

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

01 July 2025-31 December 2025

Policy	Policy Aim	Brief Description	Screening outcome (including any mitigation or alternative policies considered)
Age Friendly Strategy	<p>Through the Age Friendly Strategy, the Council aims to:</p> <ul style="list-style-type: none"> Place our older people at the centre of an Age Friendly society, ensuring local voices are heard and supported to remain healthy, active and connected in their District and community Progress Outcome 2 in the Community Plan: (Outcome 2: Older people lead more independent, engaged and socially connected lives.) 	<p>This is the second Age Friendly Strategy for the Fermanagh and Omagh District, it builds on the work of the previous strategy. It has been developed to place our older people at the centre of an Age Friendly society, ensuring local voices are heard and supported to remain healthy, active and connected in their District and community.</p> <p>The strategy and accompanying action plan are the responsibility of the local Age Friendly Alliance, a cross sectoral group, chaired by the FODC Chief Executive and comprises of representatives from key organisations, including WHSCT, PSNI, NI Housing Executive, Dfl, Translink and the local Age Sector Network – South West Age Partnership (SWAP). Each organisation in the Alliance has identified actions which they will be responsible for delivering on in the next three years.</p>	<p>Not be subject to an EQIA (with no mitigating measures required).</p> <p>It is anticipated that there should be no negative impact on any Section 75 Category in terms of the implementation of this policy.</p> <p>The Age Friendly Strategy and Action Plan will benefit all older people in the district, many of whom fall under multiple Section 75 categories</p> <p>The Age Friendly Strategy and Action Plan will benefit older people including those with disabilities participate in public life. It will consider the additional needs of older</p>

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			people living with disability particularly in relation to accessibility.
Procurement Policy	The revised Procurement Policy aims to support the delivery of those Actions in a consistent manner which makes the best use of available resources whilst achieving value for money and constantly seeking continuous improvement along with contributing towards the following four priorities identified within the Corporate plan: Climate Action; People and Communities; Shared Prosperity and One Council along with supporting the Council Values and Outcomes included in the Council's Corporate Plan 2024-2028.	<p>The Council's revised Procurement Policy sets out the process for obtaining or buying goods, services, construction works and other supplies usually by means of a strategic process which follows a clearly defined method (i.e. applying effective and up-to-date procurement procedures and processes) which fulfil the strategic objectives of the Council.</p> <p>It also includes the processing of a demand/requirement and contract management and spans the whole life cycle of the asset or service contract from initial conception and definition of the needs of the service through to the end of the useful life of an asset or the end of a contract.</p>	<p>Not be subject to an EQIA (with no mitigating measures required)</p> <p>Following Screening, it is anticipated that the revised Procurement Policy will have no adverse impacts on any Section 75 category. The policy outlines a consistent approach that will be taken by the Council in relation to all procurement procedures.</p>

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Learning and Development Policy	<p>The revised Learning and Development Policy aims 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 Community Plan and 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.</p> <p>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 Community and Corporate Plan.</p>	<p>Not to be subject to EQIA (with no mitigating measures required). The aim of the policy is provide a fair, equitable and consistent framework providing staff with learning and development opportunities. At this time, there is no counter indication of an adverse impact on any Section 75 group.</p>
Equal Opportunities Policy	<p>The revised Equal Opportunities Policy aims to:</p> <ul style="list-style-type: none"> • Promote equal opportunities for all employees • Prevent occurrences of direct discrimination, indirect discrimination, harassment and victimisation • Promote a good and harmonious working environment where all 	<p>Fermanagh and Omagh District Council is an equal opportunities employer. This means that we will make good faith efforts to comply with the spirit and letter of the equality laws.</p> <p>We will promote a good and harmonious working environment in which our employees will be treated with dignity and</p>	<p>Not to be subject to EQIA (with no mitigating measures required).</p> <p>The Council will endeavour to ensure that our workplace and our employment policies and practices do not</p>

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	<p>persons are treated with dignity and respect</p> <ul style="list-style-type: none"> • Fulfil all legal obligations under the relevant Equality legislation and associated Codes of Practice • Comply with this Equal Opportunities Policy and associated policies. • Take lawful positive/affirmative action where necessary and appropriate • Treat all breaches of this Equal Opportunities Policy as misconduct which may lead to disciplinary action. 	<p>respect, and we will not discriminate unlawfully against or harass any person on the grounds of sex, marital or civil partnership status, racial group, pregnancy or maternity, religious or similar philosophical belief, sexual orientation, gender reassignment, political opinion, disability, age or membership/non-membership of a trade union.</p> <p>The Council will also endeavour to ensure that our workplace and our employment policies and practices do not unreasonably exclude or disadvantage those of our job applicants and employees who have disabilities. To this end we will comply with the duty to make reasonable adjustments that is imposed on us in relation to such persons. We note that a failure to comply with that duty would be an act of unlawful discrimination.</p>	<p>unreasonably exclude or disadvantage those of our job applicants and employees who have disabilities. To this end we will comply with the duty to make reasonable adjustments that is imposed on us in relation to such persons. We note that a failure to comply with that duty would be an act of unlawful discrimination.</p>
Pensions Discretions Policy	The revised Pensions Discretions Policy aims to fulfil the Council’s requirements under the Regulations governing the Local Government Pension Scheme for Northern Ireland (the “Scheme Regulations”) to prepare a written policy statement setting	Fermanagh and Omagh District Council is required by the Regulations governing the Local Government Pension Scheme for Northern Ireland (the “Scheme Regulations”) to prepare a written policy statement setting out how it will exercise	Not to be subject to an EQIA (with no mitigating measures required).

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	<p>out how it will exercise certain discretions under</p> <ul style="list-style-type: none"> • Local Government Pension Scheme Regulations (NI) 2014 • Local Government Pension Scheme (Amendment and Transitional Provisions) Regulations (NI) 2014 • Local Government Pension Scheme (Administration) Regulations (NI) 2009, in respect of leavers between 1 April 2009 and 31 March 2015 • Local Government Pension Scheme Regulations (NI) 2002 -in respect of leavers between 1 February 2003 and 31 March 2009. • Regulation 66 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations (NI) 2007, effective from 1 October 2006; and • Regulation 25 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations (NI) 2003, operative from 24 March 2003 for terminations of employment on redundancy or efficiency grounds that occurred prior to 1 April 2007. 	<p>certain discretions under various relevant pieces of legislation.</p> <p>The Council in exercising the discretions set out, will at all times exercise the discretions reasonably, have regard to all relevant factors and no irrelevant factors, record any decision taken in relation to the exercise of the discretions and shall not act in a way that is likely to lead to a serious loss of confidence in the public sector.</p>	<p>The Council in exercising the discretions set out, will at all times:</p> <ul style="list-style-type: none"> • exercise the discretions reasonably • have regard to all relevant factors and no irrelevant factors • record any decision taken in relation to the exercise of the discretions • shall not act in a way that is likely to lead to a serious loss of confidence in the public sector <p>The Council will consider each case on its merits and may take into account exceptional circumstances. Where relevant and reasonable, the Council may request further information from an employee who is applying for a discretion to be</p>

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			exercised in the employee's favour.

For more information, or for copies of the Screening Matrix, please contact Fermanagh and Omagh District Council's Policy department via telephone on 0300 303 1777 or via email at consultations@fermanaghomagh.com