

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

01 January 2026-30 June 2026

Policy	Policy Aim	Brief Description	Screening outcome (including any mitigation or alternative policies considered)
Pricing at Marble Arch Caves	The revised Pricing at Marble Arch Caves Policy aims to promote a growth in shoulder and low season visitors to MAC. It aims to increase revenue at peak periods whilst maintaining costs to users off-peak.	The Council's revised Pricing at Marble Arch Caves Policy focuses on initiating seasonal and potentially time of day based pricing for Marble Arch Caves.	Not be subject to an EQIA (with mitigating measures / alternative policies) The policy introduces seasonal and time-of-day pricing while retaining existing concessions. It applies equally to all visitors and does not differentiate by Section 75 category. Screening identified no significant adverse equality impacts. Any impacts are considered minor, neutral or potentially positive due to continued lower-priced off-peak options. Mitigation will include clear, accessible communication of pricing options, promotion of off-peak visits, and engagement with community and disability organisations.

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			A full EQIA is not required, provided these measures are implemented and the policy is kept under review.
Cemetery Management Rules and Regulations	The new regulations aim to: • provide guidance on arranging a burial within Council cemeteries. • provide information on restrictions and conditions that apply when purchasing exclusive rights of burial • make the public aware of rights and responsibilities in relation to our cemeteries.	The new Cemetery Management Rules and Regulations have been drawn up by Fermanagh and Omagh District Council to ensure that the Cemeteries are managed and used in a sensitive and appropriate way for everybody. These are communal spaces for quiet reflection and remembering our loved ones.	Not be subject to an EQIA (with no mitigating measures required) It is anticipated that there should be no negative impact on any Section 75 Category in terms of the implementation of this policy. Each request will be considered on its own merit, with the procedures being applied in a consistent and fair manner. The Council will continually monitor the service provision and the rules and regulations, assessing the effectiveness and whether improvements can be made.

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Records Management Policy	The revised Records Management Policy aims to: • ensure adherence to compliance of the Council's legal, statutory and regulatory requirements • ensure the creation and management of authentic, reliable and usable records, capable of supporting the functions of Council. • protect vital Council records, and the Staff that use them. • minimise the volume of unnecessary records.	Records management is the effective and systematic control of the creation, receipt, maintenance, use and disposal of records including processes for capturing and maintaining evidence and information of business activities and transactions in the form of records.	Not be subject to an EQIA (with no mitigating measures required) The policy aims to provide a fair, equitable and consistent framework to reinforce the importance of records management as part of the everyday work of Council employees. At this time, there is no counter indication of an adverse impact on any Section 75 group. The Council will continually monitor the service provision and the rules and regulations, assessing the effectiveness and whether improvements can be made. The policy will be reviewed in three years' time, and if necessary, in light of any changing legislation.
Risk Management Policy	The revised Risk Management Policy aims to embed effective risk management procedures across all Council activities.	Risk management enhances the Council's strategic planning and prioritisation, assists in achieving objectives and strengthens the ability to be agile to	Not be subject to an EQIA (with no mitigating measures required)

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	Its objectives are to: • Strengthen the framework for identifying, assessing, managing and reporting risks and opportunities; • Implement controls to reduce the likelihood and impact of risks; • Clarify risk management roles, responsibilities and reporting lines; • Develop the Corporate Risk Register and reduce duplication across departments; • Embed risk management in everyday Council work; • Integrate risk management into planning, policy, audit, performance and project processes; and • Ensure ongoing monitoring and reporting.	respond to the challenges faced. To meet objectives successfully, improve service delivery and achieve value for money, risk management must be an essential and integral part of planning and decision-making.	The policy aims to provide a fair, equitable and consistent framework to reinforce the importance of risk management as part of the everyday work of Council employees. At this time, there is no counter indication of an adverse impact on any Section 75 group. The Council will continually monitor the service provision and the rules and regulations, assessing the effectiveness and whether improvements can be made. The policy will be reviewed in three years' time, and if necessary, in light of any changing legislation.
Irish Language Policy	Fermanagh and Omagh District Council's revised Irish Language Policy aims to set out guiding principles that will demonstrate Fermanagh and Omagh District Council's commitment to facilitate and encourage the promotion, protection, use and growth of	The Irish Language Policy has been reviewed and updated in line with new legislation. This review was delayed on the advise of Foras na Gaeilge and with the appointment of an Irish Language	Be subject to an EQIA This legislation-based policy is strategically significant for the Council and District and may have financial

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	Irish Language. This policy builds on Council's commitments to celebrate linguistic diversity and shared heritage, and to deliver equality of opportunity for all who avail of Council services. It also sets out Fermanagh and Omagh District Council's legislative obligations	Commissioner for Northern Ireland it was decided to review the Policy.	implications. Given the complexity of the decision and limited data on Section 75 impacts, a full EQIA is appropriate. Further assessment will examine impacts on relevant Section 75 groups and inform the final policy, including any protections or mitigations. The Plan will undergo 12 weeks' open consultation, with mitigation considered where identified. The Irish Language Policy will normally be reviewed every three years, with annual scrutiny and updates issued as required.
Performance Improvement Plan 2026/2027	The aim of the Council's Performance Improvement Plan 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	The Performance Improvement Objectives included in this screening form the core of the 2026-2027 PIP and align with the Council's Corporate Plan 2024–2028 and the Community Plan. The four key priorities guiding these objectives are:	Not be subject to an EQIA (with no mitigating measures required) Screening identified no anticipated adverse impact

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	overarching Improvement Objectives and 12 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 priorities, particularly when funding streams become available	1. Climate Action 2. People & Communities 3. Shared Prosperity 4. One Council For Year 3, the Council has retained the four overarching Improvement Objectives established in Year 1 to maintain focus and support long-term positive change: • Prioritise progressing the Council towards Net Zero. • Work in partnership to tackle disadvantage and improve access to opportunities. • Work in partnership to achieve a more inclusive economy and promote shared prosperity. • Innovate and advance governance and digital capabilities to improve service quality, effectiveness and efficiency.	on any Section 75 category. The Plan aims to benefit the wider community through improved services, sustainability, economic development and wellbeing. Minor positive impacts may arise for some groups, including disabled people, older and younger people, women, minority ethnic groups and those with dependants. As no adverse impacts were identified, a full EQIA is not required at this stage. An Annual Performance Report will be published by 30 September each year, assessing performance over the previous financial year.
Elective Transfer Policy	Fermanagh and Omagh District Council's revised Elective Transfer Policy recognises that employees need to balance personal and work commitments. The Council also recognises that staff motivation, productivity, and retention are dependent upon people	The purpose of this revised Elective Transfer procedure is to provide a fair, equitable and consistent framework for internal transfers requested by Council employees and to ensure that it is an open and transparent procedure.	Not be subject to an EQIA (with no mitigating measures required) The Council recognises that employees need to balance personal and work

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	working in jobs that are well suited to their qualifications; skills, experience and interest, and therefore offers transfer opportunities for current employees. Likewise, supervisors should be supportive of employees who have the desire to enhance their skills or develop core or new competencies. The procedure identifies to whom an employee should apply to if they wish to apply for an internal transfer.	This policy is based on an elective transfer procedure, whereby the employee makes a request to be considered for a transfer. The term transfer used throughout this policy should therefore be read in the context of elective transfer. This Policy links into the Equal Opportunities Policy, Disability Discrimination Act (NI) 1995 and is subject to an impact assessment in line with the Council's Equality Scheme.	commitments. The Council also recognises that staff motivation, productivity, and retention are dependent upon people working in jobs that are well suited to their qualifications; skills, experience and interest, and therefore offers transfer opportunities for current employees. The policy will be reviewed in three years time, and if necessary, in light of any changing legislation.
Recruitment Protocol	Fermanagh and Omagh District Council's revised Recruitment Protocol outlines the stages that will apply when a vacancy is to be filled within the Council	Fermanagh and Omagh District Council is fully committed to the development of employees, and through the Learning and Development Policy and associated Plan, employees are encouraged and supported to undertake continuous development aimed at improving their opportunities for career progression within the Council and/or the wider Local Government Sector.	Not be subject to an EQIA (with no mitigating measures required) there is no data to indicate the policy will have an adverse impact on any of the S75 categories. The policy is aimed at promoting equality of opportunity.

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		The recruitment protocol should be read in conjunction with the LGSC Statutory Code of Procedures on Recruitment and Selection.	The policy will be reviewed in three years time, and if necessary, in light of any changing legislation.

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