



Fermanagh & Omagh
District Council
Comhairle Ceantair
Fhear Manach agus na hÓmaí

Equality Screening Matrix

Statement of Intent. The Council intends to screen its policies, in accordance with Paragraphs 5 and 6 of the Equality Scheme, to determine which would require a fuller equality analysis in the form of an impact assessment.

Part 1: Policy Scoping

The first stage of the screening process involves scoping the policy or policy area. The purpose of policy scoping is to help prepare the background and context and set out the aims and objectives for the policy being screened. At this stage, scoping the policy will help identify potential constraints as well as opportunities and will help the policy maker work through the screening process on a step-by-step basis.

You should remember that the Section 75 statutory duties apply to internal policies (relating to people who work for the authority), as well as external policies (relating to those who are, or could be, served by the authority).

Please complete equality screening by answering questions 1-27 below.

Information about the policy

1. Name of the policy or policy area:

Performance Improvement Plan Year 2: Continuous Improvement 2024-2028 01 April 2025 – 31 March 2026
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2. Is this an existing, revised or a new policy/policy area?

Existing	Revised	New
	X	

3. Brief Description

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Each year, the Council is required under Part 12 of the Local Government Act (Northern Ireland) 2014 to develop a Performance Improvement Plan (PIP) to support continuous improvement in service delivery. The Performance Improvement Plan Year 2: Continuous Improvement 2024-2028 covers the period from 1 April 2025 to 31 March 2026 and builds upon the progress made during Year 1, 2024/25.

The Performance Improvement Objectives (IOs) included in this screening form the core of the 2025/26 PIP and are aligned with both the Council's Corporate Plan 2024-2028 and the Community Plan. The four key priorities that guide these objectives are:

1. Climate Action
2. People & Communities
3. Shared Prosperity
4. One Council

For Year 2, the Council has retained the four overarching improvement objectives initially set in Year 1 to maintain focus and drive long-term positive change, these are:

- We will prioritise the Council progressing towards Net Zero.
- We will work in partnership to tackle disadvantage and ensure our people have access to opportunities.
- We will work in partnership to achieve a more inclusive economy and promote shared prosperity across our district.
- We will seek to innovate and advance our governance and digital capabilities to improve service quality, effectiveness, and efficiency.

These objectives are further supported by 13 related improvement actions, ensuring continued progress and measurable outcomes. Retaining the IOs for 2025/26 allows for consistency, the completion of ongoing initiatives, and the ability to track improvements against long-term strategic goals.

4. What is it trying to achieve? (intended aims and outcomes)

The aim of the Council's Performance is to outline how the Council will fulfil its statutory duty to demonstrate continuous improvement against identified objectives. It sets out actions to achieve progress on four overarching Improvement Objectives and 13 related improvement actions. By maintaining a consistent approach, the Council can ensure the efficient use of resources, enhance service delivery, and support long-term community wellbeing, economic development, and environmental sustainability. This continuity also allows the Council to refine ongoing initiatives, leverage established partnerships, and respond effectively to evolving local needs while aligning with regional NI Executive department priorities, particularly when new funding streams become available.

5. Are there any Section 75 categories which might be expected to benefit from the intended policy?

Section 75 categories include:

- Persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation
- Men and women generally
- Persons with a disability and persons without
- Persons with dependents and persons without.

YES	NO	N/A
X		

If YES, explain how:

The Performance Improvement Plan (PIP) 2025/26 is designed to benefit all residents within the district, including individuals and groups protected under Section 75 of the Northern Ireland Act 1998. The plan's objectives and associated improvement actions promote fairness, inclusion, and equal access to services, ensuring that no group is disadvantaged.

Additionally, the Council collects equality monitoring information during the public consultation process to assess the reach of engagement efforts and ensure that all Section 75 groups have the opportunity to participate and provide feedback. This continuous monitoring will help refine services, address potential inequalities, and strengthen community engagement.

By embedding equality considerations into service delivery improvements, the PIP helps to reduce barriers, promote inclusive economic growth, and enhance the overall quality of life for all residents, particularly those from underrepresented or vulnerable groups.

6. Who initiated or wrote the policy?

(Directorate and Service Area)

The Strategic Planning and Performance Team in conjunction with the four Council Directorates. The Performance Improvement Plan Year 2: Continuous Improvement 2024-2028 is approved by the Council's Corporate Leadership Team in advance of publication.

7. Who owns and who implements each element of the policy?

Council Service Areas, led by Heads of Service / Lead Officers, are responsible for the implementation of the actions, acting in partnership with other bona fide groups/ organisations where appropriate.

Implementation factors

8. Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?

YES	NO	N/A
X		

If YES, are they:

- Financial: Lack of financial resources or reductions in government funding may impact on the Council's ability to successfully implement the Plan for some of the identified improvement objectives.
- Legislative: N/A
- Other, please specify: N/A

Main stakeholders affected

9. Who are the internal and external stakeholders (actual or potential) that the policy will impact upon?

Service users:

All residents, business owners and visitors to the Fermanagh and Omagh District who may use Council services.

Other public sector organisations:

This policy may impact on all public sector organisations with which the Council interacts.

Voluntary/community/trade unions:

The Council works with a wide range of community/voluntary sector organisations who exist within the district as well as umbrella/network and other regional organisations.

Other, please specify:

Elected Members

Council staff

Businesses based in the Fermanagh and Omagh District

Other policies with a bearing on this policy

10. What are they and who owns them (Directorate / Service Area)?

The Performance Improvement Plan sits within a corporate planning framework, which guides our strategic planning process and service delivery arrangements. Whilst this plan focuses mainly on key Performance Improvement Objectives, we are still seeking to bring about improvement in other areas of service delivery. Planned improvements in our day-to-day business are set out in our other Council strategies/plans and Departmental Business Plans as outlined within the PIP 2025-2026.

Available evidence

Evidence to help inform the screening process may take many forms. Public authorities should ensure that their screening decision is informed by relevant data.

11. What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for relevant Section 75 categories.

Data from NI Census 2021 unless otherwise stated. Please add any evidence specific to your policy.

Section 75 Category	Details of Evidence/Information
Religious Belief	<p>The most up-to-date population statistics indicate that the profile of the District is:</p> <ul style="list-style-type: none">• 61.15% identifying as 'Roman Catholic'.• 28.75% identifying as 'Protestant or other Christian' religion.

	<ul style="list-style-type: none"> • 10.10% identified as 'No Religion/Other'. <p>The most recent Equality Monitoring Process of Council employees demonstrated those responding identified as:</p> <ul style="list-style-type: none"> • 58% - 'Roman Catholic'. • 35% - 'Protestant'. • 7% - 'No Religion/Other'
Political Opinion	<p>The current political opinion of the Council's elected members is as follows:</p> <p>Sinn Féin: 21 UUP: 7 DUP: 6 SDLP: 3 Alliance Party: 2 Independent: 1</p> <p>This breakdown is taken as an approximate representation of the political opinion among people within the Fermanagh and Omagh District Council area.</p>
Race	<p>Within the Fermanagh and Omagh District, 98.29% of the local population identifies as 'White'.</p> <p>1.71% of the local population identifies as 'Other'.</p> <p>The District is becoming more diverse, with approximately 5.17% of the local population being born outside of the UK and Ireland. There are also approximately 4,427 people whose first language is not English.</p> <p>Monitoring statistics for Council employees broadly reflects this, with 99.6% identifying as 'White' and 0.4% identifying as 'Other'.</p>
Disability	<p>Statistics demonstrate that within the Fermanagh and Omagh District, 23.94% of the population identifies as having a long-term health problem or disability that limits their day-to-day activities, split as follows:</p> <ul style="list-style-type: none"> • Long-term health problem or disability (Day-to-day activities limited a lot): 12,841 people. • Long-term health problem or disability (Day-to-day activities limited a little): 15,126 people. • Long-term health problem or disability (Day-to-day activities not limited): 88,845 <p>In the recent FODC Residents Survey, 86% self-reported their health to be either 'good' or 'very good'.</p>

	<p>The two most common health issues are hypertension and obesity – affecting 141 and 124 (respectively) patients out of every 1,000 patients receiving treatment from their G.P.</p> <p>Childhood obesity is estimated at 6% for P1 children, rising to 8% for P7 children.</p>																					
Age	<p>The Age Profile of the Fermanagh and Omagh District is as follows:</p> <table><tr><th>Age Band</th><th>Number of Individuals within each Age Band</th><th>District Percentage (%)</th></tr><tr><td>0-16</td><td>24,779</td><td>21.23</td></tr><tr><td>16-29</td><td>17,954</td><td>15.37</td></tr><tr><td>30-44</td><td>21,892</td><td>18.74</td></tr><tr><td>45-59</td><td>23,457</td><td>20.08</td></tr><tr><td>60-74</td><td>19,453</td><td>16.65</td></tr><tr><td>75+</td><td>9,256</td><td>7.92</td></tr></table> <p>The Fermanagh and Omagh District population has an ageing profile. Currently, approximately 18% of the population is aged 65 years or older – and this is projected to increase to 22% by 2030.</p> <p>Conversely, the number of children (15 years and younger) and the number of ‘working age people’ (16-64 years) are projected to fall.</p>	Age Band	Number of Individuals within each Age Band	District Percentage (%)	0-16	24,779	21.23	16-29	17,954	15.37	30-44	21,892	18.74	45-59	23,457	20.08	60-74	19,453	16.65	75+	9,256	7.92
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Marital Status	<p>The Marital Status statistics for the Fermanagh and Omagh District are:</p> <table><tr><th>Marital Status</th><th>District Profile (%)</th></tr><tr><td>Divorced</td><td>4.92</td></tr><tr><td>Single</td><td>35.81</td></tr><tr><td>Married</td><td>49.14</td></tr><tr><td>Separated</td><td>3.44</td></tr><tr><td>Widowed</td><td>6.55</td></tr><tr><td>Same-sex Civil Partnership</td><td>0.14</td></tr></table>	Marital Status	District Profile (%)	Divorced	4.92	Single	35.81	Married	49.14	Separated	3.44	Widowed	6.55	Same-sex Civil Partnership	0.14							
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Sexual Orientation	The Sexual Orientation statistics for the Fermanagh and Omagh District are:		
	Sexual Orientation	Number of individuals aged 16 or over	District Percentage (%)
	Straight or heterosexual	82,373	89.52
	Gay or lesbian	523	0.57
	Bisexual	392	0.43
	Other sexual orientation	146	0.16
	Prefer not to say or Not Stated	8,579	9.32
Gender	The Fermanagh and Omagh District is comprised of the following Gender breakdown: <ul style="list-style-type: none"> • Male: 49.93% • Female: 50.07% 		
Dependency	Adult Dependents: Within the Fermanagh and Omagh District, 11.02% of the population identified as providing unpaid care to a family, friend or neighbour. Children: <ul style="list-style-type: none"> • Families in households with no dependent children: 32,179 families. • Families in households with one dependent child: 4,666 families. • Families in households with two dependent children: 5,068 families. Families in households with three or more dependent children: 3,880 families.		

Needs, experiences and priorities

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

Section 75 Category	Details of Needs/Experiences/Priorities
Religious Belief	The Performance Improvement Plan (PIP) 2025/26 plays a vital role in ensuring that the Council is delivering on its vision and meeting the needs of a diverse range of stakeholders across the district, many of whom belong to the nine Section 75 categories.
Political Opinion	

Section 75 Category	Details of Needs/Experiences/Priorities
Race	<p>Significant work has been undertaken to inform the identification of evidence-based needs and priorities, including an 8-week public engagement process. There is no qualitative or quantitative data to suggest that the implementation of this plan would have an adverse impact on any Section 75 group.</p> <p>Performance Improvement Objective 5 relates to increasing participation in physical activity among targeted groups – with a focus in 2025/26 on people with disabilities - this has the potential to positively impact on all Section 75 groups and in particular Disability for example by engaging with disability advocacy groups to identify barriers to participation and make reasonable adjustments to improve access to programming and activities. Supporting local clubs and societies to increase opportunities for people with a disability to participate in physical activity.</p>
Disability	
Age	
Marital Status	
Sexual Orientation	
Gender	<p>Supporting local clubs and societies to increase opportunities for people with a disability to participate in physical activity.</p>
Dependency	
	<p>Performance Improvement Objective 6 ‘Promote positive attitudes to end violence against Women and Girls’ has the potential to positively impact on gender ie women and girls. Ending Violence Against Women and Girls as been identified as a priority within the Northern Ireland Executive’s Programme for Government 2024-2027.</p> <p>Performance Improvement Objective 10 ‘Create opportunities for those furthest from the labour market to secure quality local jobs’ has the potential to positively impact on disability, race, gender and dependency through supporting economically inactive into work. It is essential to address the current disability employment gap in Fermanagh and Omagh where only 35.4% of disabled individuals are employed compared to 86.7% of non-disabled individuals. This shows that despite improvements, disabled individuals continue to face barriers to workforce participation. Thus. looking ahead, continued advocacy, education and support for both employers and individuals with disabilities will be key to further enhancing employment opportunities and leading to a sustained increased in the percentage employment rate of people with disabilities in the coming years.</p>

Part 2: Screening Questions

Introduction

1. If the conclusion is **none** in respect of all of the Section 75 categories then you may decide to screen the policy out. If a policy is 'screened out', you should give details of the reasons for the decision taken.
2. If the conclusion is **major** in respect of one or more of the Section 75 categories, then consideration should be given to subjecting the policy to an EQIA.
3. If the conclusion is **minor** in respect of one or more of the Section 75 categories, then consideration should still be given to proceeding with an EQIA, or to measures to mitigate the adverse impact; or an alternative policy.

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 hence it would be appropriate to conduct an EQIA;
- c) Potential equality and/or good relations impacts (without prejudice to the equality of opportunity duty) 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 among 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 and/or good relations.

In favour of none

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

Taking into account the earlier evidence, consider and comment on the likely impact on equality of opportunity / good relations for those affected by this policy, by applying the following screening questions and the impact on the group i.e. minor, major or none.

Screening questions

13. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 categories? Minor/Major/None		
Section 75 Category	Details of Policy Impact	Level of Impact? Minor/Major/None
Religious Belief	<p>No adverse impact is anticipated on any Section 75 Category. There is the potential for a positive impact for Race and Disability.</p> <p>This 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 implement the Fermanagh and Omagh 2030 Community Plan and by the Fermanagh and Omagh District Council Corporate Plan ‘Our Council, Our Plan’ 2024-2028.</p> <p>Furthermore an 8-week public consultation process for the draft Performance Improvement Plan 2025/26 took place from 13 Feb 2025 to 9 April 2025.</p> <p>Direct positive outcomes should include:</p> <ul style="list-style-type: none">• Embed the legislative duties contained in the Climate Change Act (NI) 2022 into our governance, processes, and interventions at local level.• Improve the environmental behaviours of our citizens and encourage a more sustainable approach.• A sustainable and transformative approach to waste management expanding recycling programs, reducing landfill waste, and encouraging circular economy practices.• Energy efficiency is promoted. Retrofitting council buildings with energy efficient technologies.• Transitioning the council’s vehicle fleet to low emission vehicles.• Assurance that ongoing efforts are being made to reduce CO₂ levels and support positive climate action through more sustainable	Minor - positive
Political Opinion		
Race		
Disability		
Age		
Marital Status		
Sexual Orientation		
Gender		
Dependency		

	<p>management of the Council's estate and energy consumption levels.</p> <ul style="list-style-type: none"> • Support those in poverty to ensure they meet their basic needs in an unprecedented time with significant rising costs of living and more and more low paid families suffering food, fuel, and transport poverty. • Utilise data and intelligence at local level in relation to deprivation and ensure projects and interventions are targeted at the most vulnerable in our society. • Ensure targeted interventions are supporting those most in need during the cost-of-living crisis by developing a local criterion to assess who is considered 'the most vulnerable'. • Enhance partnership working amongst support partners and strengthen referral mechanisms improving awareness of service availability and the needs of those living in poverty. • Develop more sustainable pathways out of poverty, communities must be part of the decision-making process to break the cycle of poverty. • Increase physical activity of key targeted groups including young people, older people, women, girls, people with a disability, ethnic minorities, those on low incomes, rural areas and areas of deprivation. • Provide opportunities for everyone to participate in physical activity and encourage uptake to promote improved health benefits. • Targeted strategies and interventions provide a robust foundation to support women and girls affected by violence and ensure a coordinated, long-term response to this pressing issue. • Providing support for the CVS will ensure they can continue their vital work, effectively and sustainably. With stronger infrastructure, 	
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	<p>resources and skills these sectors can adapt to changing needs, enhance their impact and contribute to a more inclusive and resilient community.</p> <ul style="list-style-type: none"> • A Sub Regional Economic Action Plan provides a framework to attract investment, create jobs, and support sustainable economic development tailored to the needs of Fermanagh and Omagh. • Develop the skills set of people to match those that are needed within the sectors in Fermanagh and Omagh • Sustain small micro businesses in an unpredictable environment whilst providing them with opportunities to grow and develop. • Ongoing support for those interested in starting or growing a business with more identifiable and inclusive support available to social entrepreneurs, young entrepreneurs and female entrepreneurs who are currently under-represented. • Potential for new jobs to be created providing additional employment opportunities within the district. • Sustaining local communities through growing indigenous businesses and reducing numbers of young people leaving the area • Providing a pathway to employment for those who are currently unemployed, economically inactive or in part-time work. • In line with the Council 'People Plan', implementation of new Human Resource system functionality will enable greater efficiency and provide up to date data gathering and reporting to support management decision making which underpins the effective delivery of our services to citizens. • All council public facing facilities will now have full fibre IT connectivity and this investment and roll out of IT 	
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	<p>infrastructure will underpin future-plans for more effective and efficient service delivery.</p> <ul style="list-style-type: none"> • Artificial Intelligence has the potential to improve efficiency and service delivery. It can also contribute to cost savings, improved user experience and assist with the management of workloads and efficiency. • Introducing an online booking system for registration will provide citizens 24/7 access to services .Staff can easily manage complex scheduling and resourcing/staffing requirements. Citizens benefit from more frequent communications that are relevant & personalised. 	
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14. Are there opportunities to better promote equality of opportunity for people within any of the Section 75 categories?		
Section 75 Category	If Yes , provide details	If No , provide reasons
Religious Belief		<p>The PIP is a high-level document; developed with the needs of residents, businesses and visitors in mind. Its aim is to set out what we will do in the year ahead to deliver on our statutory duty to secure continuous improvement in service delivery and bring about improvement.</p> <p>While no adverse impact is currently anticipated in the delivery of our functions related to the Performance Improvement Plan 2025-2026 the Council must be mindful of its statutory duties under S75 of the Northern Ireland Act 1998 to ensure equality of opportunity to access, participate and contribute and that these are key components which underpin any process.</p> <p>There is the potential for a positive impact for Race, Disability, Age, Gender and Dependency.</p>
Political Opinion		
Race		
Disability		
Age		
Marital Status		
Sexual Orientation		
Gender		
Dependency		
15. Are there opportunities, without prejudice to the equality of opportunity duty, to better promote good relations between people of different religious belief, political opinion or racial group?		

Good relations category	If Yes , provide details	If No , provide reasons
Religious Belief Political Opinion Race		<p>The Performance Improvement Plan 2025/26 provides opportunities to promote good relations between people of different religious beliefs, political opinions, and racial groups, while ensuring that equality of opportunity remains a priority.</p> <p>Through the extensive work to develop and implement the Fermanagh and Omagh 2030 Community Plan and the Corporate Plan 'Our Council, Our Plan' 2024-2028, citizens will have had the opportunity to contribute to the development of this strategy and how successes will be monitored and measured. A dedicated public consultation was undertaken on the Improvement Objectives for 2025/26 from 13 February to 9 April 2025.</p> <p>By embedding the approaches within the Performance Improvement Plan 2025/26, the Council can actively enhance community relations, foster inclusion, and create a more cohesive society, ensuring equality of opportunity for all individuals, without prejudice to any specific group.</p>

Additional considerations

16. Multiple identity

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities?

(For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).

YES	NO	N/A
	X	

If yes, please provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

N/A

17. Is there an opportunity to better promote positive attitudes towards people with disabilities by altering the policy or working with others in government or the wider community?

YES	NO	N/A
X		

Please explain your answer:

The Performance Improvement Plan 2025/26 contains a range of actions, some of which will impact positively upon people with disabilities. The Plan has been developed with the needs of residents, businesses and visitors in mind.

18. Is there an opportunity to encourage people with disabilities to participate in public life by altering the policy or working with others in government or the wider community?

YES	NO	N/A
X		

Please explain your answer:

The Council undertook a public consultation exercise on the draft Performance Improvement Objectives. Through the extensive work to develop the Fermanagh and Omagh 2030 Community Plan – and the ongoing work to implement it – a range of dedicated consultation process have been held, providing citizens with an opportunity to contribute to the development of this strategy and how success will be monitored and measured. Continuous engagement has taken place over the past couple of years in the key priority areas identified including poverty, climate change, jobs and economy. All of these consultations have been taken into consideration in defining priorities for the Council in the year ahead.

Council is undertaking a public consultation exercise on our draft Performance Improvement Objectives 2025/26 which forms the main part of the Performance Improvement Plan from 13 February until 9 April 2025. Efforts were made to engage directly with the Council's Access and Inclusion Group.

In order to promote the consultation process the Council will also use other communication methods, including social media, email and intranet promotion, and make hard copies of the consultation papers available including in alternative formats, if requested.

The Council's public consultation on the draft Performance Improvement Objectives provides a key platform for inclusive engagement. By ensuring that consultation materials are available in accessible formats and proactively reaching out to the Access and Inclusion Group, the Council can empower individuals with disabilities to have a stronger voice.

By embedding inclusivity in consultation and decision-making, the Council can create a more equitable environment where people with disabilities can fully participate and contribute to the community.

Part 3: Screening Decision

19. In light of your answers to the previous questions, do you feel that the policy should:

(please indicate one decision, by striking through the others)

A) Not be subject to an EQIA (with no mitigating measures required)

~~B) Not be subject to an EQIA (with mitigating measures /alternative policies)~~

~~C) Be subject to an EQIA~~

20. If 'A' or 'B' (i.e. not be subject to an EQIA), please provide details of the reasons why:

Following Screening, it is not anticipated that the Performance Improvement Plan 2025-2026 will have any adverse impacts on any Section 75 Category. The plan should have minor (positive) impacts on all Section 75 categories, including traditionally harder to reach groups. The Performance Improvement Plan was subject to a period of public consultation with all stakeholders, with recommendations made regarding the final Performance Improvement Plan 2025/26 based on consultation feedback.

The strategy will be implemented consistently for everyone, regardless of their Section 75 Grouping.

21. If 'B' (i.e. not be subject to an EQIA), in what ways can identified adverse impacts attaching to the policy be mitigated or an alternative policy be introduced?

22. In light of these revisions, is there a need to re-screen the revised/alternative policy at a future date?

YES	NO	N/A
		X

23. If 'C' (i.e. to conduct an EQIA), please provide details of the reasons:

N/A

Timetabling and Prioritising EQIA

24. If 'C' is the policy affected by timetables established by other relevant public authorities?

YES	NO	N/A

If YES, please provide details:

N/A

25. If 'C' please answer the following questions to determine priority for timetabling the EQIA. 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 EQIA.

Priority criterion	Rating (1-3)
Effect on equality of opportunity and good relations	N/A
Social need	N/A
Effect on people's daily lives	N/A
Relevance to a public authority's functions	N/A

Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for EQIA. This list of priorities will assist you in timetabling the EQIA. Details of your EQIA timetable should be included in the quarterly Section 75 report.

Proposed date for commencing EQIA:

N/A

26. Any further comments on the screening process and any subsequent actions?

N/A

Part 4: Monitoring

Effective monitoring will help identify any future adverse impacts arising from the policy which may lead you to conduct an EQIA, as well as help with future planning and policy development. You should consider the guidance contained in the Commission's Monitoring Guidance for Use by Public Authorities (July 2007). The Commission recommends that where the policy has been amended or an alternative policy introduced, then you should monitor more broadly than for adverse impact (See Benefits, P.9-10, paras 2.13 – 2.20 of the Monitoring Guidance).

27. Please detail proposed monitoring arrangements below, such as policy reviews and reporting:

We will gather information throughout 2025-2026 in relation to how we are performing against the four performance measures identified.

Bi-annual progress reports on Improvement Objectives will be presented to the Council's Corporate Leadership Team and, subsequently, to the Regeneration and Communities Committee with independent scrutiny provided through the Audit Panel. Directors will monitor progress on a monthly basis with Heads of Service through Directorate Plans.

By 30th September each year the Council will produce and publish an Annual Performance Report which will set out a self-assessment of its performance over the previous financial year.

Part 5: Approval and Authorisation

Screened by:	Position/Job Title	Date
Kim Weir	Strategic Planning and Performance Manager	28.04.2025
Approved by: Head of Service / Director		
Alan Mitchell	Lead Officer – Data Science and Intelligence Strategic Planning and Performance (interim)	29/04/2025