

Draft Mid Ulster District Council Corporate Plan Objectives: Our Focus for 2024-2028

Theme 1: Our Service Delivery	
Objective	
<i>The impact of climate change on water availability, food production, the environment and the livelihoods of the global population is growing. We know the risks around Climate Change will continue to increase if we do not take steps to cut our carbon emissions. We must act now as what we do today will affect the lives of our children and future generations. Our Climate Change Adaptation Plan sets out how we will assess and adapt to the risks and opportunities from climate change.</i>	
1.1	Achieve a 20% reduction in Council's carbon emissions by March 2028 through implementation of our Sustainability Strategy and Climate Action Plan
	<i>Measure: % reduction in operational emissions by March 2028</i>
1.2	Complete a Climate Change Adaptation Plan by 2025
	<i>Measure: Climate Change Adaptation Plan completed by 2025</i>
<i>Recycling waste protects the environment and saves on, or reduces, the costs of disposal. Recycling and/or reusing waste benefits the environment by lessening the need to extract resources or source new materials. It lowers the potential for contamination and saves energy.</i>	
1.3	Achieve the Circular Economy Target to recycle 60% of municipal waste by March 2028
	<i>Measures: % of municipal waste recycled by March 2028 Statutory Waste Performance Standards and Indicators met</i>
<i>Our Capital Investment Programme helps us build a better future for our citizens. It includes a programme of works to extend, refurbish, upgrade, redevelop and revitalise our existing and new assets, all set within our budgetary constraints. Our programme seeks to benefit the environment and promotes opportunities for our citizens to access and enjoy our facilities and outdoor spaces.</i>	
1.4	Build on our place-shaping capital investment programme to develop new, and enhance our existing, physical assets
	<i>Measures: # of capital investment projects committed between 2024 and March 2028 #£ capital investment spent over the period % improvement in life satisfaction in Mid Ulster (NISRA Wellbeing)</i>

We want to put our citizens and customers first and to do so we need to understand what people want, need and value. Embedding a positive customer experience journey into our service delivery will ensure that we put our customers first and serve their needs. It is critical to the sustained growth of our Council.

1.5 Implement a Customer Experience Platform by 2026 and have it fully operational for two customer facing services by March 2028

Measures:

Customer Experience Platform implemented by 2026

Customer Experience Platform fully operational for two customer facing services by March 2028

% increase in customer satisfaction for service accessibility and response

Mid Ulster district has a strong economy, especially in the fields of agriculture, construction, engineering and manufacturing. Our economy contributes to the standard of living enjoyed by our citizens. Growth in the production of goods and services means that quality and quantity increase. Tourism generates significant income and creates training opportunities and jobs. It helps to stimulate interest in, and preserve, our local heritage, cultural history and local crafts.

1.6 Support delivery of a strong business economy by fostering start-ups; creating growth and scalability opportunities; promoting jobs; and developing Mid Ulster as a vibrant tourist destination

Measures:

of jobs promoted through business start-up activity

of businesses supported through growth orientated scaling programmes and events (including tourism)

of visitors (footfall) to Council visitor attractions

Mid Ulster has a vibrant community and voluntary sector. We want to shape new ways of working across central and local government by aligning programme delivery and funding, exploring how things could be done differently to reflect local need. The motivation to work towards achieving improved processes is driven by our desire to ensure that the people in our communities are ultimately better off.

1.7 Work collaboratively with central government to align existing community development and support programmes and implement our Community Development Strategy and Action Plan by March 2028

Measures:

Community Development Strategy and Action Plan implemented by 2028

of programmes integrated

% of CVS consultees satisfied with the co-design process

% improvement in life satisfaction in Mid Ulster (NISRA Wellbeing)

% improvement in locus of control for people in Mid Ulster (NISRA Wellbeing)

Community Wealth Building seeks to contribute to a more stable and equitable economy by capturing the power of public organisations to better address poverty, marginalisation and economic injustice. It supports collective community ownership of, and democratic control over, the local economy through community land and property trusts, community financial institutions, anchor institution procurement strategies, fair employment and just labour markets, local social enterprise, and public and community banking.

1.8 Redirect wealth and public spending into communities by promoting a Community Wealth Building approach to local economic development

Measures:

Community Wealth Building Framework and Action Plan implemented by 2028

Amount of social value generated per £ invested

% improvement in locus of control for people in Mid Ulster (NISRA Wellbeing)

% improvement in self efficacy for people in Mid Ulster (NISRA Wellbeing)

Council has a substantial offering of leisure, outdoor recreation and arts, cultural and literary provision which includes our leisure centres, parks, green spaces, play areas, theatres and cultural sites. These services are at the core of Council's direct service delivery to our citizens. We want to hear from, listen to and act on what our citizens tell us so that our community-based leisure and outdoor recreation facilities and programmes meet their needs.

1.9 Increase customer satisfaction and participation in our leisure, outdoor recreation and arts, culture and literary facilities by March 2028

Measures:

% increase in participation across each service area

% increase in customer satisfaction across each service area

% improvement in life satisfaction in Mid Ulster (NISRA Wellbeing)

1.10	Co-design and deliver accessible community-based leisure and outdoor recreation facilities and programmes that meet our citizens' needs
	<i>Measures:</i> <i>% increase in customer satisfaction with community-based leisure and outdoor recreation</i> <i>% increase in participation in leisure and outdoor recreation</i> <i>% of citizens satisfied with their involvement in the co-design process</i> <i>% improvement in life satisfaction in Mid Ulster (NISRA Wellbeing)</i>

<p><i>The Council's Local Development Plan is comprised of the Plan Strategy and Local Policies Plan. Its purpose is to inform the general public, statutory authorities, developers and other interested bodies of the policy framework and land use proposals that will implement the strategic objectives of the Regional Development Strategy and guide development decisions within Mid Ulster up to 2030. Our Planning system is about getting the right things built in the right places, about spaces around buildings and other issues such as job creation, regeneration and climate change. We want to exceed the statutory targets that have been set for our Planning Service and improve our service delivery by listening to and reflecting the needs of our citizens.</i></p>	
1.11	Advance our vision to meet the strategic planning and wellbeing needs of our citizens by progressing the Local Development Plan 2030 Draft Plan Strategy to Public Inquiry Stage by March 2028
	<i>Measure: LDP Draft Plan Strategy progressed to Public Inquiry Stage by March 2028</i>
1.12	Listen to and reflect the needs of our citizens in shaping the Planning Service
	<i>Measure: % of improvements identified by Planning Service users implemented by March 2028</i>
1.13	Exceed statutory planning targets during the life of the Corporate Plan
	<i>Measure: % Statutory planning targets met</i>

Theme 2: Leadership and Partnership for Local Growth

Objective

Growth Deals are packages of investment provided by the NI Executive and UK Government, complemented by other sources of funding. They are drivers for innovation and growth helping to raise productivity and driving competitiveness across Northern Ireland. The Mid South West Growth Deal is a collaboration between the Armagh City, Banbridge and Craigavon, Fermanagh and Omagh and Mid Ulster District Councils. Our region is fortunate to have many strengths however, there are a challenges around productivity levels, an infrastructure deficit, a need to attract new workers, migration issues and a weaker outlook for population growth. We have developed a number of Growth Deal projects designed to supercharge the growth of our economy including for example, a new A29 Cookstown Bypass which will relieve traffic congestion in the town centre, reduce journey travel times, improve road safety and enhance the town centre environment.

2.1 Visibly progress the Mid-South West Growth Deal initiatives

Measures:

of Mid South West Growth Deal projects approved by March 2028

of Full Growth Deal Business Cases progressed by March 2028

Lough Neagh is the biggest freshwater lake in Britain or Ireland. It supplies 40% of Northern Ireland's drinking water and is a haven for wildlife. It is a globally important Ramsar site, a European Special Protection Area and a NI Area of Special Scientific Interest. However, there are problems around falling fish populations, deteriorating water quality and reduced bird life. Council will actively participate with the many other partners who have an interest in, and responsibility for, the protection and conservation of this unique and vitally important natural environment.

2.2 Actively participate with other partners to substantially progress the co-ordinated management of Lough Neagh

Measure: # of engagements with other bodies responsible for the co-ordinated management of Lough Neagh

We are an outward looking, progressive Council. We will collaborate across local and regional governments and jurisdictions to deliver better results, seek out opportunities to identify where best practice exists and work with others on similar projects to bring about greater gains for our citizens. In our leadership capacity, we will identify and raise key issues that affect our citizens, supporting them to have their say and identifying solutions that meet their needs.

2.3 Collaborate with local and regional governments and jurisdictions to improve the services we deliver to our citizens and advocate on their behalf

Measures:

of advocacy engagements with local and regional government ministers and officials

of cross-cutting strategic collaborative working opportunities developed

Community Planning happens when communities and organisations come together to improve local wellbeing and quality of life. Community Planning strives to improve partnership working, planning, processes and service delivery to achieve value for money and better outcomes for everyone. Council has a legislative duty to initiate, maintain, facilitate and participate with other partners in community planning for the district.

2.4 Continue to engage and work alongside our Community Planning partners to deliver Mid Ulster Community Plan outcomes and have a new Plan in place by 2028

Measures:

Community Planning Partnership meetings facilitated

CP actions progressed where Council has the lead role

New Community Plan in place by 2028

% improvement in life satisfaction in Mid Ulster (NISRA Wellbeing)

Theme 3: Being the Best Council Possible

Objective

Investing in our employees' wellbeing brings about many benefits including increased resilience and employee engagement, reduced sickness absence, higher performance and productivity, better work-life balance and ultimately improved service delivery for our citizens. We want to foster a workplace culture of loyalty and high morale, with staff who feel their wellbeing needs are being met. Workforce planning helps us strategically align our business goals with our people strategy. It helps us to respond to changing customer needs by developing a more skilled pool of staff. It helps reduce the cost of labour by promoting efficiency within the workforce and eliminating unproductive practices. It helps us retain our employees, develop our people and deliver best value for money through our talent.

3.1 Increase staff engagement and wellbeing by 2028

Measures:

% days lost to sickness

% staff satisfied with their job

% of staff who feel their wellbeing has improved

% staff turnover

% staff completing mandatory learning and development training

3.2	Implement a Workforce Plan to attract and retain the top talent we need to deliver our services
	<i>Measures:</i> <i>Workforce Plan implemented in 2026</i> <i>% staff progression across the organisation</i> <i># of apprenticeships successfully completed by March 2028</i> <i># external awards achieved by March 2028</i>

The services delivered by Council impact on many aspects of our lives and the communities we are part of. We face bigger pressures and challenges including cost of living increases, higher inflation, reduced income streams and heightened demand for services. The challenges which lie ahead mean that we must focus on ensuring that our financial position is resilient, responsible and sustainable.

3.3	Remain a financially sustainable and viable Council that takes a prudent approach to spending public money
	<i>Measures:</i> <i>£ cash balance maintained within the Council’s pre-established cash limits</i> <i>£ loans outstanding – remain within Council’s operational & authorised borrowing limits</i> <i>Medium Term Financial Plan & associated prudential indicators developed and reviewed</i>

Our corporate governance framework centres around decision-making and accountability. It is an essential support structure setting out our rules, procedures, practices and organisational roles that ensure accountability, fairness and transparency. It helps us build trust amongst our ratepayers and citizens. It includes processes for identifying, assessing and managing risks and helps us to avoid regulatory violations or litigation, thereby increasing our performance and long-term sustainability.

3.4	Ensure our Governance Framework is appropriately integrated within our service delivery models
	<i>Measures:</i> <i>Annual unqualified independent audit certificate</i>
	<i># of reportable data breaches</i>
	<i>80% of Freedom of Information requests responded to within 20 working days</i>
	<i># of successful (above threshold) legal challenges to Council’s Procurement exercises</i>

Measurement

We have built flexibility into our measurement process – some objectives require us to record baseline data early in the process, while others, particularly those that relate to new and innovative practice, may evolve as work progresses. This allows us to present a balanced overarching picture of our success as time goes on and reporting back to management, Members and the public on same through our agreed reporting arrangements.



Comhairle Ceantair
Lár Uladh
Mid Ulster
District Council

Equality & Good Relations Screening Report

Mid Ulster District Council - Equality Screening Template

Council has a statutory duty to screen all policies. Please note a policy can be written or unwritten, formal or informal. This includes our strategies, plans, policies, legislative developments; and new ways of working such as – the introduction, change or end of an existing service, grant funding arrangement or facility. Please note a policy can be written or unwritten, formal or informal. This screening template is designed to help all departments consider the likely equality and good relations impacts of their proposed decisions on different groups of customers, service users, staff and visitors.

Before carrying out an equality screening exercise it is important that you have received the necessary training. To find out about the training contact ann.mcaleer@midulstercouncil.org

The screening template has 4 sections to complete. These are:

Section 1 – Policy scoping

Asks you to provide details about the policy/decision that is being screened.

Section 2 – Screening questions

These are key questions that require you to outline the likely impacts on equality groups, and all supporting evidence. Please provide details of groups consulted with.

Section 3 – Screening decision

This is a formal record of the screening decision. i.e. 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

Section 1- Scoping

Details about the policy / decision to be screened

Title of policy / decision / programme to be screened: -

Mid Ulster Corporate Plan 2024-2028

Is this an existing, revised or new policy/ decision / programme? :-

This is a new Corporate Plan for the period 2024-2028, following on from the Corporate Plan for the period 2020-2024.

What is it trying to achieve? (aims/outcomes)

The Corporate Plan is a high-level document that sets the overall strategic direction of the Council for the next four years, 2024-2028. The Plan describes the objectives that the Council will progress to achieve improved service delivery outcomes for the ratepayers and customers of Mid Ulster District Council.

The draft Objectives relate to:

- Reducing waste and carbon emissions and increasing recycling
- Capital investment in our new and existing physical assets
- Improving the customer experience
- Supporting the economy through business growth, jobs promotion and tourism
- Community development and Community Wealth Building
- Satisfaction with and participation in our services – Leisure, recreation, arts, culture and literary facilities
- The Local Development Plan and our Planning Service
- Influencing outcomes for the wider district – Mid South West Growth Deal, Lough Neagh, Community Planning and collaboration with others
- Workforce planning, staff engagement and wellbeing, our governance and finance.

The Corporate Plan contains a series of measures to help Council determine and quantify its success in delivering better service outcomes. The Plan is the core strategic source from which more detailed Directorate Service Plans, Strategies and Action Plans are developed and implemented. The Corporate Plan has been developed in the context of restricted finances and budgets across central and local government, the constraints of which have been considered throughout the development of this Plan.

What others policies with a bearing on this policy/ decision/programme?

Policy Title	Policy Owners
<ul style="list-style-type: none"> • Mid Ulster Community Plan 2017-2027 • Mid South West Regional Economic Strategy • Mid Ulster Draft Local Development Plan • Regional Government Departmental Strategies 	<ul style="list-style-type: none"> • Mid Ulster Community Planning Partners • Mid South West Growth Deal Partnership • Mid Ulster District Council • Regional Government Departments

Section 2- Screening Questions

1. Outline any consultation process achieved or planned in relation to the implementation of this policy/ decision/ programme:

<p>Internal engagement</p> <ul style="list-style-type: none"> • A review of our progress in delivering the priorities contained in the Corporate Plan 2020-2024 • Workshops with SMT, Assistant Directors & Heads of Service – 31 August 2023 • Directorate level workshops facilitated by Williamson Consulting – Chief Executive; Communities and Place; Environment; Corporate Services and Finance; Organisation Development, Strategy and Performance; Planning) – October & November 2023 and Elected Members x 2 sessions – 27 & 30 November 2023 <p>External engagement</p> <ul style="list-style-type: none"> • Citizen Focus Group Panel providing an opportunity to feedback views on the draft Corporate Plan Objectives. The Panel included a cross-section of ratepayers, customers, business, community and voluntary sector representatives and existing Service Focus Group participants, all of whom had expressed an interest in participating. • Two sessions were planned for Moy and Moneymore. We did not proceed with the Moy session due to low numbers. • An online survey published on Council's website, inviting feedback. This was open for responses between 21 May and 14 June 2024 and was promoted through our social media and internal staff channels.
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2. Available evidence

What evidence / information (both qualitative and quantitative) have you gathered to inform this policy/decision/programme? Set out all evidence below to help inform your screening assessment.

Please note: It is important to record information gathered from a variety of sources such as:

- Monitoring information
- Complaints
- Research /surveys
- Consultation exercise
- other public authorities

Review of Current Corporate Plan 2020-2024 – internal assessment of progress made in delivering the priorities in the current Plan, completed by Assistant Directors, June 2023

Analysis of external strategies' impact on Council's functions and gathering information on the Council's existing Strategies and action plans (purpose, objectives and outcomes to be achieved)

NISRA statistics and Census 2021 data

Pre-existing feedback from engagements/surveys with ratepayers and customers on service delivery formed the basis of discussion at the Directorate workshops

Citizen Focus Group Panel held in Moneymore Recreation Centre providing feedback and input on the draft Objectives and measures. The Panel included a cross-section of ratepayers, customers, business, community and voluntary sector representatives and existing Service Focus Group participants, all of whom had expressed an interest in participating.

An online survey, open for feedback from the public between 21 May and 14 June 2024.

What is the likely impact (indicate if the policy impact is positive or negative) on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? What is the level of impact? major/minor/none (See Appendix A for definitions)

Section 75 category	Details of needs/experiences/priorities																																								
Religious belief	<p>Mid Ulster - NISRA Census 2021 Religion</p> <table border="1" data-bbox="403 629 1517 831"> <thead> <tr> <th>All usual residents</th> <th>Catholic</th> <th>Presbyterian Church in Ireland</th> <th>Church of Ireland</th> <th>Methodist Church in Ireland</th> <th>Other Christian (incl. Christian related)</th> <th>Other religions</th> <th>No religion</th> <th>Religion not stated</th> </tr> </thead> <tbody> <tr> <td>150,293</td> <td>93,703</td> <td>15,358</td> <td>17,099</td> <td>1,257</td> <td>8,090</td> <td>922</td> <td>11,904</td> <td>1,960</td> </tr> <tr> <td>150,293</td> <td>62.35%</td> <td>10.22%</td> <td>11.38%</td> <td>0.84%</td> <td>5.38%</td> <td>0.61%</td> <td>7.92%</td> <td>1.30%</td> </tr> </tbody> </table> <p>62.35% of the Mid Ulster population were brought up in the Catholic religion, 27.82% belong or were brought up in a Protestant and Other Christian (including Christian related) religion. Other Religions comprised 0.61% and No Religion 7.92% of the population.</p>									All usual residents	Catholic	Presbyterian Church in Ireland	Church of Ireland	Methodist Church in Ireland	Other Christian (incl. Christian related)	Other religions	No religion	Religion not stated	150,293	93,703	15,358	17,099	1,257	8,090	922	11,904	1,960	150,293	62.35%	10.22%	11.38%	0.84%	5.38%	0.61%	7.92%	1.30%					
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Political opinion	<p>Mid Ulster District Council – Local Government Election 2023 Results (NISRA)</p> <table border="1" data-bbox="403 1167 1166 1487"> <thead> <tr> <th>Party</th> <th>Votes</th> <th>Percentage</th> <th>Council Seats</th> </tr> </thead> <tbody> <tr> <td>Sinn Fein</td> <td>31,834</td> <td>47.16%</td> <td>19</td> </tr> <tr> <td>DUP</td> <td>14,045</td> <td>20.81%</td> <td>11</td> </tr> <tr> <td>SDLP</td> <td>5,660</td> <td>8.38%</td> <td>5</td> </tr> <tr> <td>Independents</td> <td>5,230</td> <td>7.75%</td> <td>3</td> </tr> <tr> <td>UUP</td> <td>4,908</td> <td>7.27%</td> <td>2</td> </tr> <tr> <td>Other</td> <td>5,828</td> <td>8.63%</td> <td>0</td> </tr> <tr> <td>Total</td> <td>67,505</td> <td>100%</td> <td>40</td> </tr> </tbody> </table> <p>Political party representation can be used as an approximate barometer of political opinion within Mid Ulster. The most recent local government/council election was held in 2023. The percentage 1st preference vote share for each of the political party/independents is detailed above along with representation (seats) on Council.</p>									Party	Votes	Percentage	Council Seats	Sinn Fein	31,834	47.16%	19	DUP	14,045	20.81%	11	SDLP	5,660	8.38%	5	Independents	5,230	7.75%	3	UUP	4,908	7.27%	2	Other	5,828	8.63%	0	Total	67,505	100%	40
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Racial group	Mid Ulster NISRA Census 2021 Ethnic group						
	All usual residents	White	Irish Traveller	Roma	Indian	Chinese	Filipino
	150,292	144,294	550	81	206	326	111
	150,292	96.01%	0.37%	0.05%	0.14%	0.22%	0.07%
	Arab	Pakistani	Other Asian	Black African	Black Other	Mixed	Other Ethnicities
	103	30	1132	709	1155	1257	338
	0.07%	0.02%	0.75%	0.47%	0.77%	0.84%	0.22%
	Mid Ulster NISRA Census 2021 National Identity						
	All usual residents = 150,293						
	British Only	Irish Only	Northern Irish Only	Polish			
	33,258	61,407	28,146	2,775			
	22.13%	40.86%	18.73%	1.85%			
	Lithuanian	Romanian	Portuguese	Bulgarian			
	3,689	444	2,968	312			
	2.45%	0.30%	1.97%	0.21%			
	Latvian	Slovakian	Hungarian	African			
	665	486	262	138			
	0.44%	0.32%	0.17%	0.09%			
	Syrian	East Timorese					
	138	743					
	0.09%	0.49%					
	The overwhelming majority of the population (96.01%) is classified as 'white'. Within this classification are those whose national identity is Polish (1.85%), Lithuanian (2.45%) and Portuguese (1.97%) for example and is reflective of Mid Ulster's migrant worker population.						
Age	Mid Ulster – NISRA Census 2021 Age & Sex						
	All usual residents: All ages	0-19 years	20-59 years	65-90+ years	Female: All ages	Male: All ages	
	150,291	42,111	85,656	22,524	74,999	75,292	
	150,291	28.02%	56.98%	14.99%	49.90%	50.10%	

	Most people in Mid Ulster are aged between 20-59 years (56.98%), followed by children and young people aged between 0 and 19 years (28.02%) and 14.99% in the older age bracket (between 65 and 90+ years).																					
Marital status	<p>Mid Ulster - NISRA Census 2021 Marital & Civil Partnership Status</p> <table border="1"> <thead> <tr> <th>All usual residents aged 16 and over</th> <th>Single (never married or never registered a civil partnership)</th> <th>Married</th> <th>In a civil partnership</th> <th>Separated (but still legally married or still legally in a civil partnership)</th> <th>Divorced or formerly in a civil partnership which is now legally dissolved</th> <th>Widowed or surviving partner from a civil partnership</th> </tr> </thead> <tbody> <tr> <td>115,659</td> <td>42,017</td> <td>57,617</td> <td>188</td> <td>3,750</td> <td>5,260</td> <td>6,827</td> </tr> <tr> <td>115,659</td> <td>36.33%</td> <td>49.82%</td> <td>0.16%</td> <td>3.24%</td> <td>4.55%</td> <td>5.90%</td> </tr> </tbody> </table> <p>The majority of the population in Mid Ulster are married 49.82% or single, 36.33%.</p>	All usual residents aged 16 and over	Single (never married or never registered a civil partnership)	Married	In a civil partnership	Separated (but still legally married or still legally in a civil partnership)	Divorced or formerly in a civil partnership which is now legally dissolved	Widowed or surviving partner from a civil partnership	115,659	42,017	57,617	188	3,750	5,260	6,827	115,659	36.33%	49.82%	0.16%	3.24%	4.55%	5.90%
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150,291	74,999	75,292																				
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Disability	<p>Mid Ulster - NISRA Census 2021 Long-term health problem or disability</p> <table border="1"> <thead> <tr> <th>All usual residents</th> <th>Day-to-day activities limited a lot</th> <th>Day-to-day activities limited a little</th> <th>Day-to-day activities not limited</th> </tr> </thead> <tbody> <tr> <td>150,292</td> <td>14,644</td> <td>17,291</td> <td>118,357</td> </tr> <tr> <td>150,292</td> <td>9.74%</td> <td>11.50%</td> <td>78.75%</td> </tr> </tbody> </table>	All usual residents	Day-to-day activities limited a lot	Day-to-day activities limited a little	Day-to-day activities not limited	150,292	14,644	17,291	118,357	150,292	9.74%	11.50%	78.75%									
All usual residents	Day-to-day activities limited a lot	Day-to-day activities limited a little	Day-to-day activities not limited																			
150,292	14,644	17,291	118,357																			
150,292	9.74%	11.50%	78.75%																			

	21.24% of people have a long-term health problem or disability that limits their day-to-day activities whilst 78.75% of people do not.
--	--

Dependants

Mid Ulster – NISRA Census 2021 Dependent Children Households

All Households	No children in household	No dependent children/All children in household non-dependent	One dependent child	Two dependent children	Three or more dependent children
54,006	24,174	10,336	6,848	7,250	5,398
54,006	44.76%	19.14%	12.68%	13.43%	10.00%

There are a higher number of households with no children, 44.76% than households with between one and three dependent children 36.11%. 19.14% have either no dependent children or non-dependent children in the household.

Section 75 category	Details of policy impact	Level of impact? minor/major/none
Religious belief	Although Mid Ulster District Council's ratepayers and customers may have a variety of religious beliefs or viewpoints, there is no evidence to indicate that the Corporate Plan will have a differential impact on this Section 75 grouping. All objectives are intended to achieve the desired outcomes for service delivery across the board, regardless of Religious Belief. Council service plans, policies, strategies and actions are screened individually.	None
Political opinion	Whilst ratepayers and customers may have a variety of political opinions or viewpoints, the Corporate Plan aims to ensure everyone is treated in an inclusive manner. There is no evidence to indicate that the Corporate Plan will have a differential impact on this Section 75 grouping. All objectives are intended to achieve the desired outcomes for service delivery, regardless of Political Opinion.	None
Racial group	Although ratepayers and customers may come from different racial backgrounds, there is no evidence to indicate that the Corporate Plan will have a differential impact on this Section 75 grouping. All objectives are intended to achieve the desired outcomes for service delivery for all Racial Groups.	None
Age	The Corporate Plan will have no differential impact on this Section 75 grouping. All objectives are intended to achieve the desired outcomes for service delivery regardless of ratepayers/customers' age.	None
Marital status	The Corporate Plan will have no differential impact on this Section 75 grouping. All objectives are intended to achieve the desired outcomes for service delivery, regardless of ratepayers/customers' marital status.	None

Sexual orientation	The Corporate Plan will have no differential impact on this Section 75 grouping. All objectives are intended to achieve the desired outcomes for service delivery, regardless of ratepayers and customers' sexual orientation.	None
Men and women generally	The Corporate Plan will have no differential impact on this Section 75 grouping. All objectives are intended to achieve the desired outcomes for service delivery, regardless of ratepayers and customers' gender.	None
Disability	The Corporate Plan will have no differential impact on this Section 75 grouping. All objectives are intended to achieve the desired outcomes for service delivery for all ratepayers/customers', regardless of Disability.	None
Dependants	The Corporate Plan will have no differential impact on this Section 75 grouping. All objectives are intended to achieve the desired outcomes for service delivery, regardless if ratepayers/customers' have dependents.	None

3. Good Relations

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)

If yes please provide details of the opportunities below:

Yes	
No	All objectives are intended to positively impact on good relations between Section 75 equality categories.
If yes, please detail the opportunities:	

Please note that when it is identified that opportunities to better promote good relations between Section 75 equality categories, the policy/ decision/ programme will be referred to the Good Relations Working Group. The Working Group will then assess if and how the overall impact of a decision/policy can better promote good relations.

4. Multiple Identities

Provide details of data on the impact of the policy with multiple identities

Specify relevant Section 75 categories concerned.

It is possible that some of the work undertaken to achieve the objectives set out the Corporate Plan may impact on people with multiple identities. The needs and experiences of people with multiple identities vary. To ensure that potential impacts are considered and mitigated, Council will screen policies and strategies individually to ensure that the potential impact of each policy or strategy are considered in that context.

Section 3- Screening Decision

On the basis of the answers to the screening questions, I recommend that this policy/ decision/ programme is – (*place an X in the appropriate box below)

***Screened In – Necessary to conduct a full EQIA**

***Screened Out – No EQIA necessary (no impacts)**
Provide a brief note here to explain how this decision was reached:

*** Screened Out - Mitigating Actions (minor impacts)**
Provide a brief note here to explain how this decision was reached:

Explain what mitigating actions and / or policy changes will now be introduced:

Section 4- 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:

The overall Corporate Plan 2024-2028 will be reviewed mid-term in 2026.

Periodic Equality Screening monitoring and review will be undertaken for individual Directorate-level strategies and plans which emanate from the Corporate Plan objectives in accordance with the timeframes set out in each Strategy/Plan's Equality Screening form.

Section 5- Approval and Authorisation

Screened by:	Position/ Job Title	Date
Celene O'Neill	Community and Strategic Planning Officer	25 June 2024
Approved by:	Position/ Job Title	Date
Philip Moffett	Assistant Director of Organisational Development, Strategy and Performance	25 June 2024

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

Appendix A

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.

Appendix B

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

Appendix I - Rural Needs Impact Assessment (RNIA) Template

SECTION 1 - Defining the activity subject to Section 1(1) of the Rural Needs Act (NI) 2016

1A. Name of Public Authority.

Mid Ulster District Council

1B. Please provide a short title which describes the activity being undertaken by the Public Authority that is subject to Section 1(1) of the Rural Needs Act (NI) 2016.

Developing a Mid Ulster District Council Corporate Plan 2024 – 2028

1C. Please indicate which category the activity specified in Section 1B above relates to.

Developing a	Policy <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input type="checkbox"/>
Adopting a	Policy <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input checked="" type="checkbox"/>
Implementing a	Policy <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input type="checkbox"/>
Revising a	Policy <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input type="checkbox"/>
Designing a Public Service	<input type="checkbox"/>		
Delivering a Public Service	<input type="checkbox"/>		

1D. Please provide the official title (if any) of the Policy, Strategy, Plan or Public Service document or initiative relating to the category indicated in Section 1C above.

Mid Ulster District Council Corporate Plan 2024 – 2028

1E. Please provide details of the aims and/or objectives of the Policy, Strategy, Plan or Public Service.

The Corporate Plan sets out the Council's strategic focus and direction for the four year period 2024-2028, reflecting its commitment to providing high quality services to Mid Ulster's ratepayers, service users and customers.

1F. What definition of 'rural' is the Public Authority using in respect of the Policy, Strategy, Plan or Public Service?

Population Settlements of less than 5,000 (Default definition).

Other Definition (Provide details and the rationale below).

A definition of 'rural' is not applicable.

Details of alternative definition of 'rural' used.

Not applicable

Rationale for using alternative definition of 'rural'.

Not applicable

Reasons why a definition of 'rural' is not applicable.

Not applicable

SECTION 2 - Understanding the impact of the Policy, Strategy, Plan or Public Service

2A. Is the Policy, Strategy, Plan or Public Service likely to impact on people in rural areas?

Yes No If the response is **NO** GO TO Section **2E**.

2B. Please explain how the Policy, Strategy, Plan or Public Service is likely to impact on people in rural areas.

The Corporate Plan identifies a set of high-level priorities, objectives and measures that will set the strategic focus and direction of the Council for the next four years. The Plan describes the objectives that the Council will progress to achieve improved service delivery outcomes for all ratepayers, service users and customers of Mid Ulster District Council in both urban and rural areas. The Corporate Plan has been developed in the context of restricted finances and budgets across central and local government, the constraints of which have been considered throughout the development of this Plan.

The Corporate Plan contains a series of measures to help Council determine and quantify its success in delivering better service outcomes. The Plan is the core strategic source from which more detailed Directorate Service Plans, Strategies and Action Plans are developed and implemented. When developing Directorate Service Plans and other strategies and plans, consideration will be given to any potential differential impacts on rural areas.

2C. If the Policy, Strategy, Plan or Public Service is likely to impact on people in rural areas differently from people in urban areas, please explain how it is likely to impact on people in rural areas differently.

The Corporate Plan is a strategic district wide plan, which seeks to deliver better outcomes for everyone in the Mid Ulster area, including those living, working or visiting beyond the main urban areas of the district. The impact of the Plan on people in both urban and rural areas is expected to be positive. The Plan does not make specific proposals for rural areas at this level. Directorate Service Plans cascade from the Corporate Plan and provide more detail on how services are planned and delivered. These plans take any potential differential impacts on rural areas into consideration as they are developed and progressed.

2D. Please indicate which of the following rural policy areas the Policy, Strategy, Plan or Public Service is likely to primarily impact on.

Rural Businesses	<input checked="" type="checkbox"/>
Rural Tourism	<input checked="" type="checkbox"/>
Rural Housing	<input checked="" type="checkbox"/>
Jobs or Employment in Rural Areas	<input checked="" type="checkbox"/>
Education or Training in Rural Areas	<input type="checkbox"/>
Broadband or Mobile Communications in Rural Areas	<input type="checkbox"/>
Transport Services or Infrastructure in Rural Areas	<input checked="" type="checkbox"/>
Health or Social Care Services in Rural Areas	<input type="checkbox"/>
Poverty in Rural Areas	<input checked="" type="checkbox"/>
Deprivation in Rural Areas	<input checked="" type="checkbox"/>
Rural Crime or Community Safety	<input checked="" type="checkbox"/>
Rural Development	<input type="checkbox"/>
Agri-Environment	<input type="checkbox"/>
Other (Please state)	<input type="text"/>

If the response to Section 2A was YES GO TO Section 3A.

2E. Please explain why the Policy, Strategy, Plan or Public Service is NOT likely to impact on people in rural areas.

Not applicable

SECTION 3 - Identifying the Social and Economic Needs of Persons in Rural Areas

3A. Has the Public Authority taken steps to identify the social and economic needs of people in rural areas that are relevant to the Policy, Strategy, Plan or Public Service?

Yes No If the response is **NO** GO TO Section **3E**.

3B. Please indicate which of the following methods or information sources were used by the Public Authority to identify the social and economic needs of people in rural areas.

Consultation with Rural Stakeholders	<input checked="" type="checkbox"/>	Published Statistics	<input checked="" type="checkbox"/>
Consultation with Other Organisations	<input type="checkbox"/>	Research Papers	<input checked="" type="checkbox"/>
Surveys or Questionnaires	<input checked="" type="checkbox"/>	Other Publications	<input checked="" type="checkbox"/>
Other Methods or Information Sources (include details in Question 3C below).			<input type="checkbox"/>

3C. Please provide details of the methods and information sources used to identify the social and economic needs of people in rural areas including relevant dates, names of organisations, titles of publications, website references, details of surveys or consultations undertaken etc.

Council reviewed and assessed progress in delivering the Corporate Plan for the period 2020-2024 and commissioned a series of workshops with internal stakeholders (employees) and Elected Members representing both urban and rural District Electoral Areas within Mid Ulster to help shape and develop the new Corporate Plan. Council held a citizen Focus Group Panel to get feedback and input on the draft Objectives and measures. The Panel included a cross-section of ratepayers, customers, business, community and voluntary sector representatives and existing Service Focus Group participants, all of whom had expressed an interest in participating. Two sessions were planned for Moy and Moneymore in May 2024. However, due to low numbers, only the session in Moneymore Recreation Centre proceeded. An online survey was developed and published on Council's website, inviting feedback from the public. This was open for responses between 21 May and 14 June 2024 and was promoted through our social media and internal staff channels.

Information Sources:

- DAERA Guidance on Rural Needs Impact Assessment
- MUDC Socio Economic Profile September 2023 – Perspective Economics
- NISRA Statistics
- Mid Ulster Housing Investment Plan 2023-2026
- Education Authority draft Strategic Area Plan 2022-2027
- Census 2021 data

3D. Please provide details of the social and economic needs of people in rural areas which have been identified by the Public Authority?

- The Mid Ulster District accounts for 7.9% of the overall Northern Ireland population in 2021. The population has increased by 8.4% from 138,590 in 2011 to 150,293 in 2021. The change in population is mainly concentrated in the 65+ age group, with the older population increasing by 29% over the period 2011 to 2021. In the same period, the working age population increased by only 4%. Source: NISRA Census 2021
- More than two thirds of the District's population live in rural areas, equivalent to 15% of Northern Ireland's entire rural population. Almost one tenth of employment in agriculture, forestry and fishing. The District is home to 17% (c. 4,162) of all farms and 14% (c. 146,400 hectares) of farmed land in Northern Ireland. Source: *Mid Ulster District Council Socio Economic Profile September 2023 – Perspective Economics*
- More rural areas of the District are poorly served by bus infrastructure and the entire District is devoid of rail infrastructure. The rural nature of MUDC means that, while good quality high speed broadband may be available to support economic growth, poor coverage in harder to serve parts of the area is likely to exacerbate social isolation as public services and community interactions increasingly move online. Source: *Mid Ulster District Council Socio Economic Profile September 2023 – Perspective Economics*
- House and land prices, land availability and rates of development may make the first steps into owner occupation more difficult for many young rural households within the Mid Ulster District Council area. The tendency for owner occupation in rural areas will also result in limited opportunity for the private rented sector to offer affordable accommodation due to a more competitive housing market. Source: *Mid Ulster Housing Investment Plan 2023-2026*
- There are 96 primary and 20 post primary schools in Mid Ulster District Council area. Of the 96 primary schools, 82 are in rural areas. 36 primary schools have enrolment numbers below the EA's threshold for sustainability. Source: *Education Authority draft Strategic Area Plan 2022-2027*
- There are no acute hospitals in the Mid Ulster District and no Community Care and Treatment Centres in any of the three hub towns. Mid Ulster has recorded consistently higher response Ambulance times than the NI average. The District's predominantly rural road network has an adverse impact on travel times to primary and secondary healthcare services and to hospitals with major injury treatment capabilities. Source: *MUDC*

If the response to Section 3A was YES GO TO Section 4A.

3E. Please explain why no steps were taken by the Public Authority to identify the social and economic needs of people in rural areas?

Not applicable

SECTION 4 - Considering the Social and Economic Needs of Persons in Rural Areas

4A. Please provide details of the issues considered in relation to the social and economic needs of people in rural areas.

Council has very clearly defined statutory responsibilities including waste collection and disposal; registration of births, deaths and marriages; planning and planning approval, building control and enforcement; provision of leisure and recreational facilities; human burial; environmental health; energy performance certificates; off street car parking; facilitating the Policing and Community Safety Partnership; administering funding on behalf of central government; and economic development including tourism.

The issues referenced in Section 3D predominantly fall under the remit of other government departments and statutory bodies for example, infrastructure, education, housing and health. In its leadership capacity, Council will continue to lobby, lead and work closely with a range of partners to address issues which can only be tackled in conjunction with other statutory bodies. Council has no financial resources but can provide expertise, leadership, co-ordination and local knowledge to bring about change in both urban and rural areas that might otherwise not happen.

Council has pledged to be a Council for all citizens delivering the right services in a user friendly, accessible, and efficient manner. We commit to modernising our service provision and work closely with all our citizens in an effective partnership.

The Council's Corporate Plan identifies a set of high-level strategic priorities, objectives and measures that set the strategic focus and direction of the Council for the next four years. The objectives that Council will progress are expected to achieve improved service delivery outcomes for all ratepayers, service users and customers and should not have a differential impact on rural dwellers or geographies.

The Corporate Plan has been developed in the context of restricted finances and budgets across central and local government, the constraints of which have been considered throughout the development of this Plan. The next four years require Council to be increasingly efficient in service delivery so that all residents, whether they live in urban or rural areas, get the services they need and want delivered efficiently, while maintaining rates at sensible levels.

The Corporate Plan is the core strategic source from which more detailed Directorate Service Plans, Strategies and Action Plans are developed and implemented. When developing Directorate Service Plans and other strategies and plans, consideration will be given to any potential differential impacts on rural areas.

SECTION 5 - Influencing the Policy, Strategy, Plan or Public Service

5A. Has the development, adoption, implementation or revising of the Policy, Strategy or Plan, or the design or delivery of the Public Service, been influenced by the rural needs identified?

Yes No If the response is **NO GO TO Section 5C.**

5B. Please explain how the development, adoption, implementation or revising of the Policy, Strategy or Plan, or the design or delivery of the Public Service, has been influenced by the rural needs identified.

In determining how Council's policies, strategies, plans or public services should take account of rural needs, Council seeks to ensure fair and equitable treatment of people in rural areas and is aware that a 'one size fits all' approach is not always appropriate.

The Corporate Plan is a district wide strategic plan. Council's Corporate Plan objectives have been developed to benefit all ratepayers, service users and customers, delivering improved wellbeing outcomes that have a positive impact irrespective of geographical location,

The Corporate Plan does not make specific proposals for rural areas at this level. As part of Council's delivery of services, each Department operates within their own Directorate Service Plan. The Directorate Service Plans will consider any potential differential impacts on rural areas as they are progressed. Where Council faces budget reductions which may lead to a change in service provision, this will be examined thoroughly identifying efficiencies, new methods of delivery, and the impact on rural areas.

The Council's Corporate Plan is aligned to the overall Mid Ulster Community Plan with Council using its leadership role to influence regional government policy and encourage other statutory bodies to deliver services that meet the needs of the rural population.

If the response to Section **5A** was **YES GO TO Section 6A.**

5C. Please explain why the development, adoption, implementation or revising of the Policy, Strategy or Plan, or the design or the delivery of the Public Service, has NOT been influenced by the rural needs identified.

Not applicable

SECTION 6 - Documenting and Recording

6A. Please tick below to confirm that the RNIA Template will be retained by the Public Authority and relevant information on the Section 1 activity compiled in accordance with paragraph 6.7 of the guidance.

I confirm that the RNIA Template will be retained and relevant information compiled.

Rural Needs Impact Assessment undertaken by:	Celene O'Neill
Position/Grade:	Community and Strategic Planning Officer
Division/Branch	Organisation Development, Strategy and Performance
Signature:	
Date:	25 June 2024
Rural Needs Impact Assessment approved by:	Philip Moffett
Position/Grade:	Assistant Director OD, Strategy and Performance
Division/Branch:	Organisation Development, Strategy and Performance
Signature:	
Date:	25 June 2024