



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).

Information about the policy

Name of the policy or policy area:

Fermanagh and Omagh Draft Community Plan

Is this an existing, revised or a new policy/policy area?

Existing	Revised	New
		✓

Brief Description

Our first Community Plan sets out a clear, long term vision for Fermanagh and Omagh in 2030 and how we will work together in the intervening years to achieve that vision and, with it, a better quality of life for all. The Community Plan is the overarching plan for the Fermanagh and Omagh district. It brings together the knowledge, expertise and collective resources of a wide range of partners across the public, private and community/voluntary sectors - all working towards a single agreed vision for the area. Community planning presents a unique opportunity to make

a real difference to peoples' lives and, in Fermanagh and Omagh, we are committed to making the most of that opportunity.

Our Plan has been developed through a co-design process and informed by public engagement. It focuses on addressing evidence based needs and priorities through a partnership approach. The Community Plan demonstrates the partners' collective commitment to improve public services and quality of life for all those who live, visit and work in our district. It will enable us to identify new and innovative approaches, which recognise our unique local circumstances and challenges, and will help to deliver our agreed outcomes.

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

YES	NO	N/A
✓		

If YES, explain how.

All Section 75 groups should benefit from the implementation of the Community Plan which demonstrates the partners' collective commitment to improve public services and quality of life for all those who live, visit and work in the district.

Who initiated or wrote the policy?

The Community Plan was developed through a co-design process and informed by public engagement.

Who owns and who implements each element of the policy?

Fermanagh and Omagh District Council is the Lead Partner with a responsibility to initiate, maintain, facilitate and participate in Community Planning and to publish and report on the Community Plan.

The Statutory Partners have a responsibility to participate in and assist the Council in carrying out its community planning duties - perform actions in the Plan and contribute to monitoring.

Government Departments have a responsibility to promote and encourage community planning and to have regard to any implications of the community plan.

Support Partners agree to participate in community planning on a voluntary basis and perform a role similar to that of statutory partners, ie, participate and assist, perform actions and contribute to monitoring.

Implementation factors

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

YES	NO	N/A
✓		

If YES, are they

Financial: The Actions required to deliver the Community Plan will be subject to the commitment of financial resources by the relevant partners.

Legislative: The guidance on consultation period lengths restricts the time period in which consultations must be concluded i.e. eight weeks)

Other, please specify: N/A

Main stakeholders affected

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

Fermanagh and Omagh District Council is the Lead Partner with a responsibility to initiate, maintain, facilitate and participate in Community Planning and to publish and report on the Community Plan.

Service users:

The Community Plan will impact on the residents, service users and visitors of the Fermanagh and Omagh District area.

Other public sector organisations:

Statutory Partners and Government Departments.

Voluntary/community/trade unions:

Support Partners

Other, please specify:

N/A

Other policies with a bearing on this policy

What are they and who owns them?

Fermanagh and Omagh District Council Policies and Strategies:

- Fermanagh and Omagh District's Local Development Plan/Statement of Community Involvement
- Engagement Strategy and Action Plan for the development of a Community Plan
- Strategic Environment Assessment Report on the Community Plan

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 current political opinion of the Council's elected members is as follows:</p> <ul style="list-style-type: none">Sinn Féin - 16 SeatsUUP - 8 SeatsSDLP – 6 seatsDUP - 6 seatsIndependent - 4 seats <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>On Census day 2011, 13.4% of the population of the Fermanagh and Omagh District was not born in Northern Ireland.</p> <p>0.84% of the District population 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>

Section 75 Category	Details of Evidence/Information
Age	<p>Below is the age profile of the Fermanagh and Omagh District Council area:</p> <ul style="list-style-type: none"> • 0 – 15 years: 24,808 people • 16 – 39 years: 35,897 people • 40 – 64 years: 36,517 people • 65 – 84 years: 13,972 people • 85+ years: 1,967 people
Marital Status	<p>On Census Day 2011 the marital status profile of the Fermanagh and Omagh District Council area was:</p> <ul style="list-style-type: none"> • Single (never married or never registered a same-sex civil partnership) [Aged 16+ years]: 31,598 people. • Married [Aged 16+ years]: 44,296 people. • In a registered same-sex civil partnership [Aged 16+ years]: 48 people. • Separated (but still legally married or still legally in a same-sex civil partnership) [Aged 16+ years]: 2,851 people. • Divorced or formerly in a same-sex civil partnership which is now legally dissolved [Aged 16+ years]: 3,573 people. • Widowed or surviving partner from a same-sex civil partnership [Aged 16+ years]: 5,987 people.
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> <ul style="list-style-type: none"> • Long-term health problem or disability (Day-to-day activities limited a lot): 13, 304 people. • Long-term health problem or disability (Day-to-day activities limited a little): 10, 178 people. • Long-term health problem or disability (Day-to-day activities not limited): 89, 679
Dependants	<ul style="list-style-type: none"> • Families in households with no dependent children: 14,962 families. • Families in households with one dependent child: 5,571 families. • Families in households with two dependent children: 5,068 families. • Families in households with three or more dependent children: 3,871 families.

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 the Community Plan will have an adverse impact upon this group. The overall aim of the Engagement Action Plan is and was to ensure widespread input from local citizens and various other stakeholders. As such, engagement events/opportunities to date have varied in location (across the District), in times of day and in methodology in order to ensure that as many individuals engaged with the process as possible. Accessible venues were also used, and various assistance services were also available upon request.
Political Opinion	There is no qualitative or quantitative data to suggest that the Community Plan will have an adverse impact upon this group. The overall aim of the Engagement Action Plan is and was to ensure widespread input from local citizens and various other stakeholders. As such, engagement events/opportunities to date have varied in location (across the District), in times of day and in methodology in order to ensure that as many individuals engaged with the process as possible. Accessible venues were also used, and various assistance services were also available upon request.
Race	There is no qualitative or quantitative data to suggest that the Community Plan will have an adverse impact upon this group. The overall aim of the Engagement Action Plan is and was to ensure widespread input from local citizens and various other stakeholders. As such, engagement events/opportunities to date have varied in location (across the District), in times of day and in methodology in order to ensure that as many individuals engaged with the process as possible. Accessible venues were also used, and various assistance services were also available upon request.

Section 75 Category	Details of Needs/Experiences/Priorities
Disability	There is no qualitative or quantitative data to suggest that the Community Plan will have an adverse impact upon this group. The overall aim of the Engagement Action Plan is and was to ensure widespread input from local citizens and various other stakeholders. As such, engagement events/opportunities to date have varied in location (across the District), in times of day and in methodology in order to ensure that as many individuals engaged with the process as possible. Accessible venues were also used, and various assistance services were also available upon request.
Age	There is no qualitative or quantitative data to suggest that the Community Plan will have an adverse impact upon this group. The overall aim of the Engagement Action Plan is and was to ensure widespread input from local citizens and various other stakeholders. As such, engagement events/opportunities to date have varied in location (across the District), in times of day and in methodology in order to ensure that as many individuals engaged with the process as possible. Accessible venues were also used, and various assistance services were also available upon request.
Marital Status	There is no qualitative or quantitative data to suggest that the Community Plan will have an adverse impact upon this group. The overall aim of the Engagement Action Plan is and was to ensure widespread input from local citizens and various other stakeholders. As such, engagement events/opportunities to date have varied in location (across the District), in times of day and in methodology in order to ensure that as many individuals engaged with the process as possible. Accessible venues were also used, and various assistance services were also available upon request.
Sexual Orientation	There is no qualitative or quantitative data to suggest that the Community Plan will have an adverse impact upon this group. The overall aim of the Engagement Action Plan is and was to ensure widespread input from local citizens and various other stakeholders. As such, engagement events/opportunities to date have varied in location (across the District), in times of day and in methodology in order to ensure that as many individuals engaged with the process as possible. Accessible venues were also used, and various assistance services were also available upon request.

Section 75 Category	Details of Needs/Experiences/Priorities
Gender	There is no qualitative or quantitative data to suggest that the Community Plan will have an adverse impact upon this group. The overall aim of the Engagement Action Plan is and was to ensure widespread input from local citizens and various other stakeholders. As such, engagement events/opportunities to date have varied in location (across the District), in times of day and in methodology in order to ensure that as many individuals engaged with the process as possible. Accessible venues were also used, and various assistance services were also available upon request.
Dependents	There is no qualitative or quantitative data to suggest that the Community Plan will have an adverse impact upon this group. The overall aim of the Engagement Action Plan is and was to ensure widespread input from local citizens and various other stakeholders. As such, engagement events/opportunities to date have varied in location (across the District), in times of day and in methodology in order to ensure that as many individuals engaged with the process as possible. Accessible venues were also used, and various assistance services were also available upon request.

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 Political opinion Racial / ethnic group Age Marital status Sexual orientation Men and women generally Disability Dependants	Effective implementation of the Community Plan will result in realising the Vision of Fermanagh and Omagh in 2030 as "a vibrant, living place where people enjoy improved wellbeing and prosperity in a safe, shared, connected and sustainable environment".	Major - positive

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 Political opinion Racial / ethnic group Age Marital status Sexual orientation Men and women generally Disability Dependants	Two of the Shared Values promoted by Community Planning Partners are: Equality, Inclusivity & Diversity - Equality, inclusivity and diversity are placed at the core of all of our services and actions, as we work towards achieving a shared future for all, and Effective engagement - Inclusive, participative and effective community involvement and engagement will be a feature of community planning	
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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 Political opinion Racial group	The effective development and implementation of the Community Plan will deliver outcomes to all members of the local community, visitors and workers regardless of religious belief, political opinion or racial grouping.	Minor - positive

4 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	The effective implementation of the Engagement Strategy will and has maximised opportunities for individuals (and communities) to have a say in the Community Planning process. The draft Community Plan reflects their needs and will enhance opportunities for the building of relationships based on mutual respect.	
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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).

There are no additional impacts on people with multiple identities.

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.

The effective implementation of the Engagement Strategy will and has maximised opportunities for individuals (and communities) to have a say in the Community Planning process. The draft Community Plan reflects their needs and will enhance opportunities for the building of relationships based on mutual respect.

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.

The effective implementation of this Engagement Action Plan will provide information to all members of the local community. This may assist citizens in gaining a better understanding of the community planning process, as well as encouraging them to engage with it going forward.

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 One: The Community Plan should not be subject to an EQIA (with no mitigating measures required)

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

The Draft Community Plan has been developed following an extensive engagement exercise. A period of 26 weeks of Community Planning engagement finished on the 26th October 2015. 903 people engaged with the process, and 50% of whom have registered to be involved in the process on an on-going basis. A copy of the participation statistics at each of the roadshow events, as well as online, is available. (Community Planning Participation Statistics 2015). Of those who engaged with the process, 50% completed questionnaires and an overview of the Section 75 categories is available. (Section 75 Engagement statistics 2015). Further consultation will be undertaken on the Draft Community Plan, and this screening matrix, between October and December 2016.

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: **N/A**

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:

Performance management arrangements have been put in place to support the partners to monitor and measure progress, to identify under-performance and take action to address this. Performance reports will be published every two years setting out the progress made. The Community Plan will be reviewed on a four yearly cycle to ensure that it meets the needs of the district.

Part 5: Approval and Authorisation

Screened by:	Position/Job Title	Date
Approved by:		
	Chief Executive	