



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

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:

Draft Action Plan (for Fermanagh and Omagh 2030 Community Plan)
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Is this an existing, revised or a new policy/policy area?

Existing	Revised	New
		✓

Brief Description

The Council's Community Plan (Fermanagh and Omagh 2030) was published in March 2017. It is the overarching strategy which sets out the Council's belief that services and quality of life can be improved – by getting the public, private and community/voluntary sectors to work together towards a shared vision and eight long term outcomes.

What is it trying to achieve? (intended aims and outcomes)
The aims of the policy are:

The Action Plan sets out the partnership actions that will be undertaken in order to achieve the agreed outcomes. The actions included are those which will help us to begin to jointly tackle the major issues in the District which require a high level of partnership working to achieve, with a focus on prevention and early intervention.

Some actions can be delivered in the short to medium term, whilst others will take longer to achieve.

The Council will screen the actions under which it is the 'Lead Partner', whilst the actions which other Statutory Organisations are the 'Lead Partners' will be screened by that organisation.

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 categories should benefit from the Fermanagh and Omagh 2030 Draft Action Plan. The aim of the Action Plan is to ensure that all Community Planning Partners focus on the achievement of better wellbeing outcomes for all citizens.

Whilst the implementation of this will result in the increased effectiveness of the work of the Community Planning Partners in terms of outcomes, there should be no differential positive/negative impacts on any of the Section 75 groups because of the implementation of this Action Plan.

Who initiated or wrote the policy?

The policy was initiated and developed by the Council's Head of Community Planning and Performance.

Who owns and who implements each element of the policy?

The Action Plan, although developed by Fermanagh and Omagh District Council, is owned by the Fermanagh and Omagh Community Planning Strategic Partnership Board which consists of:

- Business Community (representatives of Economic Stakeholder Reference Group)
- Community/Voluntary Sector (representatives of CVS Forum)
- Council for Catholic Maintained Schools
- Department for Communities

- Department for Infrastructure
- Department of Agriculture, Environment and Rural Affairs
- Department of Education
- Education Authority
- Fermanagh and Omagh District Council
- Health and Social Care Board
- Invest NI
- Libraries NI
- NI Fire & Rescue Service
- Northern Ireland Housing Executive
- Police Service of NI
- Public Health Agency
- Sport NI
- Tourism NI
- Western Health and Social Care Trust

The Action Plan will be implemented by each of the above organisations with each action being attributed to a particular organisational 'Lead Partner'.

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: Uncertainty over funding arrangements and budgetary allocations.

Legislative: Uncertainty over Brexit and its implications alongside the current suspension of the NI Assembly.

Other, please specify:

Main stakeholders affected

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

Service users: Residents / Business Owners / Visitors to the Fermanagh and Omagh District.

Other public sector organisations: All Public Sector Organisations which are outlined as Partners of the Strategic Partnership Board.

Voluntary/community/trade unions: Community Groups / Voluntary Groups within the Fermanagh and Omagh District.

Other, please specify:

Council Employees and Elected Members.

Other policies with a bearing on this policy

What are they and who owns them?

The Community Plan – Fermanagh and Omagh 2030

Fermanagh and Omagh District Council Corporate Plan Update

Fermanagh and Omagh District Council's Equality Scheme

Fermanagh and Omagh District Council's Constitution and Standing Orders

Communications Strategy and Action Plan

Performance Improvement Plan

Customer Services Strategy and Action Plan

ICT Strategy

Good Relations Strategy

Linguistic Diversity Policy

Fermanagh and Omagh Local Development Plan/Statement of Community Involvement

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	<p>The most up-to-date population statistics indicate that the profile of the District is:</p> <ul style="list-style-type: none">• 64.23% identifying as 'Roman Catholic'.• 33.08% identifying as 'Protestant or other Christian' religion.• 2.69% identified as 'No Religion/Other'. <p>The most recent Equality Monitoring Process of Council</p>

	<p>employees demonstrated those responding identified as:</p> <ul style="list-style-type: none"> • 62.5% - 'Roman Catholic'. • 33% - 'Protestant'. • 4.5% - 'No Religion/Other'
Political Opinion	<p>The current political opinion of the Council's elected members is as follows:</p> <p>Sinn Féin: 16 Members UUP: 8 Members SDLP: 6 Members DUP: 6 Members Independent: 4 Members</p> <p>In the most recent Equality Monitoring Process for Council employees, the result broadly reflected the above-mentioned statistics.</p> <p>The District Profile for Political Opinion states:</p> <ul style="list-style-type: none"> • 35% identify as predominantly Unionist. • 62.5% identify as predominantly Nationalist. • 2.5% identify as predominantly 'Other/None'
Race	<p>Within the Fermanagh and Omagh District, 99.16% of the local population identifies as 'White'.</p> <p>0.84% of the local population identifies as 'Other'.</p> <p>The District is becoming more diverse, with approximately 4.5% of the local population being born outside of the UK and Ireland. There are also approximately 3,200 people whose first language is not English.</p> <p>Monitoring statistics for Council employees broadly reflects this, with 99.5% identifying as 'White' and 0.5% identifying as 'Other'.</p>
Disability	<p>Statistics demonstrate that within the Fermanagh and Omagh District, 20.75% of the population identifies as having a long-term health problem or disability that limits their day-to-day activities.</p> <p>In 2016, there were 14,250 individuals who were in receipt of 'Disability living Allowance'.</p>
Age	<p>The Age Profile of the Fermanagh and Omagh District (based on the Mid-Year Population Estimates) 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>24,992</td><td>21.58</td></tr><tr><td>16-29</td><td>19,634</td><td>16.96</td></tr><tr><td>30-44</td><td>22,528</td><td>19.45</td></tr><tr><td>45-59</td><td>23,437</td><td>20.24</td></tr><tr><td>60-74</td><td>17,165</td><td>14.82</td></tr><tr><td>75+</td><td>8,043</td><td>6.95</td></tr></table> <p>The Fermanagh and Omagh District population has an ageing profile. By 2025, the number of people aged 65 years and over is expected to increase by 20%.</p>	Age Band	Number of Individuals within each Age Band	District Percentage (%)	0-16	24,992	21.58	16-29	19,634	16.96	30-44	22,528	19.45	45-59	23,437	20.24	60-74	17,165	14.82	75+	8,043	6.95
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Marital Status	<p>The Marital Status statistics for the Fermanagh and Omagh District are as follows:</p> <table><tr><th>Marital Status</th><th>District Profile (%)</th></tr><tr><td>Divorced</td><td>4.04</td></tr><tr><td>Single</td><td>35.76</td></tr><tr><td>Married</td><td>50.14</td></tr><tr><td>Separated</td><td>3.23</td></tr><tr><td>Widowed</td><td>6.78</td></tr><tr><td>Same-sex Civil Partnership</td><td>0.05</td></tr></table>	Marital Status	District Profile (%)	Divorced	4.04	Single	35.76	Married	50.14	Separated	3.23	Widowed	6.78	Same-sex Civil Partnership	0.05							
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Sexual Orientation	<p>The most recently published statistics (2016) from the Office of National Statistics demonstrates that approximately 1.7% of the Northern Ireland population identifies as either 'Lesbian, Gay or Bi-sexual'.</p> <p>There are no localised statistics published in terms of Sexual Orientation.</p>																					
Gender	<p>The Fermanagh and Omagh District is comprised of the following Gender breakdown:</p> <ul style="list-style-type: none">• Male: 50.07%• Female: 49.93%																					
Dependency	<p>Adult Dependents:</p> <p>Within the Fermanagh and Omagh District, 11.02% of the population identified as providing unpaid care to a family, friend or neighbour.</p> <p>Children:</p> <ul style="list-style-type: none">• Families in households with no dependent children: 14.962 families.																					

	<ul style="list-style-type: none"> 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.
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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	The draft Action Plan for the Fermanagh and Omagh 2030 Community Plan should have no detrimental impact on any Section 75 Group.
Political Opinion	The overall aim of the Action Plan is to improve the service-delivery and wellbeing outcomes for all people within the District – focusing, where possible, on prevention and early intervention activities.
Race	Through partnership working, the Council is committed to a long-term, sustained, effort to make a positive difference to the lives of both citizens and service users.
Disability	Planning for the needs of individuals at risk has also been included within the draft Action Plan – with a number of indicators aligned directly to the needs of these individuals e.g. people aged 75 years and over who are hospitalised due to falls / the percentage of people living in hospital / percentage of children in care / etc.
Age	The Council, as part of the Community Planning Strategic Partnership Board recognises that individuals at risk may not be at risk permanently, therefore through the draft Action Plan there is a conscious effort to ensure that the right support services are provided to the support individuals at the time for which they are needed.
Marital Status	
Sexual Orientation	There are eight Shared Outcomes for the Draft Action Plan which are:

Section 75 Category	Details of Needs/Experiences/Priorities
Gender	<ol style="list-style-type: none"> 1. Our people are healthy and well – physically, mentally and emotionally. 2. Older people lead more independent, engaged and socially connected lives.
Dependency	<ol style="list-style-type: none"> 3. Our communities are inclusive, safe, resilient and empowered. 4. Our people have the best start in life with lifelong opportunities to fulfil their potential. 5. Our economy is thriving, expanding and outward looking. 6. Our district is a connected place. 7. Our outstanding natural environment and built and cultural heritage is sustainably managed and, where possible, enhanced. 8. Our district is an attractive and accessible place. <p>For each action outlined within the Draft Action Plan, the identified partners will work to identify performance measures, informing:</p> <ul style="list-style-type: none"> • What was done. • How well it was done. • If anyone is better off as a result. <p>In terms of 'Lead Partner', the Council is the Action Lead for actions within:</p> <p>Outcome 1: Our People are Healthy and Well – Physically, Mentally and Emotionally.</p> <p>Outcome 3: Our communities are inclusive, safe, resilient and empowered.</p> <p>Outcome 4: Our people have the best start in life with lifelong opportunities to fulfil their potential</p> <p>Outcome 5: Our economy is thriving, expanding and outward looking.</p> <p>Outcome 6: Our District is better connected.</p> <p>Outcome 7: Our outstanding natural environment and built and cultural heritage is sustainably managed and, where possible, enhanced.</p> <p>Outcome 8: Our district is an attractive and accessible place.</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

1 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	The Action Plan should have no differential negative impact on any Section 75 Group.	Major – positive.
Political Opinion		
Race		
Disability	As stated, the overall aim of the Action Plan is to improve the service-delivery and wellbeing outcomes for all people within the District – focusing, where possible, on prevention and early intervention activities.	
Age		
Marital Status		
Sexual Orientation		
Gender	Through partnership working, the Council is committed to a long-term, sustained, effort to make a positive difference to the lives of citizens and service users.	
Dependancy		

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 Action Plan itself relates to the partnership working, and Lead Partners (organisations) identified for each subsequent action. It states Indicators, Baselines, a Data Development Agendas, Key Partners and identified Actions. Within the Action Plan there is an action The shared Values and Principles promote equality, inclusivity and diversity across all of the services and actions.	
Political Opinion		
Race		
Disability		
Age		
Marital Status		
Sexual Orientation		
Gender		
Dependency		
3. 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 Action Plan should have no direct impact on good relations. Within the Action Plan there are actions attributed to Equality, Diversity, Community Resilience/Capacity and Respect for Cultural identity. One of the Shared values and Principles is to promote equality and good relations throughout the District and amongst all citizens and service users – regardless of Religious Belief, Political Opinion or Racial Background.	

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).

The Action Plan will impact on a broad range of individuals, and with many multiple identities. However, it is anticipated that the Action Plan will have no differential negative impact on any Section 75 Group, nor will it impact on individuals who have multiple identities.

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

The Action Plan will impact on a broad range of individuals, and with many multiple identities. However, it is anticipated that the Action Plan will have no differential negative impact on any Section 75 Group, nor will it impact on individuals who have multiple identities.

4. 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~~.

Yes.

The Action Plan contains actions, some of which, will impact positively upon people with disabilities.

The Fermanagh and Omagh 2030 Community Plan document (and this draft Action Plan) itself was developed after a period of extensive consultation, including consultation with individuals and groups representing people with disabilities.

5. 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~~.

Yes.

The Fermanagh and Omagh 2030 Community Plan document (and this draft Action Plan) itself was developed after a period of extensive consultation, including consultation with individuals and groups representing people with disabilities.

The Fermanagh and Omagh Community Planning Strategic Partnership Board will continue to liaise with individuals, groups and organisations within the District. The Consultation exercise will reveal whether there are any additional actions which are required, any additional sources of reliable information and any location specific requirements which will require a different approach to be taken.

The Community Planning Strategic Partnership Board also proposes to undertake further public consultation on this draft Action Plan commencing in December 2017 for an eight-week period.

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. 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 Draft Action Plan will have no intentional differential impacts on any Section 75 Group or on equality of opportunity.

By using an 'Outcomes Based Approach' to assessing the success of the Community Plan and the Draft Action Plan there will be an increased focus on ensuring that the Actions are not only met, but that they are affecting local citizens and service delivery in the way they were intended to.

Whilst there will be no direct negative impact on Equality or Good Relations, it is anticipated that the implementation of the Draft Action Plan, and Fermanagh and Omagh 2030 Community Plan, will be positive for individuals, whether they are citizens or visitors, and groups.

The Draft Action Plan has been developed through extensive consultation with relevant Support Partners. The Consultation exercise will reveal whether there are any additional actions which are required, any additional sources of reliable information and any location specific requirements which will require a different approach to be taken.

The Community Planning Strategic Partnership Board proposes to undertake further public consultation on the draft Action Plan commencing in December 2017 for an eight-week period.

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? N/A

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

If 3. (i.e. to conduct an EQIA), please provide details of the reasons: N/A

Timetabling and Prioritising EQIA

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

If YES, please provide details:

N/A

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

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).

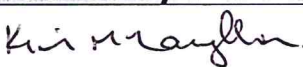

Please detail proposed monitoring arrangements below:

Where appropriate, data will be collected on an ongoing basis by the Community Planning and Performance Service. This will help to provide feedback on the Community Plan, the Draft Action Plan and the impacts they are having.

Additionally, as indicated within the Draft Action Plan, for each of the actions, the identified partners will identify performance measures which will be used to monitor:

- How much did we do?
- How well did we do it?
- Is anyone better off as a result?

Part 5: Approval and Authorisation

Screened by:	Position/Job Title	Date
	Head of Community Planning and Performance	7/12/17
Approved by:		
	Chief Executive	8/12/17

