



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:

Improvement Plan 2019/20

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

Existing	Revised	New
	✓	

Brief Description

The Improvement Plan 2019/20 sets out how, in the year ahead, the Council will aim to meet its statutory responsibility to make arrangements to secure continuous improvement as set out in Part 12 of the Local Government (NI) Act 2014. It updates the Improvement Objectives for 2018/19 and those set out in Appendix 1 of the Corporate Plan Update 2017/19 which were in place for the 2017/18 year.

This plan has been developed with the needs of residents, businesses and visitors in mind. It has been directly informed by the ongoing work with partners and stakeholders to develop a Community Plan for the area, by our existing Corporate

Plan Update 2017-19 and through a dedicated public consultation process during Jan- March 2019.

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

The aims of the policy are:

The aim of the Council's Corporate Improvement Plan 2019/20 is to set out what we will do in the year ahead to deliver on our statutory duty to secure continuous improvement; to achieve improvement against at least one of the seven specified aspects of improvement; and arrangements to detail that any statutory performance standards are met.

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

YES	NO	N/A
✓		

If YES, explain how.

The Council has put in place a performance improvement framework which will drive and provide assurance that we are delivering on our Vision. The Council recognises that an effective performance management approach will achieve a shared understanding about what is to be achieved and an approach to leading and developing people which will ensure that it is achieved.

Who initiated or wrote the policy?

Fermanagh and Omagh District Council

Who owns and who implements each element of the policy?

The Council owns and will implement the Policy, acting in partnership with other bona fide groups/organisations when appropriate.

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: N/A

Legislative: N/A

Other, please specify:

N/A

Main stakeholders affected

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

Managing performance and achieving improvement is everyone's responsibility, forming part of everyday effective management and working practice in every area of the Council.

The Chief Executive has overall responsibility for the implementation of the Policy. In addition, the specific responsibilities have been outlined in the policy.

Service users:

The Policy will impact on Fermanagh and Omagh District Council's residents, customers and visitors.

Other public sector organisations:

The policy will impact on all public sector organisations with which the Council interacts.

Voluntary/community/trade unions:

The policy will assist the Council to build and develop our Partnerships, particularly as it is closely aligned to the Community Plan, to deliver improved and more joined up access to public services.

Other, please specify:

N/A

Other policies with a bearing on this policy

What are they and who owns them?

Council Policies and Strategies:

- Corporate Plan Update 2017-19
- Customer Services Strategy and Action Plan
- ICT Strategy
- Equality Scheme
- Good Relations Strategy

- Linguistic Diversity Policy
- Fermanagh and Omagh district's Community Plan
- Fermanagh and Omagh district's Local Development Plan/Statement of Community Involvement
- Economic Development Strategy
- Car Parking Strategy and Action 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	<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 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: 5 Members DUP: 6 Members Independent: 4 Members Other: 1 Member</p> <p>This breakdown is taken as an approximate representation of political opinion among people within the Fermanagh and Omagh District Council area.</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>On Census day 2011, 13.4% of the population of Fermanagh and Omagh was not born in Northern Ireland.</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. This comprised of:</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> <p>In 2016, there were 14,250 individuals who were in receipt of 'Disability living Allowance'.</p>
Age	<p>Below is the age profile of the Fermanagh and Omagh District Council area:</p> <p>0 - 15 yrs: 24,808</p> <p>16 - 39 yrs: 35,897</p> <p>40 - 64 yrs: 36,517</p> <p>65 - 84 yrs: 13,972</p> <p>85+ yrs: 1,967</p> <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>

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 Married- Aged 16+ yrs: 44,296 In a registered same-sex civil partnership - Aged 16+ yrs: 48 Separated (but still legally married or still legally in a same-sex civil partnership)- Aged 16+ yrs: 2,851 Divorced or formerly in a same-sex civil partnership which is now legally dissolved - Aged 16+ yrs: 3,573 Widowed or surviving partner from a same-sex civil partnership - Aged 16+ years: 5,987</p>
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: 56,649 (50.06%) • Female: 56,512 (49.94%)
Dependency	<p>Adult Dependents: 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. • 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	Significant work has been undertaken to inform the identification of evidence based needs and priorities, including a lengthy public engagement process. There is no qualitative or quantitative data to suggest that the implementation of this Plan would have an adverse impact on this group in particular.
Political Opinion	Significant work has been undertaken to inform the identification of evidence based needs and priorities, including a lengthy public engagement process. There is no qualitative or quantitative data to suggest that the implementation of this Plan would have an adverse impact on this group in particular.
Race	Significant work has been undertaken to inform the identification of evidence based needs and priorities, including a lengthy public engagement process. There is no qualitative or quantitative data to suggest that the implementation of this Plan would have an adverse impact on this group in particular.
Disability	Significant work has been undertaken to inform the identification of evidence based needs and priorities, including a lengthy public engagement process. There is no qualitative or quantitative data to suggest that the implementation of this Plan would have an adverse impact on this group in particular.
Age	Significant work has been undertaken to inform the identification of evidence based needs and priorities, including a lengthy public engagement process. There is no qualitative or quantitative data to suggest that the implementation of this Plan would have an adverse impact on this group in particular.
Marital Status	Significant work has been undertaken to inform the identification of evidence based needs and priorities, including a lengthy public engagement process. There is no qualitative or quantitative data to suggest that the implementation of this Plan would have an adverse impact on this group in particular.
Sexual Orientation	Significant work has been undertaken to inform the identification of evidence based needs and priorities, including a lengthy public engagement process. There is no qualitative or quantitative data to suggest that the implementation of this Plan would have an adverse impact on this group in particular.
Gender	Significant work has been undertaken to inform the identification of evidence based needs and priorities, including a lengthy public engagement process. There is no qualitative or quantitative data to suggest that the implementation of this Plan would have an adverse impact on this group in particular.

Section 75 Category	Details of Needs/Experiences/Priorities
Dependency	Significant work has been undertaken to inform the identification of evidence based needs and priorities, including a lengthy public engagement process. There is no qualitative or quantitative data to suggest that the implementation of this Plan would have an adverse impact on this group in particular.

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	<p>No adverse impact is currently anticipated on any Section 75 Category.</p> <p>This plan has been developed with the needs of residents, businesses and visitors in mind. It has been directly informed by the ongoing work with partners and stakeholders to develop a Community Plan for the area, by our existing Corporate Plan Update 2017-19 and furthermore, through a dedicated public consultation process during Jan-March 2019.</p> <p>Direct positive outcomes, should include:</p> <ul style="list-style-type: none"> Increased uptake of leisure and recreation opportunities, as well as the provision of information to support healthier choices. Promoting economic growth by supporting an inclusive approach to entrepreneurship and business starts. 	Minor +ve
Political Opinion		
Race		
Disability		
Age		
Marital Status		
Sexual Orientation		
Gender		
Dependency		

	<ul style="list-style-type: none"> Supporting local town centre economies by making it Easier for residents and visitors to access car parking when visiting our key towns and service centres. 	
	<ul style="list-style-type: none"> Investment in environmental programmes which will reduce the amount of waste going to landfill and improving recycling efforts. The development of better relationships with residents, customers, service users and suppliers through ongoing improvements to our services and the supporting systems/processes. 	

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	This plan has been developed with the needs of residents, businesses and visitors in mind. It has been directly informed by the ongoing work with partners and stakeholders to develop a Community Plan for the area, by our existing Corporate Plan Update 2017-19 and furthermore, through a dedicated public consultation process during Feb-April 2018.	
Political Opinion		
Race		
Disability		
Age		
Marital Status	While no adverse impact is currently anticipated, in the delivery of its functions relating to the Performance Improvement Plan, the Council must be mindful of its statutory duties under Section 75 of the Northern Ireland Act 1998 to ensure equality of opportunity to access, participate and contribute – are key components which underpin any process.	
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	Through the extensive work to develop the Community Plan, citizens will have had the opportunity to contribute to the development of this strategy and how successes will be monitored and measured.	

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).

No additional impacts for Multiple Identity.

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

N/A

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? No.

This plan has been developed with the needs of residents, businesses and visitors in mind. It has been directly informed by the ongoing work with partners and stakeholders to develop a Community Plan for the area, by our existing Corporate Plan Update 2017-19 and furthermore, through a dedicated public consultation process lasting for eight weeks.

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? No.

Through the extensive work to develop the Community Plan and the dedicated consultation process, citizens will have had the opportunity to contribute to the development of this strategy and how success will be monitored and measured

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 Performance Improvement Plan will not have any adverse impact on equality of opportunity nor on the promotion of good relations.

The Performance Improvement Plan will also be subject to a further period of open consultation with all stakeholders and consideration will be given to any mitigating measures which are highlighted during this process.

The Council will continue to gather information throughout 2019/2020 in relation to how it is performing against the performance indicators identified.

Meaningful, and open, consultation as well as the effective challenge and scrutiny mechanisms outlined (within the Plan) will help ensure that the Council continues to meet identified needs and community expectation. These challenge and scrutiny mechanisms include:

- A further period of open consultation with all stakeholders.
- Quarterly reports on Improvement Objectives will be presented to the Council's Senior Management Team and, subsequently, to the Policy and Resources Committee with independent scrutiny provided through the Audit Panel.
- Annual Performance Reports will be published by 30th September every year - setting out the Council's self-assessment of its performance over the previous financial year.

Whilst every effort has been made to develop the Strategy to be reflective of best practice, the Council wishes to consult those affected by the Strategy to determine whether further mitigating measures are required.

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

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	
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?

The Plan will be subject to a further period of open consultation with all stakeholders and consideration will be given to any mitigating measures which are highlighted during the process.

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:

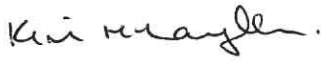
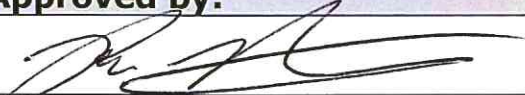
We will gather information throughout 2019/20 in relation to how we are performing against all the performance indicators identified.

Monitoring will take place alongside other key strategies and will be reported on through the Council's Performance Framework and Cycle. This is a cyclical process during which performance is continually reviewed using a range of qualitative and quantitative measures, to take account of changing circumstances.

Quarterly reports on Improvement Objectives will be presented to the Council's Senior Management Team and, subsequently, to the Policy and Resources Committee with independent scrutiny provided through the Audit Panel.

By 30th September each year the Council will produce and publish an Annual Performance Report which will set out a self-assessment of its performance over the previous financial year.

Part 5: Approval and Authorisation

Screened by:	Position/Job Title	Date
	Head of Community Planning and Performance	18/1/19
Approved by:		
	Chief Executive	