



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).

Information about the policy

Name of the policy or policy area:

Policy Statement on Employer Discretions under the Local Government Pension Scheme (Northern Ireland) 2014 Regulations and other related Regulations

Brief Description

Fermanagh and Omagh District Council (the Council) is required to (or where there is no requirement, is recommended to) formulate, publish and keep under review a Statement of Policy on certain other discretions it may exercise in accordance with:

- i) the Local Government Pension Scheme Regulations (NI) 2014

- ii) earlier LGPS Regulations (Northern Ireland) in respect of members of the LGPS who left prior to 1 April 2015, and
- iii) the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations (Northern Ireland) 2007 and earlier compensation regulations.

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

The aims of the policy are to:

- Convey a professional image of the Council

- Have a consistent identity for all frontline employees of the Council in keeping with the Council’s brand and image.

and

- Ensure that employees are easily identifiable to members of the public and to help create a positive, single recognisable identity and image of the Council.

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

YES	NO	N/A
	X	

If YES, explain how.

Who initiated or wrote the policy?

Director of Corporate Services and Governance and the Head of Human Resources and Organisational Development.

Who owns and who implements each element of the policy?

The Director of Corporate Services and Governance will have overall responsibility for the effective implementation of the Policy.

The Head of Human Resources and Organisational Development will have operational responsibility for the effective implementation of the Policy.

Implementation factors

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:

Legislative:

Other, please specify:

Main stakeholders affected

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

Service users: N/A

Other public sector organisations: N/A

Voluntary/community/trade unions: N/A

Other, please specify:

All staff including those with temporary contracts, agency workers and students working within the Council.

Other policies with a bearing on this policy

What are they and who owns them?

Corporate Plan, Equality Scheme

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.

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

Section 75 Category	Details of Evidence/Information
Religious Belief	64.23% belong to or were brought up in the Catholic religion and 33.08% belong to or were brought up in a 'Protestant and Other Christian (including Christian related)' religion

Political Opinion	<p>The political opinion of the Council's elected members is as follows:</p> <p>Sinn Féin 17 Seats UUP 9 Seats SDLP 8 DUP 5 Independent 1</p> <p>This breakdown is taken as an approximate representation of political opinion among people within the Fermanagh and Omagh District Council area.</p>
Race	<p>On Census day 2011, 13.4% of the population of Fermanagh and Omagh was not born in Northern Ireland.</p> <p>0.84% were from an ethnic minority population and the remaining 99.16% were white (including Irish Traveller).</p> <p>To date Council has received no requests for signage in a minority ethnic language.</p>
Age	<p>Below is the age profile of the Fermanagh and Omagh District Council area:</p> <p>0 – 15 yrs: 24,808 16 – 39 yrs: 35,897 40 – 64 yrs: 36,517 65 – 84 yrs: 13,972 85+ yrs: 1,967</p>
Marital Status	<p>On Census Day 2011 the marital status profile of the Fermanagh and Omagh District Council area was:</p> <p>Single (never married or never registered a same-sex civil partnership)- Aged 16+ yrs: 31,598</p> <p>Married- Aged 16+ yrs: 44,296</p> <p>In a registered same-sex civil partnership - Aged 16+ yrs: 48</p> <p>Separated (but still legally married or still legally in a same-sex civil partnership)- Aged 16+ yrs: 2,851</p> <p>Divorced or formerly in a same-sex civil partnership which is now legally dissolved - Aged 16+ yrs: 3,573</p> <p>Widowed or surviving partner from a same-sex civil partnership - Aged 16+ years: 5,987</p>

Gender	<p>On Census Day 2011 the gender breakdown of the Fermanagh and Omagh District Council area was:</p> <p>Males: 56,649 (50.06%) Females: 56,512 (49.94%)</p>
Disability	<p>20.75% of residents in the Fermanagh and Omagh District Council area have a long term health problem or disability, split as follows:</p> <p>Long-term health problem or disability: Day-to-day activities limited a lot: 13, 304</p> <p>Long-term health problem or disability: Day-to-day activities limited a little: 10, 178</p> <p>Long-term health problem or disability: Day-to-day activities not limited: 89, 679</p>
Dependants	<p>Families in households - No dependent children:14,962</p> <p>Families in households - One dependent child:5,571</p> <p>Families in households - Two dependent children:5,068</p> <p>Families in households - Three or more dependent children:3,871</p>

Needs, experiences and priorities

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	There is no qualitative or quantitative data to suggest that this policy would have an adverse impact on this group.
Political Opinion	There is no qualitative or quantitative data to suggest that this policy would have an adverse impact on this group.

Section 75 Category	Details of Needs/Experiences/Priorities
Race	There is no qualitative or quantitative data to suggest that this policy would have an adverse impact on this group.
Disability	The policy provides a potential to compensate those who are unable to work full careers in public service due to impaired health (ill health retirement).
Age	The policy reflects the general approach adopted by the Government for the removal of default pension ages, to facilitate trends for longer working lifetimes, and the general increase in pension ages in order to manage trends for increasing life expectancy and options for deferral of retirement. The policy provides options for members who decide to take pension benefits earlier than normal scheme pension age, (with an actuarial reduction for early payment), and to compensate those who are unable to work full careers in public service due to impaired health (ill health retirement).
Marital Status	There is no qualitative or quantitative data to suggest that this policy would have an adverse impact on this group.
Sexual Orientation	There is no qualitative or quantitative data to suggest that this policy would have an adverse impact on this group.
Gender	There is no qualitative or quantitative data to suggest that this policy would have an adverse impact on this group.
Dependents	There is no qualitative or quantitative data to suggest that this policy would have an adverse impact on this group.

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 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

1 What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 grounds? Minor/Major/None		
Section 75 Category	Details of Policy Impact	Level of Impact? Minor/Major/None
Religious belief		None
Political opinion		None
Racial / ethnic group		None
Age	The policy reflects the general approach adopted by the Government for the removal of default pension ages, to facilitate trends for longer working lifetimes, and the general increase in pension ages in order to manage trends for increasing life expectancy and options for deferral of retirement	Minor
Marital status		None
Sexual orientation		None
Men and women generally		None
Disability	The policy provides a potential to compensate those who are unable to work full careers in public service due to impaired health (ill health retirement).	Minor
Dependants		None

2 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		The policy relates exclusively to pension entitlements for staff.
Political opinion		The policy relates exclusively to pension entitlements for staff.
Racial / ethnic group		The policy relates exclusively to pension entitlements for staff.
Age		The policy relates exclusively to pension entitlements for staff.
Marital status		The policy relates exclusively to pension entitlements for staff.
Sexual orientation		The policy relates exclusively to pension entitlements for staff.

Section 75 Category	If Yes, provide details	If No, provide reasons
Men and women generally		The policy relates exclusively to pension entitlements for staff.
Disability		The policy relates exclusively to pension entitlements for staff.
Dependants		The policy relates exclusively to pension entitlements for staff.

3 To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group? Minor/Major/None		
Good Relations Category	Details of policy impact	Level of impact Minor/Major/None
Religious belief		None
Political opinion		None
Racial group		None

4 Are there opportunities 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		The policy relates exclusively to pension entitlements for staff.

Additional considerations

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).

N/A

Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

N/A

5. 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.

6. 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.

Part 3: Screening Decision

In light of your answers to the previous questions, do you feel that the policy should: (please indicate one):

1. Not be subject to an EQIA (with no mitigating measures required)
2. Not be subject to an EQIA (with mitigating measures /alternative policies)
3. Not be subject to an EQIA at this time
4. Be subject to an EQIA

Option 1:

The policy should not be subject to an EQIA.

If 1. or 2. (i.e. not be subject to an EQIA), please provide details of the reasons why:

The Council is satisfied that Section 75 groups are unlikely to be disproportionately affected by the application of the Policy.

If 2. (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?

In light of these revisions, is there a need to re-screen the revised/alternative policy at a future date? YES / NO

If 3. or 4. (i.e. to conduct an EQIA), please provide details of the reasons:

Timetabling and Prioritising EQIA

If 3. or 4., is the policy affected by timetables established by other relevant public authorities? YES / NO

If YES, please provide details:

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	
Social need	
Effect on people’s daily lives	
Relevance to a public authority’s functions	

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: _____

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

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).

Please detail proposed monitoring arrangements below:

The implementation of the policy will be continuously reviewed by the Director of Corporate Services and Governance and the Head of Human Resources and Organisational Development.

Where there is an indication of adverse impact then the policy will be reviewed more frequently and necessary adjustments will be made.

Monitoring arrangements will be put in place and action taken where indicates potential adverse effects.

Part 5: Approval and Authorisation

Screened by:	Position/Job Title	Date
	Director of Corporate Services and Governance	
	Head of Human Resources and Organisational Development.	
Approved by:		
	Chief Executive	