

**Fermanagh and Omagh District Council's Screening of Policies
in accordance with Section 75 of the Northern Ireland Act 1998**

April 2016

Policy	Policy Aim	Brief Description	Screening outcome (including any mitigation or alternative policies considered)
Child Safeguarding Policy	To demonstrate how the Council will meet its legal (and moral) obligations, whilst reassuring members of the public, service users, Councillors, employees and people working on behalf of the Council of what they can expect Fermanagh and Omagh District Council to do to safeguard children.	The Council believes that it is always unacceptable for a child to experience abuse or harm of any kind and recognises its responsibility to safeguard and promote the welfare of all children by committing to a practice that protects them as far as is	Screened out without mitigation.
Records Management Policy	<p>The Policy will aim establish a Council-wide framework for the management of records (in all mediums), on top of promoting & ensuring compliance with legislative requirements and best practice standards. It will also ensure that all records can be used as informational resources which will enhance their value as an asset of the Council.</p> <p>The Policy also identifies the roles and responsibilities for ensuring good records management.</p>	To ensure the creation and management of authentic, reliable and usable records - capable of supporting the functions of the Council for as long as they are required.	Screened out without mitigation.



Adult Safeguarding Policy	To demonstrate how the Council will meet its legal (and moral) obligations, reassuring members of the public, service users, Councillors, employees and people working on behalf of the Council of what they can expect the Council to do to safeguard individuals.	The Council believes that it is always unacceptable for an individual to experience abuse or harm of any kind and recognises its responsibility to safeguard and promote the welfare of all individuals by a commitment to a practice that protects them as far as is reasonably practicable.	Screened out without mitigation.
Clean Neighbourhoods Policy	<p>Effective implementation of the enacted powers will assist the Council in delivering priorities outlined within the Corporate Strategy (2015-2019).</p> <p>To ensure that the Council is fully committed to applying the spirit of the Act, taking the appropriate enforcement action is taken and the legislation is fully implemented.</p>	The Clean Neighbourhoods and Environment Act (NI) 2011 is designed to improve the quality of the local environment by giving District Councils the powers to deal with litter, nuisance alleyways, graffiti & flyposting, abandoned & nuisance vehicles, dogs, noise and statutory nuisances.	Screened out without mitigation.
Corporate Improvement Plan	The aim of the Council's Corporate Improvement Plan 2016/2017 is to set out what the Council will do in the year ahead to deliver on the statutory duty of securing continuous improvement. It also demonstrates how the Council will ensure improvement against at least one of the seven specified aspects of improvement as well as arrangements to detail any statutory performance standards are met.	The plan has been developed with the needs of residents, businesses and visitors in mind. It has been directly informed by the ongoing work with partners and stakeholders to develop a Community Plan for the area, by our existing Corporate Plan (2015-2019) and through a dedicated public consultation process during March and April 2016.	Screened out without mitigation - however, was subject to an eight week consultation period (which closed on Wednesday, 27 April 2016).



Customer Service Strategy	<p>The aim of the Strategy is to provide continuously improving services which are delivered, fairly, professionally and responsibly, whilst also recognising the Council's statutory requirements. Some of the aims include:</p> <ul style="list-style-type: none">• Setting out customer service standards and monitoring arrangements.• Providing guidance on how to deal with Customers comments, compliments and complaints.• Providing a guidance framework for Staff, Elected Members, Customers and Partners of the Council including who our customers are and how we will respond to the diverse and changing needs of our customers.• Ensuring that a consistently high standard of service is delivered by and across all sections of the Council.• Monitoring performance (recognising strengths and any required actions).	<p>The Council's Customer Service Strategy and Action Plan were developed to be both a policy document and a practical resource. As a policy document, it sets out the Council's commitment to its customers and its understanding of what quality customer service means to our citizens and the Council.</p> <p>It also provides a clear definition of customer service and a specific set of standards for high quality customer service that must be adhered to across all Council functions and services.</p>	<p>The Strategy was put forward for a 12 week Equality Impact Assessment process, ending on Friday, 27 May 2016.</p> <p>(The Council wishes to consult those affected by the Strategy to determine whether any further mitigating measures are required).</p>
----------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------



Community Engagement and Involvement Strategy	<p>The Strategy sets out a framework for a strategic approach to community engagement across the Council (and act as a reference tool for the Council and its Community Planning Partners).</p> <p>It also aims to raise the profile, improve the quality and achieve better co-ordination of community engagement and involvement, all of which will enhance the decision making process in the long-term.</p>	<p>The Strategy sets out The Council's commitment to consulting with, and involving our, communities to shape service delivery into the future. It provides a common approach to community engagement across all sections of the Council and for our partners in Community Planning.</p>	<p>The Strategy was put forward for a 12 week Equality Impact Assessment process, ending on Friday, 27 May 2016. (The Council wishes to consult those affected by the Strategy to determine whether any further mitigating measures are required).</p>
Communication Strategy	<p>That all employees, residents, and everyone who deals with the Council will have a clear understanding of the Council's vision and the services it provides.</p>	<p>The Strategy sets out the framework for how the Council will manage its communications activities over the next three years, giving direction on all media, online, internal, marketing, publications and public relations communication activity that will be undertaken. It will also give ensure that communication between the Council and its stakeholders is always appropriate.</p>	<p>The Strategy was put forward for a 12 week Equality Impact Assessment process, ending on Friday, 27 May 2016. (The Council wishes to consult those affected by the Strategy to determine whether any further mitigating measures are required).</p>
Scheduling of Civil Marriage and Partnership Ceremonies	<p>The Policy has three main aims, namely:</p> <ul style="list-style-type: none">• Outline the scheduling of Civil Marriage and Partnership ceremonies within the District.• Ensuring a high quality and consistent service to all couples requesting information.• Setting the clear guidelines where Deputy Registrars from other Council areas are permitted to conduct ceremonies within the District.	<p>To provide a high quality and consistent service to all couples requesting information about booking a civil marriage or partnership, ensuring that staff are provided with clear guidelines regarding the scheduling of civil ceremonies.</p>	<p>Screened out without mitigation.</p>

<p>Employment of People with Convictions Policy</p>	<p>The aim of the Policy is to ensure that the Council focuses on an applicant's merit and ability to do the job whilst also operating in accordance with the Guidelines produced by Access NI in response to legislative requirements</p>	<p>The Policy objectives include:</p> <ol style="list-style-type: none"> 1. Ensure that all those involved in recruitment and staff management processes have been trained to identify and assess the relevance of Disclosure Information. 2. Establish a framework to guide the Council's practice in relation to the protection of children and protection of adults who are at risk of harm. 3. To inform existing employees and potential job applicants. 	<p>Screened out without mitigation.</p>
<p>Learning and Development Policy</p>	<p>The main aim is to provide managers, and staff, with guidance that supports and encourages the learning and development of all staff in line with the delivery of the Council's Corporate Plan, Service Delivery & Improvement Plans and Individual/Team Plan objectives, as agreed during the annual performance management cycle.</p>	<p>The Council recognises that staff are fundamental to our success. A strategic, professional approach to staff learning and development, through the Learning and Development Policy, will help the Council attract and retain high-calibre staff with the skills, knowledge and competencies necessary to deliver its objectives and enable today's talents to become tomorrow's leaders. The Council is committed to providing staff with learning and development opportunities to ensure that individuals and departments are able to contribute fully to the achievement of department and Council objectives in the context of the Corporate Plan.</p>	<p>Screened out without mitigation.</p>

For more information, or for copies of a Screening Matrix for any of those outlined above, please contact Finbar Maguire via telephone on 0300 303 1777 ext. 21178 or via email at finbar.maguire@fermanaghomagh.com

Consultation Response Questionnaire contained overleaf