

Appendix 2 Equality Screening Form

Policy Scoping

Policy Title:

Brief Description of Policy (please attach copy if available). Please state if it is a new, existing or amended policy.

New Corporate Plan to cover the new term of Council from 2023 – 2027.

The Corporate Plan 2023 – 2027 sets out the ambitious aims and strategic direction for the organisation over the next four years. It is one of a suite of strategic documents which the council uses to manage its business effectively. The Corporate Plan outlines 3 values, 5 priorities and 22 actions to deliver within the priorities.

The Community Plan gives us the WHY of what we are doing - the overarching strategy for the Borough, which was developed by all the relevant statutory partners in consultation with local people and communities.

The Corporate Plan explains WHAT we as the Council are doing to contribute to the community planning outcomes as well as outlining any other key priorities for us as an organisation. It is the roadmap for delivering the Community Plan

Departmental business plans will detail the HOW. Giving staff and Elected Members the detail on actions, to achieve the corporate plan priorities. The departmental business plan is developed to support the operational delivery of the Corporate Plan and a range of other strategies and annual Performance Improvement Plan.

These plans are linked which helps to identify how services, departments, teams and individual members of staff will work to deliver our shared priorities/commitments for the benefit of customers, residents and communities.

Intended aims/outcomes. What is the policy trying to achieve?

The Community Plan vision has been adopted by the Council as its Corporate vision and it is to have *‘a happy, healthy and connected community, a vibrant and sustainable economy and appealing places for living, working and learning.’*

Our Values have been developed through engagement and consultation with staff and elected members. Our three values shape the culture, behaviour, decision making and overall identity of the organisation.

People Centred - Inclusive and welcoming, a place where people and staff are valued. Engage positively in partnership working, empowering others to achieve success.

Leaders - Be positive, inspiring and serve passionately to achieve our aspirations. Demonstrate resilience, respect and adaptability.

Responsible - Respect, protect and enhance our place. Accountable in how we manage our resources and decisions. Consistently deliver our services effectively and obtain value for money.

Council will deliver services and activities across the following 5 main priorities.

Priorities

- Community Wellbeing
- Economic Growth
- Environment & Place
- Service Delivery
- Staff, Leadership and Resources

Environment & Place

Our Commitments:

- Actively respond to the climate crisis and support others to do likewise
- Seek investment to preserve the uniqueness of our heritage and places
- Shape our places to be attractive, accessible, healthy, safe & clean

Community Wellbeing

Our Commitments:

- Encourage participation in arts and culture
- Provide opportunities which improve quality of life and wellbeing for our communities and staff
- Support and empower communities

Economic Growth

Our Commitments:

- Maximise the potential of our MSW Growth Deal
- Provide opportunities for growth, investment and skills development in our local economy
- Seek investment in infrastructure and connectivity

Service Delivery

Our Commitments:

- Continuously improve our services
- Monitor and communicate our performance
- Seek and use regular customer engagement and feedback

Staff, Leadership and Resources

Our Commitments:

- Communicate and engage with staff, communities and others
- Strengthen our governance, efficiency and civic leadership
- Value staff

Policy Framework

Has the policy been developed in response to statutory requirements, legal advice or on the basis of any other professional advice? Does this affect the discretion available to The Council to amend the policy?

The Corporate Plan was developed in response to the Council's Community Plan and builds on previous corporate plans, current strategies, policies and business plans. Taking into account regional strategy and policy.

Are there any Section 75 categories which might be expected to benefit from the policy? If so, please outline.

The Council's overall vision is to have 'a happy, healthy and connected community, a vibrant and sustainable economy and appealing places for living, working and learning. The Corporate Plan has identified 5 Priorities.

- Environment and Place
- Community Wellbeing
- Economic Growth
- Service Delivery
- Staff, Leadership and Resources

Each priority contains commitments that we believe to be the most critical factors to positively contribute to this aim. Section 75 groups will benefit from these priority areas throughout the borough.

Who initiated or wrote the policy (if The Council decision, please state). Who is responsible for implementing the policy?

Who initiated or wrote the policy?	Elaine Gillespie
Who is responsible for implementation?	The Council is responsible for implementation

Are there any factors which might contribute to or detract from the implementation of the policy (e.g. financial, legislative, other)?

The Corporate Plan is dependant on available resources and budgets to deliver. External environmental factors, pandemics and shocks may impact over the next 4 years.

Main stakeholders in relation to the policy

Please list main stakeholders affected by the policy (e.g. staff, customers, other statutory bodies, community or voluntary sector, private sector)

- Elected Members
- Staff
- Statutory agencies
- Community and Voluntary Organisations
- Service users/Visitors
- Citizens
- Businesses
- People who work within the Borough

Are there any other policies with a bearing on this policy? If so, please identify them and how they impact on this policy.

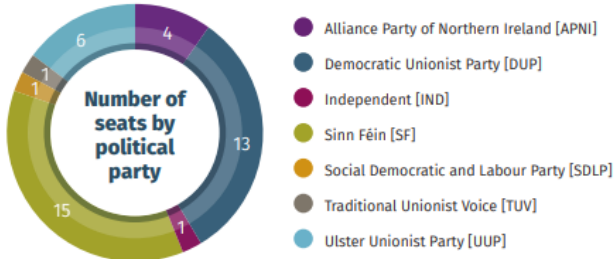
- Programme for Government
- Community Plan 'Connected'
- Performance Improvement Plan
- Departmental Business Plan
- ABC Net Zero Carbon Roadmap Analysis (in development)
- ABC Procurement Policy May 2023
- Agriculture Strategy 2022
- Armagh Place Plan 2022
- Arts, Culture and Heritage: A Framework for the Future
- Asset Strategy
- Banbridge Place Plan (Draft)
- Capital Development Plan
- Capital Plan
- Customer Charter
- Departmental Business Plans
- Draft Plan Strategy (under preparation)
- Efficiencies Plan
- Financial Assistance Policy
- Financial Regulations
- Get Moving Framework 2020 - 2030
- Good Relations Action Plan
- Growth and Recovery Framework (under review)
- Learning and Development 2023
- Mid Term Financial Plan
- MSW Regional Economic Strategy
- People & Culture (in development) (correct title required)
- Play Strategy 2018 – 2026
- Poverty & Social Inclusion (in development)

Available Evidence

The Council should ensure that its screening decisions are informed by relevant data. What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for each of the Section 75 categories. For up to date [S75 Borough Statistics](#)

The following evidence was considered to develop the Corporate Plan [Borough Statistics - Armagh City, Banbridge and Craigavon Borough Council \(armaghbanbridgecraigavon.gov.uk\)](#)

Section 75 category	Evidence
Religious belief	The 2021 Census showed the main current religions in the borough were: Catholic (41%); Presbyterian (14.3%); Church of Ireland (15.9%); Methodist (2.5%); Other Christian denominations (9%); and Other Religions (1.1%). In addition, 14.7% of the population in the borough had 'No religion' – this is a marked increase on 2011 when only 7.8% had 'No religion'.

<p>Political opinion</p>	<p>Armagh City, Banbridge and Craigavon Borough Council has 41 elected members, the breakdown of seats per political party is:</p>  <table border="1"> <caption>Number of seats by political party</caption> <thead> <tr> <th>Party</th> <th>Seats</th> </tr> </thead> <tbody> <tr> <td>Alliance Party of Northern Ireland [APNI]</td> <td>4</td> </tr> <tr> <td>Democratic Unionist Party [DUP]</td> <td>13</td> </tr> <tr> <td>Independent [IND]</td> <td>1</td> </tr> <tr> <td>Sinn Féin [SF]</td> <td>15</td> </tr> <tr> <td>Social Democratic and Labour Party [SDLP]</td> <td>1</td> </tr> <tr> <td>Traditional Unionist Voice [TUV]</td> <td>0</td> </tr> <tr> <td>Ulster Unionist Party [UUP]</td> <td>6</td> </tr> </tbody> </table>	Party	Seats	Alliance Party of Northern Ireland [APNI]	4	Democratic Unionist Party [DUP]	13	Independent [IND]	1	Sinn Féin [SF]	15	Social Democratic and Labour Party [SDLP]	1	Traditional Unionist Voice [TUV]	0	Ulster Unionist Party [UUP]	6
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<p>Racial group</p>	<p>The 2021 Census showed that</p> <ul style="list-style-type: none"> • 96.69% of the usually resident population of the Borough were White and 3.3% were belonging to ethnic minority groups. This is more than double the 2011 figure (1.4%). The main ethnic minorities were Mixed (0.76%), Black African 0.52% and Chinese 0.31% • The number of people living in the borough who were born outside the United Kingdom and Ireland has increased from 10,816 people (5.5%) in 2011 to 18,836 people (8.6%) in 2021. Of those 18,836 people living in the borough who were born outside of the United Kingdom and Ireland, 20% were born in Poland and 16% in Lithuania with a further 9% born in Bulgaria. • On census day 2021, 6.8% (14,376 people) of the population in the borough aged 3 and over had a main language other than English. This has increased from 2011 when English was not the main language of 4.3% (8,146 people). In Armagh City, Banbridge and Craigavon borough in 2021, the most prevalent main languages other than English were Polish (1.7%) and Lithuanian (1.2%). 																
<p>Age</p>	<p>On Census Day 2021 the usual resident population of Armagh City, Banbridge and Craigavon Borough was 218,656. This accounted for 11.5% of the Northern Ireland population, the second largest council in terms of population after Belfast.</p> <p>The profile by age group is:</p> <ul style="list-style-type: none"> • 0 – 15 years – 22.1% • 16 – 39 years – 29.7% • 40 – 64 years – 32.2% • 65+ years – 16% <p>Between 2011 and 2021 the population of Armagh City, Banbridge and Craigavon Borough increased by 18,963 people (9.5%). This was 4.4 percentage points higher than the increase for Northern Ireland as a whole over the same period (5.1%). The largest percentage increase was shown in the aged 65 and over group which increased by 26.7% (7,363 people). The only age group in the borough to show a decrease in population were those aged 16 to 24 years old where the total number decreased by 2,175.</p> <p>The projected population of the Borough is expected to increase year on year up until 2043 (the latest year projections are available). The population at the end of June 2043 is projected to be 250,870. This is an increase of 33,638 people or 15.5% on 2020 mid-year population estimates.</p>																

	<p>Most age groups in the borough are projected to increase by 2043, most notably those aged 65 and over, who are projected to increase by 21,365 people or 62.5%. There is a projected decrease in those aged 0-15 in the borough.</p>																											
<p>Marital status</p>	<p>The 2021 Census provide information on the marital status profile of those aged 16 and over in the Borough:</p> <table border="1" data-bbox="416 465 1155 1106"> <thead> <tr> <th colspan="3" data-bbox="416 465 1155 573">Armagh City, Banbridge and Craigavon</th> </tr> <tr> <th data-bbox="416 573 874 613"></th> <th data-bbox="874 573 1013 613">Number</th> <th data-bbox="1013 573 1155 613">%</th> </tr> </thead> <tbody> <tr> <td data-bbox="416 613 874 689">All usual residents aged 16 and over</td> <td data-bbox="874 613 1013 689">170,411</td> <td data-bbox="1013 613 1155 689">100.0%</td> </tr> <tr> <td data-bbox="416 689 874 766">Single (never married or never registered civil partnership)</td> <td data-bbox="874 689 1013 766">60,075</td> <td data-bbox="1013 689 1155 766">35.3%</td> </tr> <tr> <td data-bbox="416 766 874 806">Married</td> <td data-bbox="874 766 1013 806">83,523</td> <td data-bbox="1013 766 1155 806">49.0%</td> </tr> <tr> <td data-bbox="416 806 874 846">In a civil partnership</td> <td data-bbox="874 806 1013 846">307</td> <td data-bbox="1013 806 1155 846">0.2%</td> </tr> <tr> <td data-bbox="416 846 874 922">Separated (but still legally married or still legally in a civil partnership)</td> <td data-bbox="874 846 1013 922">5,833</td> <td data-bbox="1013 846 1155 922">3.4%</td> </tr> <tr> <td data-bbox="416 922 874 1030">Divorced or formerly in a civil partnership which is now legally dissolved</td> <td data-bbox="874 922 1013 1030">10,253</td> <td data-bbox="1013 922 1155 1030">6.0%</td> </tr> <tr> <td data-bbox="416 1030 874 1106">Widowed or surviving partner from a civil partnership</td> <td data-bbox="874 1030 1013 1106">10,420</td> <td data-bbox="1013 1030 1155 1106">6.1%</td> </tr> </tbody> </table> <p>In the ten year period between the 2011 and 2021 Census there was a change in the law in relation to marriage and civil partnership. A summary of the changes in Northern Ireland is given below:</p> <ul style="list-style-type: none"> - Civil partnership for opposite-sex couples became legal in late 2019; - Marriage for same-sex couple became legal in 2020; and - In late 2020 a couple in a civil partnership could convert their status from civil partnership to marriage¹. 	Armagh City, Banbridge and Craigavon				Number	%	All usual residents aged 16 and over	170,411	100.0%	Single (never married or never registered civil partnership)	60,075	35.3%	Married	83,523	49.0%	In a civil partnership	307	0.2%	Separated (but still legally married or still legally in a civil partnership)	5,833	3.4%	Divorced or formerly in a civil partnership which is now legally dissolved	10,253	6.0%	Widowed or surviving partner from a civil partnership	10,420	6.1%
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¹ [Census 2021 Main statistics for Northern Ireland - Statistical bulletin - Marital or civil partnership status & Household relationships \(couples\) \(nisra.gov.uk\)](https://www.nisra.gov.uk/census-2021-main-statistics-for-northern-ireland-statistical-bulletin-marital-or-civil-partnership-status-household-relationships-couples)

Sexual orientation	<p>The question on sexual orientation was new for the 2021 Census and was asked of all people aged 16 and over.</p> <table border="1" data-bbox="416 293 1289 770"> <thead> <tr> <th></th> <th colspan="2">Armagh City, Banbridge and Craigavon</th> </tr> <tr> <th></th> <th>Number</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>All usual residents aged 16 and over</td> <td>170,413</td> <td>100.0%</td> </tr> <tr> <td>Straight or heterosexual</td> <td>154,259</td> <td>90.5%</td> </tr> <tr> <td>Lesbian, gay, bisexual or other (LGB+)</td> <td>2,497</td> <td>1.5%</td> </tr> <tr> <td>Gay or lesbian</td> <td>1,378</td> <td>0.8%</td> </tr> <tr> <td>Bisexual</td> <td>901</td> <td>0.5%</td> </tr> <tr> <td>Other sexual orientation</td> <td>218</td> <td>0.1%</td> </tr> <tr> <td>No sexual orientation stated</td> <td>13,657</td> <td>8.0%</td> </tr> <tr> <td>Prefer not to say</td> <td>8,290</td> <td>4.9%</td> </tr> <tr> <td>Not stated</td> <td>5,367</td> <td>3.1%</td> </tr> </tbody> </table>		Armagh City, Banbridge and Craigavon			Number	%	All usual residents aged 16 and over	170,413	100.0%	Straight or heterosexual	154,259	90.5%	Lesbian, gay, bisexual or other (LGB+)	2,497	1.5%	Gay or lesbian	1,378	0.8%	Bisexual	901	0.5%	Other sexual orientation	218	0.1%	No sexual orientation stated	13,657	8.0%	Prefer not to say	8,290	4.9%	Not stated	5,367	3.1%
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Men and women generally	The 2021 Census showed that Armagh City, Banbridge and Craigavon Borough is made up of 108,268 (49.5%) males and 110,388 (50.5%) females.																																	
Disability	<p>On Census Day 2021, approximately 22% (48,726) of the population in the borough had a limiting long term health problem or disability. This has increased slightly from the 20% (39,861) who reported a limiting long term health problem or disability in Census 2011. All LGDs experienced an increase in the percentage of people who reported a long-term health problem or disability which limited day-to-day activities. NISRA report that these changes are in part a reflection of our ageing population.</p> <p>Census 2021 results are disaggregated by broad age bands and the results show the prevalence of a limiting long-term health problem or disability is related to age².</p> <table border="1" data-bbox="416 1352 1278 1686"> <thead> <tr> <th></th> <th>Population</th> <th>With a limiting long term health problem or disability</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>0-14</td> <td>45,420</td> <td>2,759</td> <td>6.1%</td> </tr> <tr> <td>15-39</td> <td>67,700</td> <td>7,367</td> <td>10.9%</td> </tr> <tr> <td>40-64</td> <td>70,547</td> <td>18,715</td> <td>26.5%</td> </tr> <tr> <td>65+</td> <td>34,990</td> <td>19,885</td> <td>56.8%</td> </tr> <tr> <td>All ages</td> <td>218,657</td> <td>48,726</td> <td>22.3%</td> </tr> </tbody> </table> <p><i>Table 3: Limiting long-term health problem or disability by age band, Armagh City, Banbridge and Craigavon Borough. Source: Table MS-D02, Census 2021.</i></p> <p>As presented in table 3, almost 57% of the population aged 65+ in the borough had a limiting long-term health problem or disability compared to 6% of those aged between 0-14.</p>		Population	With a limiting long term health problem or disability	Percentage	0-14	45,420	2,759	6.1%	15-39	67,700	7,367	10.9%	40-64	70,547	18,715	26.5%	65+	34,990	19,885	56.8%	All ages	218,657	48,726	22.3%									
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² [Census 2021 Main statistics for Northern Ireland - Statistical bulletin - Health \(nisra.gov.uk\)](https://www.nisra.gov.uk/census-2021-main-statistics-for-northern-ireland)

	<p>Number of residents in a household with a limiting long-term health problem or disability</p> <p>Census 2021 also provides information on the number of residents in a household with a limiting long-term health problem or disability. In Armagh City, Banbridge and Craigavon, there are approximately 84,600 households of which approximately 11% have two or more residents with a limiting long-term health problem or disability while 32% have one resident with a limiting long-term health problem or disability (<i>Table MS-D03, Census 2021</i>).</p> <p>Number of long-term health conditions</p> <p>On Census Day 2021, an estimated 69,000 (31.6%) residents in Armagh City, Banbridge and Craigavon borough reported that they had a long-term health condition. Of those, 16.8% has one long-term health condition while 3.7% had 4 or more long-term health conditions (<i>Table MS-D04, Census 2021</i>).</p>																					
Dependants	<p>The 2021 Census showed: Approximately 32% or 27,085 households in the borough had 1 or more dependent children with 63% of those having 2 or more dependent children.</p> <p>Census 2021 results show that approximately 12% of the population in the borough aged over 5 years old provide unpaid care. Of those providing unpaid care, 5.6% provide between 1-19 hours per week while 3.6% provide 50 or more hours per week.</p> <table border="1" data-bbox="416 1193 1385 1514"> <thead> <tr> <th>Level of provision of unpaid care</th> <th>Population aged 5 & over</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Provides unpaid care</td> <td>24,741</td> <td>12.1%</td> </tr> <tr> <td>1-19 hours unpaid care per week</td> <td>11,374</td> <td>5.6%</td> </tr> <tr> <td>20-34 hours unpaid care per week</td> <td>2,717</td> <td>1.3%</td> </tr> <tr> <td>35-49 hours unpaid care per week</td> <td>3,281</td> <td>1.6%</td> </tr> <tr> <td>50 or more hours unpaid care per week</td> <td>7,369</td> <td>3.6%</td> </tr> <tr> <td>Total</td> <td>204,480</td> <td>100.0%</td> </tr> </tbody> </table> <p>Table 6: Level of provision of unpaid care in Armagh City, Banbridge and Craigavon Borough, 2021. Source: Tables MS -D17, Census 2021.</p> <p>Provision of unpaid care can be further disaggregated by age those persons aged between 40 and 64 provided the highest level of unpaid care with roughly one in five persons in this age group providing unpaid care.</p>	Level of provision of unpaid care	Population aged 5 & over	Percentage	Provides unpaid care	24,741	12.1%	1-19 hours unpaid care per week	11,374	5.6%	20-34 hours unpaid care per week	2,717	1.3%	35-49 hours unpaid care per week	3,281	1.6%	50 or more hours unpaid care per week	7,369	3.6%	Total	204,480	100.0%
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Needs, experiences and priorities

The draft Corporate Plan will be consulted on from November 2023 – January 2024.

Taking into account the information gathered above, what are the different needs, experiences and priorities of each of the following categories in relation to this particular policy/decision?

Section 75 category	Needs, experiences and priorities
Religious belief	<p>The Corporate Plan has been developed to meet the needs of a range of stakeholders in the Borough many of whom will fall within the nine section 75 categories.</p> <p>All strategies, plans, projects, services detailed in the Council's departmental business plans will need to be equality screened in order to ensure that the Council's statutory duty to promote equality and good relations is fully considered. This will be particularly important where the Council faces budget reductions which may lead to a change in service provision.</p>
Political opinion	
Racial group	
Age	
Marital status	
Sexual orientation	
Men and women generally	
Disability	
Dependants	

Screening Questions

1. What is the likely impact on equality of opportunity for those affected by this policy for each of the Section 75 categories?

Category	Policy Impact	Level of impact (Major/minor/none)
Religious belief	<p>There are a number of initiatives, plans, strategies and programmes that will have a positive impact on a range of section 75 categories. These include for example the Play Strategy, Good Relations Action Plan and events and programmes organised for the community. However, as stated above it will be important to screen all strategies, plans, projects, services detailed in the Council's departmental business plans in order to ensure that the Council's statutory duty to promote equality of opportunity and good relations is fully considered.</p>	Minor positive
Political opinion		
Racial group		
Age		
Marital status		
Sexual orientation		
Men and women generally		
Disability		
Dependants		

2. Are there opportunities to better promote equality of opportunity for people within the Section 75 categories?

Category	If yes, provide details	If no, provide reasons
Religious belief		<p>The Corporate Plan is a high level document which outlines the Council's priorities for the period 2023 – 2027. Equality screening of all strategies, plans, projects, services detailed in</p>
Political opinion		
Racial group		
Age		
Marital status		
Sexual orientation		
Men and women generally		

Disability		the Council's departmental business plans will ensure that every opportunity is taken to promote equality and good relations for all section 75 categories.
Dependants		

3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion, or racial group?

Category	Details of Policy Impact	Level of impact (major/minor/none)
Religious belief	The effective implementation of the Corporate Plan will deliver priorities and actions to all members of the local communities, residents, visitors and those who work in the Borough, therefore promoting and enhancing good relations.	Minor positive
Political opinion		
Racial group		

4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

Category	If yes, provide details	If no, provide reasons
Religious belief	The effective implementation of the Corporate Plan will deliver priorities and actions to all members of the local communities, residents, visitors and those who work in the Borough, therefore promoting and enhancing good relations.	
Political opinion		
Racial group		

Multiple Identity

Generally speaking, people fall into more than one Section 75 category (for example: disabled minority ethnic people; disabled women; young Protestant men; young lesbian, gay and bisexual people). Provide details of data on the impact of the policy on people with multiple identities. Specify relevant s75 categories concerned.

The Corporate Plan will impact on a range of people falling within the section 75 categories and on those with multiple identities. Any potential negative impact will be addressed by equality screening all future strategies, plans, projects and services and equality impact assessments undertaken where necessary.

Disability Discrimination (NI) Order 2006

Is there an opportunity for the policy to promote positive attitudes towards disabled people?

There will be opportunities to promote positive attitudes towards disabled people through the various priorities, projects and initiatives undertaken by the Council.

Is there an opportunity for the policy to encourage participation by disabled people in public life?

There may be opportunities to encourage participation by disabled people in public life through the various priorities, projects and initiatives undertaken by the Council.

Screening Decision

A: NO IMPACT IDENTIFIED ON ANY CATEGORY – EQIA UNNECESSARY

Please identify reasons for this below

B: MINOR IMPACT IDENTIFIED – EQIA NOT CONSIDERED NECESSARY AS IMPACT CAN BE ELIMINATED OR MITIGATED

Where the impact is likely to be minor, you should consider if the policy can be mitigated, or an alternative policy introduced. If so, an EQIA may not be considered necessary. You must indicate the reasons for this decision below, together with details of measures to mitigate the adverse impact or the alternative policy proposed.

The Corporate Plan is a high level document which outlines the Council's priorities for the period 2023-2027. It reflects how we as an organisation commit to the long term outcomes identified in our Community Planning Process, as well as the work we will do to ensure we continue to provide high quality services.

It has been developed to meet the needs of a range of stakeholders in the Borough many of whom will fall within the nine section 75 categories.

There are a number of initiatives, plans, strategies and programmes that will have a positive impact on a range of section 75 categories. These include for example the Play Strategy, the Good Relations Action Plan and events and programmes organised for the community. However, it will be important as part of the mitigation to screen all strategies, plans, projects, services detailed in the Council's departmental business plans in order to ensure that the Council's statutory duty to promote equality of opportunity and good relations is fully considered. This will be particularly important where the Council faces budget reductions which may lead to a change in service provision.

C: MAJOR IMPACT IDENTIFIED – EQIA REQUIRED

If the decision is to conduct an equality impact assessment, please provide details of the reasons.

Timetabling and Prioritising

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

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

Policy Criterion

Rating (1-3)

Effect on equality of opportunity and good relations
Social need
Effect on people’s daily lives

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 its EQIAs.

Is the policy affected by timetables established by other relevant public authorities? If yes, please give details.

Monitoring

Effective monitoring will help the authority identify any future adverse impact arising from the policy. It is recommended that where a policy has been amended or an alternative policy introduced to mitigate adverse impact, monitoring be undertaken on a broader basis to identify any impact (positive or adverse).

Further information on monitoring is available in the Equality Commission’s guidance on monitoring (www.equalityni.org).

Identify how the impact of the policy is to be monitored

The Corporate Plan is a high level document which outlines the Council's priorities for the period 2023-2027. There will be a mid-term review and update of the plan. All strategies, plans, projects services detailed in the Council's business plans will be equality screened and subsequently monitored.

Approval and Authorisation

A copy of the screening form for each policy screened should be signed off by the senior manager responsible for that policy. The screening recommendation should be reported to the relevant Committee/The Council when the policy is submitted for approval.

Screened by	Position/Job title	Date
Lissa O'Malley	Place and Strategic Manager, Community Planning	26/09/2023
Approved by	Position/Job Title	Date
Elaine Gillespie	Head of Department: Community Planning, Policy & Research	26/09/2023

A copy of the completed screening form should be signed off and approved by the senior manager responsible for that policy. The completed screening form should be attached to the relevant Committee paper when the policy is submitted for approval.

Following approval by Council please forward a copy of the completed approved policy and screening form to:

Equality@armaghbanbridgecraigavon.gov.uk

The policy and completed screening form will be made available on the Council's website.