people within the equality and good relations categories. Some will have positive impacts. It is the responsibility of organisers to comply with Equality and Good relations duties in accordance with the Equality, Good Relations and anti-discrimination legislation.</p>	<p>3</p>

Bells Fun Fair Huhtamaki Staff Fun day Lurgan Show Craigavon Pipe Championship Craigavon Cup Football Festival B Positive 24 hour charity walk St. Peters Half Marathon NI Hyatt Ltd Football Tournament Country Comes to Town TJ McElmeel Cross Country Event Square Wheels Cyclo Cross Event		
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