

Armagh City, Banbridge and Craigavon Borough Council

Policy Screening Report

under

Section 75 of the Northern Ireland Act, 1998

December 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 September 2023 to November 2023.

Policy/Procedure	Policy/Procedure Aims	Ranking/ Screening Decision
Land and Property Inspection Policy	<p>The N I Audit Office Report recommended that the Council should have a formal Policy to periodically check its lands for illegal encroachments.</p> <p>This is a technical policy which recommends regular inspections of Council-owned land to prevent illegal encroachments. 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
Learning and Development Policy	<p>The updated Learning & Development Policy outlines how learning and development is to be managed within Armagh City, Banbridge & Craigavon Borough Council and also outlines the procedures on how training requests will be dealt with.</p> <p>The aim of this policy is to ensure that:</p> <ul style="list-style-type: none"> ○ Employees are equipped with the knowledge, skills and attributes required to deliver the objectives laid down in the Community Plan, Corporate Plan and 	3

	<p>the resultant Departmental Business Plans.</p> <ul style="list-style-type: none"> ○ Employees are enabled, as far as possible, to achieve their own potential, ensuring a motivated workforce aspiring to excellence. ○ Training is identified in line with annual budget allocation, delivered and evaluated on a planned and structured basis, ensuring efficiency, effectiveness and value for money. <p>Learning and development opportunities are open to all employees irrespective of section 75 category. The Council will continually review its learning methods so that they are suitable for a variety of disabilities. The provision of training assistance will be governed by the criteria of need, relevance to organisational objectives, staff development and cost effectiveness.</p>	
<p>Museums Access Policy Statement – Armagh County Museum/FE McWilliam Gallery & Studio/Craigavon Museum at the Barn</p>	<p>Armagh County Museum/F.E. McWilliam Gallery & Studio / Craigavon Museum at The Barn and Armagh City, Banbridge and Craigavon Borough Council, aim to welcome all members of society into the Museum.</p> <p>All section 75 categories will benefit from this policy but in particular the categories of age, gender, race and disability.</p> <p>The policy has been informed by best practice within the industry and Council’s corporate policies. Cultural access takes into account the diversity of visitors and employees backgrounds within the limitations of existing collections. It also takes into</p>	<p>2</p>

	<p>account physical, sensory and intellectual access. The policy provides a link to the Council's AccessAble initiative where an access guide of the museums is available. This helps to inform visitors of the access features available. A link is also provided to the Council's Inclusive ABC page. The museums aim to provide levels of information and programmes to suit a range of audiences.</p>	
Performance Policy	<p>This is an existing policy which has been reviewed to fulfil the requirements of Council under the Local Government Act (Northern Ireland) 2014 to secure continuous improvement in the exercise of its functions.</p> <p>The purpose of this Policy is to support the change required for continuous improvement in delivery of Council services in a way that responds to the needs of stakeholders and helps to achieve the corporate objectives aligned to the Borough Community Plan.</p> <p>This Policy outlines the Council's commitment to ensuring continuous performance improvement in delivering services. It is not likely to have a negative impact on any of the Section 75 categories. However, business plans and Programme/Project plans have the potential to include measures that will positively impact on the Section 75 Categories.</p>	3
Public Right of Way Policy	<p>A policy and procedure to guide the investigation and assertion of public rights of way which is a mandatory, statutory duty of Council under Article 3 of the Access to the Countryside (Northern Ireland) Order 1983.</p>	3

	<p>The policy and procedure was agreed by Council in November 2017. This is a review of that policy in line with Council practice with no substantive change is recommended at this time.</p> <p>There is no impact on any equality category. 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>	
Safeguarding Policy	<p>The proposed amended Safeguarding Policy aims to ensure that a holistic approach to safeguarding is embedded within all Council services, and that elected members, employees, casual workers, agency workers, grant aided organisations, contractors and volunteers understand their role and responsibilities in relation to safeguarding.</p> <p>This policy sets out the framework for safeguarding and ensures that Council meets all its legal and moral responsibilities to children, adults at risk and families that it directly or indirectly provides a service to.</p>	3