

APPENDIX 1



Comhairle Ceantair
Lár Uladh
Mid Ulster
District Council

Review of Further Education Support and Charging Policy at CAFRE

Consultation response by Mid Ulster District Council

Deadline for response: Friday 11th September 2020

Introduction

Mid Ulster District Council welcomes the opportunity to submit this consultation response to DAERA on the Review of Further Education Support and Charging Policy at CAFRE.

The responses below follows the format outlined within the Consultation Document. This document outlines important proposals relating to DAERA's charging and support policy for FE courses provided by CAFRE which this Council believes will positively impact on the student body who attend on a full time or part time basis.

Responses to Proposals

Proposal A: DAERA proposes offering support to part-time FE students for books and equipment associated with their part time study and, as a consequence, eligibility to the other student support mechanisms available such as Childcare Support and the CAFRE Hardship Fund.

Question 1: Do you agree with offering support to part-time FE students?

☒

Yes

☐

No

Please give reasons for your choice and if you consider providing support for books and equipment alone (maximum £400) is sufficient?

Mid Ulster District Council would support Proposal A to offer part-time FE students support for books and equipment associated with their part time study. This is a welcome move considering that there are almost twice as many part-time FE students studying at CAFRE compared to full time students. This would be considered a more equitable and fair means of supporting all students attending CAFRE and bring the support structure into line with GB policy.

The added benefit of this proposal is in opening access to other support mechanisms for part time students such as childcare support and the CAFRE Hardship Fund. This could serve to encourage more prospective part time students from households where the cost of study may serve as a barrier to taking up a course.

It is noted within the Review of DAERA Further Education Support and Charging report that the cost to students for books and equipment ranges from £50 to £520 depending on the course. Introducing support for part time students at £400 would appear sufficient on this basis.

Proposal B: DAERA proposes applying an inflationary increase to both the 'At Home' and 'Away from Home' grant rates.

Question 2: Please indicate which statement you agree with in relation to the 'At Home' grant:

- ☒ The maximum 'At Home' grant rate should increase from £1,659 to £2,400 per annum.
- ☐ The maximum 'At Home' grant rate should remain unchanged
- ☐ I have an alternative proposal which I have detailed below

Question 3: Please indicate which statement you agree with in relation to the 'Away from Home' grant:

- ☒ The maximum 'Away from Home' grant rate should increase from £2,362 to £3,400
- ☐ The maximum 'Away from Home' grant rate should remain unchanged
- ☐ I have an alternative proposal which I have detailed below

Proposal C: DAERA proposes raising the lower household income threshold (currently £23,660) to £31,000.

Question 4: Please indicate which statement you agree with in relation to the total gross lower household income threshold:

<input checked="" type="checkbox"/>	The total gross lower household income threshold should increase from £23,660 to £ 31,000
<input type="checkbox"/>	The total gross lower household income threshold should remain unchanged
<input type="checkbox"/>	I have an alternative proposal which I have detailed below

Proposal D: DAERA proposes reducing the total gross upper household income threshold (currently £52,622) to £41,000.

Question 5: Please indicate which statement you agree with in relation to the upper household income threshold:

<input type="checkbox"/>	The total gross upper household income threshold should decrease from £52,622to £ 41,000
<input checked="" type="checkbox"/>	The total gross upper household income threshold should remain unchanged
<input type="checkbox"/>	I have an alternative proposal which I have detailed below

ORDER OF PREFERENCE

Question 6: Future budgeting constraints could limit the FE support proposals that can be implemented going forward. Please place the FE support proposals in order of preference for implementation should it be necessary for the Department to prioritise them (1 = most preferred option through to 4 – least preferred option):

3rd	Proposal A: Extending support to part-time FE students
1st	Proposal B: Increase the amount of 'At Home' and 'Away From Home' grant available
2nd	Proposal C: Raise the total gross lower household income threshold
4th	Proposal D: Reduce the total gross upper household income threshold

Additional comments about your order of preference:

1st Rank - Proposal B: Increase the amount of 'At Home' and 'Away From Home' grant available

This Council regards Proposal B as the first ranking priority considering this grant has remained at current levels unchanged for the past 14 years. As evidenced within the Review report, the annual cost of attending courses at CAFRE for both "at home" and "away from home" students now far exceeds the current levels of grant available for both categories of student. This Proposal brings the level of grant more into line with the cost of studying at CAFRE and should reduce the financial burden on students.

2nd Rank - Proposal C: Raise the total gross lower household income threshold

Proposal C is regarded by this Council at the second highest priority for two reasons:

1. Raising the lower threshold of total gross household income from £23,660 to £31,000 increases the number of students from lower household incomes who will qualify for the maximum grant.
2. It will help reduce reliance on the CAFRE Hardship fund.

3rd Rank - Proposal A: Extending support to part-time FE students

Proposal A, extending support to part time FE students is regarded at the third highest priority. This Council still considers this proposal as an important intervention considering the high number of part time students who attend CAFRE courses. It is ranked third on the basis that Proposals B and C are considered more important for assisting students most in need.

4th Rank - Proposal D: Reduce the total gross upper household income threshold

Proposal D is ranked as the lowest priority. The budget implication of this proposal are not significant estimated at £9000 per annum therefore we would suggest the current upper ceiling of £52,622 remains in place.

Question 7: Should the Department consider introducing charges for Further Education courses?

- ☐ Yes
- ☒ No

Please give the reasons for your answer:

This Council recognised the important role CAFRE plays in providing further and higher education for those interested in pursuing a career in agriculture or agri-food related businesses. It is essential for the sustainability of our rural areas that opportunities for employment are developed and enhanced through learning. The introduction of fees for courses provided at CAFRE will serve as a barrier especially for low income households in rural areas. We note that the Department is not minded to introduce fees for FE course and this Council would support that position.

ANYTHING ELSE WE SHOULD CONSIDER?

Question 8: Are there any other options for Further Education support which you believe the Department should consider or any other information you would like to add to your response? If so, please detail below:

Mid Ulster District Council has no further options for consideration.

IMPACT ASSESSMENTS

Question 9: Are there any further comments that you would like to add in regards to the published Rural Impact Assessment? If so, please detail below:

Mid Ulster District Council is satisfied that due regard has been given to the Rural Needs Act during the completion the Review of DAERA Further Education and Charging.

Question 10:

Are there any further comments that you would like to add in regards to the published Equality Impact Assessment Screening? If so, please detail below:

Mid Ulster District Council is satisfied that due regard has been given to Equality Impact Screening during the completion the Review of DAERA Further Education and Charging.
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APPENDIX 2



Comhairle Ceantair
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Equality & Good Relations Screening Report (updated 2019)

Introduction

Mid Ulster District Council has a statutory duty to screen its policies, procedures, practices/decisions. This Policy Screening Form and Report assists Council Departments to consider the likely equality and good relations impacts of the aforementioned, if any, placed upon our ratepayers, citizens, service users, staff and visitors to the district.

Section 1 – Policy scoping

This asks the Policy Author to provide details on the policy, procedure, practice and/or decision being screened and what available evidence you have gathered to help make an assessment of the likely impact on equality of opportunity and good relations. Reference to policy within this document refers to either of the aforementioned (policy, procedure, practice, and/ or decision).

Section 2 – Screening questions

This asks about the extent of the likely impact of the policy on groups of people within each of the Section 75 categories. Details of the groups consulted and the level of assessment of the likely impact. This includes consideration of multiple identity and issues.

Section 3 – Screening decision

This guides the Council to reach a screening decision as to whether or not there is a need to carry out an equality impact assessment (EQIA), or introduce measures to mitigate the likely impact, or the introduction of an alternative policy to better promote equality of opportunity.

Section 4 – Monitoring

This provides guidance to the Council on monitoring for adverse impact and broader monitoring.

Section 5 – Approval and authorisation

This verifies the Council's approval of a screening decision by a senior manager responsible for the policy.

Appendix A

Screening Process

Section 1 Policy Scoping & Information

The first stage of the screening process involves scoping the policy under consideration which sets the context and confirms the aims and objectives for the policy being screened. Scoping the policy helps to identify constraints as well as opportunities and will help the policy author to work through the screening process on a step by step basis.

1. Policy Name		
Review of Mid Ulster District Council Online Business Directory		
2. Is this an existing, revised or a new policy?		
This is an existing directory.		
3. What is it trying to achieve? (aims/outcomes)		
This review is being carried out in order to fully consider the role of the Directory and to set out guidance for the management and public circulation of the directory going forward.		
4. Are there any Section 75 categories which might be expected to benefit from the intended policy?	Yes	
	No	x
If so, please explain		
5. Who initiated or wrote the policy?		
Mid Ulster District Council (Economic Development Department)		
6. Who owns and who implements the policy?		
Mid Ulster District Council (Economic Development Department)		

Implementation factors

		Yes	No
Are there any factors which could contribute to/ detract from intended aim/ outcome of the policy?			
• If yes, are they financial?			x
• If yes, are they legislative?		✓	
• If yes, Please specify	Financial: Legislative: Council proposes to use one additional criteria – requiring businesses to provide their HMRC number on their Registration Form to evidence they are actively trading and a commercial entity. This will be subject to review, should HMRC make any changes to their processes.		
• Other, Please specify			

Stakeholders

The internal and external (actual or potential) that the policy will be impacted upon

	Yes	No
Staff		
Service Users	X	
Other public sector organisations		
Voluntary/community/ trade unions	X	
Other, please specify		

Others policies with a bearing on this policy

Policies	Owners
Customer Services Policy	Mid Ulster District Council Communications Dept

Available evidence

Information and available evidence (qualitative and quantitative) gathered to inform the policy under each of the Section 75 groups as identified within the Northern Ireland Act 1998. [Add information and evidence from other sources, eg, research, survey findings, service user feedback, consultation feedback, review findings, etc]

Section 75 category	Details of evidence/information																																								
Religious belief	<p>63.77% of the population in Mid Ulster were brought up in the Catholic religion and 33.46% belong or were brought up in a Protestant and Other Christian (including Christian related) religion. Other religions comprised 690 (0.5%) and None 3,153 (2.28%) of the population (Source: 2011 Census).</p> <table><tr><th>Religion or Religion brought up in</th><th>No.</th><th>%</th></tr><tr><td>Catholic</td><td>88,375</td><td>63.77</td></tr><tr><td>Protestant and Other Christian (including Christian related)</td><td>46,372</td><td>33.46</td></tr><tr><td>Other religions</td><td>690</td><td>0.5</td></tr><tr><td>None</td><td>3,153</td><td>2.28</td></tr><tr><td>Total</td><td>138,590</td><td>100</td></tr></table> <p>Mid Ulster District Council's complaints data has recorded complaints made in relation to the perceived religious beliefs of groups listed in the Directory</p>	Religion or Religion brought up in	No.	%	Catholic	88,375	63.77	Protestant and Other Christian (including Christian related)	46,372	33.46	Other religions	690	0.5	None	3,153	2.28	Total	138,590	100																						
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Political opinion	<p>Political party representation can be used as an approximate barometer of political opinion of people within Mid Ulster council area. The table below shows the results from the May 2019 local government/council elections - percentage 1st preference vote share for each political party and current representation (seats) on Council. (Source: Electoral Office):</p> <table><tr><th>Party</th><th>Votes</th><th>Percentage</th><th>Council Seats</th></tr><tr><td>SF</td><td>23,553</td><td>39.8%</td><td>17</td></tr><tr><td>DUP</td><td>13,700</td><td>23.2%</td><td>9</td></tr><tr><td>SDLP</td><td>8,512</td><td>14.4%</td><td>5</td></tr><tr><td>UUP</td><td>8,021</td><td>13.6%</td><td>6</td></tr><tr><td>Independent</td><td>3,422</td><td>5.8%</td><td>2</td></tr><tr><td>Aontu*</td><td>846</td><td>1.4%</td><td>1</td></tr><tr><td>Alliance</td><td>729</td><td>1.2%</td><td></td></tr><tr><td>TUV</td><td>230</td><td>0.4%</td><td></td></tr><tr><td>Workers' Party</td><td>95</td><td>0.2%</td><td></td></tr></table> <p>*A councillor who was elected as a representative of the SDLP resigned from that party and aligned with Aontu shortly after the 2019 local government elections</p>	Party	Votes	Percentage	Council Seats	SF	23,553	39.8%	17	DUP	13,700	23.2%	9	SDLP	8,512	14.4%	5	UUP	8,021	13.6%	6	Independent	3,422	5.8%	2	Aontu*	846	1.4%	1	Alliance	729	1.2%		TUV	230	0.4%		Workers' Party	95	0.2%	
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Racial group

According to the 2011 Census the overwhelming majority of the population 136,485 (98.48%) were classified as 'white'. Within this total will be migrant communities, such as Polish, Lithuanian and so forth. Statistics indicate that the number of people in Mid Ulster Local Government District (LGD) born outside Northern Ireland is:

Place of Birth	No.
Great Britain	4,053
Republic of Ireland	2,250
EU Countries (Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia)	6,795
Other	2,280

The minority ethnic language profile within the area can serve as a possible indicator of the Black & Minority Ethnic (BME) community profile within the district. The composition of language groups in Mid Ulster LGD area is also noted from the 2011 census by NISRA as:

Main Languages of residents in Mid Ulster Council area	No.
English	125,715
Polish	2,008
Lithuanian	2,039
Portuguese	903
Irish (Gaelic)	404
Slovak	477
Russian	297
Latvia	261
Hungarian	117
Chinese	64
Tagalog/Filipino	38
Malaysian	33
Other	922

Age

The age profile of Mid Ulster Local Government District area as at 2015 (Source, NISRA)

	Mid Ulster	Northern Ireland
Total Population	144,002	1,851,621
0-15 years	33,123	385,200
16-39 years	47,646	583,116
40-64 years	43,621	591,481
65+ years	19,612	291,824
Population Change % (2005-2015)	15.3%	7.2%

Marital status

The below table sets out the marital status profile for Mid Ulster District Council area as extracted from results of the 2011 Census

	Mid Ulster		Northern Ireland	
	No.	%	No	%
Single (never married or never registered a same sex civil partnership) (Aged 16+)	38,353	35.97	517,393	36.14
Married (Aged 16+)	54,192	50.82	680,831	47.56
In a registered same sex civil partnership (Aged 16+)	62	0.06	1,243	0.09
Separated (but is still legally married or still legally in a same sex civil partnership) (Aged 16+)	3,369	3.16	56,911	3.98
Divorced or formerly in a same sex civil partnership which is now legally dissolved (Aged 16+)	4,139	3.88	78,074	5.45
Widowed or surviving partner from a same sex civil partnership (Aged 16+)	6,523	6.12	97,088	6.78

Sexual orientation

No specific statistics are available from the 2011 government census for this Category and there are therefore no official statistics available in relation to persons of different sexual orientation. However, the Integrated Household Survey would include between 3% and 4% would be either gay, lesbian and/or bisexual. However, due to the nature of 'disclosure' in this area, umbrella organisations often state that the figure may be closer to 10%.

Region	Heterosexual / Straight	Gay/ Lesbian	Bisexual	Gay/ Lesbian/ Bisexual	Other	Don't know /refuse	No response
England	92.54%	1.10%	0.51%	1.61%	0.33%	4.07%	1.45%
Wales	93.93%	1.04%	0.48%	1.52%	0.45%	2.99%	1.11%
Scotland	94.65%	0.82%	0.33%	1.14%	0.26%	2.59%	1.37%
N Ireland	93.00%	0.64%	0.96%	1.60%	0.26%	3.98%	1.17%
Total	92.80%	1.06%	0.51%	1.57%	0.32%	3.89%	1.42%

Research also conducted by the HM Treasury shows that between 5%-7% of the UK population identify themselves as gay, lesbian, bisexual or 'trans' (transsexual, transgender and transvestite) (LGBT).

Men & women generally	<p>The gender profile of Mid Ulster LGD is detailed as;</p> <table><tr><th></th><th colspan="2">Mid Ulster</th><th colspan="2">Northern Ireland</th></tr><tr><th></th><th>No.</th><th>%</th><th>No.</th><th>%</th></tr><tr><td>Male</td><td>69,362</td><td>50.05</td><td>887,323</td><td>49.00</td></tr><tr><td>Female</td><td>69,228</td><td>49.95</td><td>923,540</td><td>51.00</td></tr></table>		Mid Ulster		Northern Ireland			No.	%	No.	%	Male	69,362	50.05	887,323	49.00	Female	69,228	49.95	923,540	51.00					
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Male	69,362	50.05	887,323	49.00																						
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Disability	<p>According to the 2011 NISRA census statistics 19.39% of people had a long-term health problem or disability that limited their day-to-day activities whilst 80.43% of people within the district stated their general health was either good or very good</p> <table><tr><th></th><th colspan="2">Mid Ulster</th><th colspan="2">Northern Ireland</th></tr><tr><th></th><th>No.</th><th>%</th><th>No.</th><th>%</th></tr><tr><td>Disability / long term health</td><td>26,870</td><td>19.39</td><td>374,646</td><td>20.69</td></tr><tr><td>No disability / long term health problem</td><td>111,720</td><td>80.61</td><td>1,436,217</td><td>79.31</td></tr></table> <p>In Northern Ireland the profile of persons with a disability has been reported by Disability Action as;</p> <ul style="list-style-type: none">• More than 1 in 5 or 21% of the population have a disability• 1 in 7 people have some form of hearing loss• 5,000 persons use sign language - British Sign Language and/or Irish Sign Language• There are 57,000 blind persons or persons with significant impairment• 52,000 persons with learning difficulties		Mid Ulster		Northern Ireland			No.	%	No.	%	Disability / long term health	26,870	19.39	374,646	20.69	No disability / long term health problem	111,720	80.61	1,436,217	79.31					
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Dependants	<p>Persons with dependents may be people who have personal responsibility for the care of a child (or children), a person with a disability, and/ or a dependent older person. The below table provides a summary with respect Mid Ulster LGD.</p> <table><tr><th></th><th colspan="2">Mid Ulster</th><th colspan="2">Northern Ireland</th></tr><tr><th></th><th>No.</th><th>%</th><th>No.</th><th>%</th></tr><tr><td>Households with dependent children</td><td>18,626</td><td>38.99</td><td>238,094</td><td>33.86</td></tr><tr><td>Lone parent households with dependents</td><td>3,485</td><td>7.30</td><td>63,921</td><td>9.09</td></tr><tr><td>People providing unpaid care</td><td>12,821</td><td>10.69</td><td>231,980</td><td>11.82</td></tr></table> <p>Of the households in Mid Ulster Local Government District with dependent children, they can be summarised as;</p> <ul style="list-style-type: none">• 7,407 families in households have 1 dependent child• 6,394 families in households with two dependent children• 5,014 families in households with three dependent children <p>There are 37,306 dependent children within families.</p>		Mid Ulster		Northern Ireland			No.	%	No.	%	Households with dependent children	18,626	38.99	238,094	33.86	Lone parent households with dependents	3,485	7.30	63,921	9.09	People providing unpaid care	12,821	10.69	231,980	11.82
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Other relevant information includes the information that since August 2019 to July 2020, google analytics reports show that of the 1,556,651 people visiting the Council's website, 34,943 (or 2.22%) visited the Business Directory section. There is no specific data captured or available on the engagement of the nine categories with the Directory or pages visited.

Mid Ulster District Council recently received complaints in relation to the perceived religious beliefs of groups listed in the Directory. In aiming to be as inclusive as possible, it appears that the scope of the Directory is too wide ranging in terms of what is deemed a 'business'. It is proposed to now focus the Directory listing on those businesses which are actively trading and require those seeking to register their business on the Directory to provide their HMRC number to demonstrate that they are a commercial entity. All other organisations (from the community/voluntary/social enterprise sectors) not in this category will be contacted to advise their details will be removed from the Business Directory and will be offered the opportunity to be included on the Council's Community Services Database.

Needs, experiences and priorities

Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Specify details for each of the Section 75 categories

Section 75 category	Details of needs/experiences/priorities
Religious belief	The function of this directory is to provide a facility for Mid Ulster businesses to include their details on Mid Ulster District Council's Online Business Directory and also enable members of the public to have access to a list of businesses located in the District. This function is carried out regardless of Political Opinion.
Political opinion	The function of this directory is to provide a facility for Mid Ulster businesses to include their details on Mid Ulster District Council's Online Business Directory and also enable members of the public to have access to a list of businesses located in the District. This function is carried out regardless of Political Opinion.
Racial group	The function of this directory is to provide a facility for Mid Ulster businesses to include their details on Mid Ulster District Council's Online Business Directory and also enable members of the public to have access to a list of businesses located in

	the District. This function is carried out regardless of racial grouping.
Age	The function of this directory is to provide a facility for Mid Ulster businesses to include their details on Mid Ulster District Council's Online Business Directory and also enable members of the public to have access to a list of businesses located in the District. This function is carried out regardless of age.
Marital status	The function of this directory is to provide a facility for Mid Ulster businesses to include their details on Mid Ulster District Council's Online Business Directory and also enable members of the public to have access to a list of businesses located in the District. This function is carried out regardless of marital status.
Sexual orientation	The function of this directory is to provide a facility for Mid Ulster businesses to include their details on Mid Ulster District Council's Online Business Directory and also enable members of the public to have access to a list of businesses located in the District. This function is carried out regardless of sexual orientation.
Men and women generally	The function of this directory is to provide a facility for Mid Ulster businesses to include their details on Mid Ulster District Council's Online Business Directory and also enable members of the public to have access to a list of businesses located in the District. This function is carried out regardless of gender.
Disability	The function of this directory is to provide a facility for Mid Ulster businesses to include their details on Mid Ulster District Council's Online Business Directory and also enable members of the public to have access to a list of businesses located in the District. This function is carried out regardless of disability.
Dependants	The function of this directory is to provide a facility for Mid Ulster businesses to include their details on Mid Ulster District Council's Online Business Directory and also enable members of the public to have access to a list of businesses located in the District. This function is carried out regardless of dependants.

Section 2 – Screening Questions

In making a decision as to carry out an Equality Impact Assessment (EQIA), the Council should consider its answers to the questions 1- 3 detailed below.

If the Council's conclusion is none in respect of all of the Section 75 equality of opportunity categories, then the Council may decide to screen the policy out. If a policy is 'screened out' as having no relevance to equality of opportunity, the Council should give details of the reasons for the decision taken.

If the Council's conclusion is major in respect of one or more of the Section 75 equality of opportunity, then consideration should be given to subjecting the policy to the equality impact assessment procedure.

If the Council's conclusion is minor in respect of one or more of the Section 75 equality categories, then consideration should still be given to proceeding with an equality impact assessment, or to:

- measures to mitigate the adverse impact; or
- the introduction of an alternative policy to better promote equality of opportunity.

In favour of a 'major' impact

- a) The policy is significant in terms of its strategic importance;
- b) Potential equality impacts are unknown, because, for example, there is insufficient data upon which to make an assessment or because they are complex, and it would be appropriate to conduct an equality impact assessment in order to better assess them;
- c) Potential equality impacts are likely to be adverse or are likely to be experienced disproportionately by groups of people including those who are marginalised or disadvantaged;
- d) Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are concerns amongst affected individuals and representative groups, for example in respect of multiple identities;
- e) The policy is likely to be challenged by way of judicial review;
- f) The policy is significant in terms of expenditure.

In favour of 'minor' impact

- a) The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;
- b) The policy, or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated by making appropriate changes to the policy or by adopting appropriate mitigating measures;

- c) Any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for particular groups of disadvantaged people;
- d) By amending the policy there are better opportunities to better promote equality of opportunity.

In favour of none

- a) The policy has no relevance to equality of opportunity.
- b) The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity for people within the equality categories.

Screening questions

1. 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)		
Section 75 category	Details of policy impact	Level of impact? minor/major/none
Religious belief	Those groups impacted are from the community/voluntary, social enterprise or charitable sectors, some of which may represent people from different religious backgrounds so may experience a minor negative impact in being removed from the Business Directory. This will be mitigated by Council providing the opportunity for them to be listed on Council's community/voluntary services database.	Minor (negative)
Political opinion	Those impacted are from the community /voluntary, social enterprise or charitable sectors, some of which may represent people who hold different political views so may experience a minor negative impact in being removed from the Business Directory. This will be mitigated by Council providing the opportunity for them to be listed on Council's community/voluntary services database.	Minor (negative)
Racial group	Those groups impacted are from the community/voluntary/social enterprise /charitable sectors, some of which may	Minor (negative)

	represent people from different racial groups so may experience a minor negative impact in being removed from the Business Directory. This will be mitigated by Council providing the opportunity for them to be listed on Council's community/voluntary services database.	
Age	Those groups impacted are from the community/voluntary, social enterprise or charitable sectors, some of which may represent people from different age groups so may experience a minor negative impact in being removed from the Business Directory. This will be mitigated by Council providing the opportunity for them to be listed on Council's community/voluntary services database.	Minor (negative)
Marital status	Those groups impacted are from the community/voluntary/social enterprise or charitable sectors, some of which may represent people holding different marital status, so may experience a minor negative impact in being removed from the Business Directory. This will be mitigated by Council providing the opportunity for them to be listed on Council's community/voluntary services database.	Minor (negative)
Sexual orientation	Those groups impacted are from the community/voluntary, social enterprise or charitable sectors, some of which may represent people of different sexual orientation so may experience a minor negative impact in being removed from the Business Directory. This will be mitigated by Council providing the opportunity for them to be listed on Council's community/voluntary services database.	Minor (negative)
Men and women generally	Those groups impacted are from the community/voluntary, social enterprise, or charitable sectors, some of which may represent people of different genders so may experience a minor negative impact in being removed from the Business Directory. This will	Minor (negative)

	be mitigated by Council providing the opportunity for them to be listed on Council's community/voluntary services database.	
Disability	Those groups impacted are from the community/voluntary, social enterprise or charitable sectors, some of which may represent those with a disability so may experience a minor negative impact in being removed from the Business Directory. This will be mitigated by Council providing the opportunity for them to be listed on Council's community/voluntary services database.	Minor (negative)
Dependants	Those groups impacted are from the community/voluntary, social enterprise or charitable sectors, some of which may represent those with dependents so may experience a minor negative impact in being removed from the Business Directory. This will be mitigated by Council providing the opportunity for them to be listed on Council's community/voluntary services database.	Minor (negative)

2. Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories? (Yes/ No)		
Section 75 category	If Yes, provide details	If No, provide reasons
Religious belief		No, all organisations, regardless of Section 75 grouping, will have an opportunity to be included in the appropriate Council Directory
Political opinion		No, all organisations, regardless of Section 75 grouping, will have an opportunity to be included in the appropriate Council Directory
Racial group		No, all organisations, regardless of Section 75 grouping, will have

		an opportunity to be included in the appropriate Council Directory
Age		No, all organisations, regardless of Section 75 grouping, will have an opportunity to be included in the appropriate Council Directory
Marital status		No, all organisations, regardless of Section 75 grouping, will have an opportunity to be included in the appropriate Council Directory
Sexual orientation		No, all organisations, regardless of Section 75 grouping, will have an opportunity to be included in the appropriate Council Directory
Men and women generally		No, all organisations, regardless of Section 75 grouping, will have an opportunity to be included in the appropriate Council Directory
Disability		No, all organisations, regardless of Section 75 grouping, will have an opportunity to be included in the appropriate Council Directory
Dependants		No, all organisations, regardless of Section 75 grouping, will have an opportunity to be included in the appropriate Council Directory

3. Are there opportunities without prejudice, to the equality of opportunity duty, to better promote good relations between Section 75 equality categories, through tackling prejudice and/ or promoting understanding? (Yes/ No)

	No	✓
	Yes	

If yes, please detail the opportunities below:

--

If yes is concluded to Question 3, then the policy will be referred to the Council's Good Relations Working Group for consideration. The Group will consider the potential opportunities and assess if and how the overall impact of a decision/policy can better promote good relations.

Additional Considerations - Multiple identity

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities? <i>(For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).</i>
N/A
Provide details of data on the impact of the policy on people with multiple identities. <i>Specify</i> relevant Section 75 categories concerned.
N/A

Section 3 – Screening Decision

In light of answers provided to the questions within Section 3 select one of the following with regards the policy:

		Select One
1	Shall not be subject to an EQIA - <i>with no mitigating measures required</i>	
2	Shall not be subject to an EQIA - <i>mitigating measures/ alternative policies introduced</i>	✓
3	Shall be subject to an EQIA	

If 1 or 2 above (i.e. not to be subject to an EQIA) please provide details of reasons why.
N/A

If 2 above (i.e. not to subject to an EQIA) in what ways can adverse impacts attaching to the policy be mitigated or an alternative policy be introduced.

The organisations impacted by this proposal will be those from the community /voluntary, social enterprise and charity sectors. Council proposes to make contact with them to advise that the introduction of this new criteria requires their details to be removed from the Business Directory, and they will be offered the opportunity to have their details included on the Council's Community Services Database.

To ensure in future that only those businesses who can confirm they are actively trading and have a commercial focus are listed, it is proposed to require those registering to provide their HMRC number. The organisations impacted by this proposal will be those from the community/voluntary, social enterprise and charitable sectors. Council proposes to make contact with them to advise that, due to the introduction of this new criteria, their details are being removed from the Business Directory and they will be offered the opportunity to be included on the Council's community services database.

If 3 above (i.e. shall be subject to an EQIA), please provide details of the reasons.

Mitigation

When it is concluded that the likely impact is 'minor' and an equality impact assessment is not to be conducted, you may consider mitigation to lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality of opportunity.

Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity?

If so, give the reasons to support your decision, together with the proposed changes/amendments or alternative policy:

The function of this Directory is to provide a facility for Mid Ulster businesses to include their details on Mid Ulster District Council's Online Business Directory and also enable members of the public to have access to a list of businesses located in the District. Mid Ulster District Council recently received complaints in relation to the perceived religious beliefs of groups listed in the Directory.

Going forward, to ensure that only commercially operating businesses are included in the Directory, it is proposed that an additional question will be added to the Business Registration Form requiring businesses to provide their HMRC number. This will provide an objective means of confirming that a business is actively trading and is a commercial entity.

The organisations impacted by this proposal will be those on the Directory from the community /voluntary, social enterprise and charity sectors. Council proposes to make contact with them to advise they are being removed from the Business Directory and they will then be offered the opportunity to have their details included on the Council's Community Services Database.

A review of the impact of this change will be carried out 12 months following its implementation.

Timetabling and prioritising

If the policy has been screened in for equality impact assessment, please answer the below to determine its priority for timetabling the equality impact assessment.

- On a scale of 1-3 (1 being lowest priority and 3 being highest), assess the policy in terms of its priority for equality impact assessment.

Priority criterion	Rating (1-3)
Effect on equality of opportunity	
Social need	
Effect on people's daily lives	
Relevance to a Council's functions	

Note: 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. Details of the Council's Equality Impact Assessment Timetable should be included in the Screening Reports.

- Is the policy affected by timetables established by other relevant public authorities?

Yes	
No	

Section 5 – Monitoring

Effective monitoring will help identify any future adverse impact arising from the policy which may lead the Council to conduct an equality impact assessment, as well as help with future planning and policy development. Please detail proposed monitoring arrangements below:

Council's Economic Development Section proposes to provide those seeking to register their business details with the facility to complete an Equality Monitoring Form.

This will enable Council to monitor the impact of this proposed change 12 months following its implementation.

Section 6 – Approval and authorisation

Screened by:	Position/ Job Title	Date
<i>Fiona McKeown</i>	Head of Economic Development	14.08.2020
Approved by:	Position/ Job Title	Date
<i>Cosmin Ionescu</i>	Director of Business & Communities	19.08.2020

Note: A copy of the Screening Template, for each policy screened should be 'signed off' and approved by a senior manager responsible for the policy; made easily accessible on the council website as soon as possible following completion and be available on request.



