

**Derry City Council**

**Statutory Equality Duties**

**Screening Of New Council Policies**

**(Questionnaire)**

# Screening of New Policies

**Introduction and Guidance Notes**

* 1. Section 75 of the Northern Ireland 1998 (“The Act”) requires the Council in carrying out its functions, powers and duties to have due regard to the need to promote equality of opportunity:

1. between persons of different religious belief, political opinion, racial group, age, marital

status or sexual orientation;

1. between men and women generally;
2. between persons with disability and persons without;
3. between persons with dependants and persons without.

1.2 In addition, without prejudice to its obligations above, the Council shall in carrying out its functions, powers and duties have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group. The Council supports the principles of good relations: equity, respecting diversity and interdependence, and the development of relationships built on trust and respect.

1.3 As stated in its Equality Scheme, the Council intends to screen all of its policies (formal

and informal), functions and roles in order to determine which would require a fuller

equality analysis in the form of an impact assessment.

* 1. This questionnaire is aimed at providing a standardised, systematic approach to the

screening exercise. A summary of this document will be made available to the Council’s

consultees and the general public, via the Council’s web-site and in other formats, (upon

request). This document may also be produced, in full, as part of consultations

regarding Equality Impact Assessments.

1.5 When the Council is considering a new policy, it will determine whether the policy has the

potential to have significant implications for equality of opportunity and/or good relations and if so will conduct a full impact assessment.

* 1. Where due limited quantitative and/or qualitative research data, it is not possible to establish the ‘significance’ of the equality impact, policies which score positively against any of the screening criteria should be designated for detailed impact assessment.

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| --- |
| Policy ScopingName of Policy: Good Relations Core amd Pilot Project Funding |
| Please tick as appropriate √  **New Policy Revised Policy**  **Corporate Policy** **Departmental Policy**  If Departmental, please specify which department;  **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** |
| 3a. Please describe the aims of the policy: **The previous GR Grant Aid Scheme was deemed not to be as effective as it could be. This revised Scheme now hopes to meet the following aims:-**   * **To continue to have an open and fair process** * **To address high levels of ‘ineligibility’ due to documentation in existing process** * **To only carry out documentation checks once funding has been offered in principle.** * **To allow groups to make a choice between core and project funding on the one application form.** * **To focus on Good Relations strategy priorities** * **To enable groups to apply for funding from other Council Grant Aid as well as the Good Relations funding.** * **To make the process more user friendly, less bureaucratic and have a faster turnaround time.** * **To ensure that all beneficiaries from funding are from the local area.** * **To have one annual call for the funding**   **3b.** Are there any associated objectives of the policy? If so, what are they?   * **To ensure that funding is more easily accessible to groups and that quality of application is focus rather than presence of required documentation.** |
| Are there any Section75 groups which might be expected to benefit from the intended policy? If so, explain how **No** |
| Who initiated or wrote the policy? **Officers within the Community Relations Section of Derry City Council (not sure if the Good Relations Working Group were involved in this) developed and piloted this new approach to the delivery of Good Relations Grant Aid between April and July 2012.** |
| Who is responsible for the implementation of the policy? **Officers within the Community Relations Section of Derry City Council are responsible for the operational implementation of this process.** |
| 7. Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision? If yes, are they  Financial  √  Legislative  Other, please specify \_\_\_\_\_ \_\_\_\_\_\_\_\_\_ |
| **8.**  Who are the internal/external stakeholders (actual or potential) that the policy will impact upon?  √  **Staff**  √  **Service Users**  √  **Other public sector organisations**    √  **Voluntary/Community/Trade Unions**    **Other, Please specify – \_\_\_\_Other Funding Bodies\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**  √ |
| 9. Is this policy associated with any other Council Policy(s)? Yes No  √  If yes, please state the related policy(s) below.  **Corporate Plan 2011-2015**  **Equality Scheme 2012-2015**  **Good Relations Strategy 2011/2012 – 2013/2014**  **Community Support Plan?? There may be others you would be aware of** |
| **10(a).** How does the policy contribute towards the achievement of the Council’s  strategic objectives?  **This revised scheme contributes to Council’s Strategic objective as under the Strategic theme of “Service Delivery” Derry City Council has committed itself to a key objective to ‘bring about improved service delivery and enhanced value for money while improving the well-being of our communities and their economic prosperity’** |
| 11. How does the Council interface with other bodies in relation to the implementation of this policy? **Council will interface primarily with the Community Relations Unit in particular and all other funding bodies such as OFMDFM in the effective implementation of this 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 each of the Section 75 categories.

|  |  |
| --- | --- |
| **Section 75 category** | **Details of evidence/information** |
| **Religious belief** | 2001 Census figures (NISRA) show the breakdown of religious belief in the Derry City Council Area as being:  **Catholics: 74,483**  **Presbyterians: 10,779**  **Church of Ireland: 8,284**  **Methodist: 888**  **Other: 10,632**  Statistics, which have been collated in terms of Grant Aid Application, have not required the applicants to indicate which religious groups they belong to and grant aided projects are not allowed to promote particular religious ideals. However applicants are asked to indicate what area they are in and where are their beneficiaries from. This information can be used as a proxy indicator and therefore it can be assumed that grant aid applications are representative of the religious breakdown of the Derry City Council community. |
| **Political opinion** | The political opinion of the Council’s elected members is as follows: S.D.L.P. 14 SeatsSinn Fein 10 SeatsDemocratic Unionist 5 SeatsUlster Unionist 1 Seats This breakdown is taken as a approximate representation of the political opinion of people within the Derry City Council area.  One of the findings of Council’s Household Survey 2011 was that 5% of respondents felt that Council’s grant aid allocation benefitted one community more that the other and respondents felt that more community involvement in the process may help towards equality.  In Derry City Council’s grant aid process applicants are not required to indicate their political opinion and grant aided projects are not allowed to promote particular political ideals. However once again as applicants are asked to indicate what area they are in and where their beneficiaries are from. In using this as a proxy indicator it can be assumed that grant aid applications are representative of the political breakdown of the Derry City Council community. |
| **Racial group** | The composition of racial groups in Northern Ireland and the Derry City Council area is noted by NISRA (2001) as follows:  **Community Derry N.Ireland**  White 104,120 1,670,988  Irish Travellers 174 1,710 Mixed 261 3,320 Indian 203 1,569  Pakistani 25 668  Bangladeshi 12 251  Other Asian 6 190  Black Caribbean 25 256  Black African 41 491  Other Black 15 381  Chinese 150 4,145  Other Groups 55 1,291  Derry City Council has no information on the breakdown of grant aid applications in terms of racial group however grant aid has been awarded to groups associated solely with multi-faith and multi-cultural issues.  One participant who had taken part in the consultation exercise on 9th July 2012 called for greater funding for Ethnic projects to replicate other Councils**.** |
| **Age**  **Age (contd)** | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  | **Persons** | | | | | | **DEAname** | **0-15yrs** | **16-39yrs** | **40-59/64** | **60/65+** | **Total** | |  |  |  |  |  |  | | Cityside | 2,836 | 4,165 | 3,365 | 1,820 | **12,185** | | Northland | 5,190 | 9,210 | 7,150 | 3,261 | **24,810** | | Rural | 6,069 | 8,101 | 7,246 | 3,413 | **24,830** | | Shantallow | 6,773 | 8,752 | 6,898 | 2,838 | **25,262** | | Waterside | 4,697 | 7,632 | 6,414 | 3,997 | **22,740** | | **Total** | **25,565** | **37,860** | **31,073** | **15,329** | **109,827** | |  |  |  |  |  |  | | **Total %** | **23.28** | **34.47** | **28.29** | **13.96** | **100.00** |   The age profile of the electoral areas in the Derry City Council area is as follows as per the Small Area Population Estimates in 2010 (NISRA).  The Education and Library Boards have a statutory duty to fund activities for young people. It should also be noted that the Health and Social Services Trusts fund many of the activities for senior citizens.  The Council are endeavouring to reduce the number of ineligible applications however they will not duplicate this funding. The differential in terms of young people and older people is therefore considered to be due to the ineligibility criteria arising from duplicate funding.  It should be noted that some of the projects funded in 2012-13 year have a specific reference to age groups.   |  |  |  | | --- | --- | --- | |  | Main Grant 2012-13 | Support Grant 2012-13 | | Older People | * Age Concern/Older People NW * Newbuildings Senior Citizen’s Group | * St.Pats Senior Citizens’ Club * Monday 55+ Club * Rathmor 50+ Club * Northside 50+ Club * Irish St. Senior Citizens club. * ACE (Active Citizen Engaged) | | Younger  People | * Rainbow Child and Family Centre * Tumble Tots * Headliners (UK) | * Creggan Pre-School and Training Trust * Cathedral Youth Club * Cross Community Schools Project * Youth Action NI * Drumahoe Primary School | |
| **Marital status** | On Census day 2001,[[1]](#footnote-1) there were 76,861 persons aged 16 years and over, of these:  29,110 were single (never married, 37.9%)  34,430 were married (44.80%)  1,241 were remarried (1.61%)  4,091 were separated but still legally married (5.32%)  3,202 were divorced; and (4.17%)  4,787 were widowed (6.23%)  As Council do not require Grant Aid applicants to identify their marital status there is no evidence to suggest that this policy has a differential impact on this grouping. |
| **Sexual orientation** | There are approximately 10,000 members of the LGBT community in the  Derry City Council area (Foyle Friend).  As Council do not require Grant Aid applicants to identify their sexual orientation there is no evidence to suggest that this policy has a differential impact on this grouping.  It should be noted that grant aid has been awarded to the Rainbow Project in 2012/13. |
| **Men and women generally** | In the Derry City Council area the gender composition of the population is denoted as follows (NISRA – Small Area Population Estimates 2010):   |  |  |  |  | | --- | --- | --- | --- | |  | **Males** | **Females** | **Persons** | | **DEA Name** | **Total** | **Total** | **Total** | |  |  |  |  | | **Cityside** | 5,752 | 6,433 | 12,185 | | **Northland** | 12,373 | 12,438 | 24,810 | | **Rural** | 12,459 | 12,371 | 24,830 | | **Shantallow** | 12,274 | 12,988 | 25,262 | | **Waterside** | 10,950 | 11,790 | 22,740 | | **Total** | **53,808** | **56,020** | **109,827** | | % | **49** | **51** | 100.00 |   Derry City Council do have Grant Aid funding specifically for Women’s Development however this does not preclude men or groups representing men from seeking grant aid support under the other programme areas.  The information below shows some examples of groups funded with relation to gender in 2012-13.   |  |  |  | | --- | --- | --- | |  | Main Grant 2012-13 | Support Grant 2012-13 | | Womens’ | * Foyle Women's Information Network * Galliagh Women's Group * Aelagh Women's Group; | * Kildoag Area Women’s Group * St Brigid’s Women’s Group * Newbuildings Women’s Group * Royal British Legion Womens Section * Wednesday Night Ladies Club * Holland Ladies Cultural Society * Victoria Ladies Cultural Society | |
| **Disability** | According to the 2001 Census, there were a total of 22,704 (21.6%) in Derry with a limiting long-term illness.  In Northern Ireland the profile of people with a disability is cited as follows:   |  | | --- | | * More than 1 in 5 or 21% of the population in Northern Ireland has a disability. The incidence of disability is higher in Northern Ireland than any other part of the UK. * 1 in 7 people in Northern Ireland have some form of hearing loss. * 5,000 sign language users who use British Sign Language (BSL) and/or Irish Sign Language (ISL). * In Northern Ireland there are 57,000 blind people or people with significant visual impairment. * 52,000 people with learning disabilities.   (Source: Disability Action) |   The Health and Social Services Trusts have a statutory duty to fund many of the activities for people with a disability and this inhibits grant aid Council being awarded to disability groups. The Council are endeavouring to reduce the number of ineligible applications however they will not duplicate this funding. The differential in terms of people with a disability is therefore considered to be due to the ineligibility criteria arising from duplicate funding.  The evidence below shows however that grant aid was awarded to some groups who specifically dealt with disability issues in 2012/13.   |  |  |  | | --- | --- | --- | |  | Main Grant 2012/13 | Support Grant 2012/13 | | Disability | * Foyle Down Syndrome Trust | * Hurt * The Pink Ladies Breast Cancer Support Group * Disability Sports and Fitness Initiative. |   During a consultation event in July 2012 a participant outlined that there was a lack of inclusion in the grant aid scheme for people with disabilities. |
| **Dependants** | There is reckoned to be over 250,000 carers in N.I. – 10.98% of the population (185066) provide unpaid care. 40.25% are men and 59.75% are women. 40.34% of these carers give 20–50+ hours a week of unpaid care. 7 out of 10 carers under 50 years of age have given up work to care. (NI Anti-Poverty Network 2002). According to NI statistics 48% of carers are economically active and 33% are in full-time employment.  Derry City Council has no evidence to suggest that there is a differential impact on this grouping in the delivery of this policy. It is acknowledged however that there is a differential impact on women in terms of the level of caring responsibilities that fall to women. Grant Aid does consider contributory payments in terms of childcare arrangements of participants taking part in funded projects under the various programmes. |

**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 |  |
| Political opinion |  |
| Racial group | **Groups representing minority ethnic communities may need to have information in an alternative format to ensure that they properly understand the process.** |
| Age |  |
| Marital status |  |
| Sexual orientation |  |
| Men and women generally |  |
| Disability | **Groups representing people with sensory disability or people with learning disability may need information to be presented in an alternative format such as Braille or Easy Read.** |
| Dependants |  |

**Part 2: Screening questions**

**Introduction**

In making a decision as to whether or not there is a need to carry out an equality impact assessment, the public authority should consider its answers to the questions 1-4.

If the public authority’s conclusion is **none** in respect of all of the Section 75 equality of opportunity and/or good relations categories, then the public authority may decide to screen the policy out. If a policy is ‘screened out’ as having no relevance to equality of opportunity or good relations, a public authority should give details of the reasons for the decision taken.

If the public authority’s conclusion is **major** in respect of one or more of the Section 75 equality of opportunity and/or good relations categories, then consideration should be given to subjecting the policy to the equality impact assessment procedure.

If the public authority’s conclusion is **minor** in respect of one or more of the Section 75 equality categories and/or good relations categories, then consideration should still be given to proceeding with an equality impact assessment, or to:

* measures to mitigate the adverse impact; or
* the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

**In favour of a ‘major’ impact**

1. The policy is significant in terms of its strategic importance;
2. Potential equality impacts are unknown, because, for example, there is insufficient data upon which to make an assessment or because they are complex, and it would be appropriate to conduct an equality impact assessment in order to better assess them;
3. 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;
4. Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are concerns amongst affected individuals and representative groups, for example in respect of multiple identities;
5. The policy is likely to be challenged by way of judicial review;
6. The policy is significant in terms of expenditure.

**In favour of ‘minor’ impact**

1. The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;
2. 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;
3. 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;
4. By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

**In favour of none**

The policy has no relevance to equality of opportunity or good relations.

1. 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 evidence presented above, consider and comment on the likely impact on equality of opportunity and good relations for those affected by this policy, in any way, for each of the equality and good relations categories, by applying the screening questions given overleaf and indicate the level of 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 equality categories? minor/major/none** | | | | |
| **Section 75 category** | **Details of policy impact** | | | **Level of impact? minor/major/none** |
| **Religious belief** | **Derry City Council has no reason to believe that the changes in this policy will have an adverse impact on this Section 75 grouping and in fact may have a positive impact as the process for applications for grant aid support is more user friendly and less bureaucratic thus ensuring that the focus is on meeting GR Strategic priorities (See Appendix 1 for details of the Good Relations’ vision, aims and themes).** | | | **Minor - Positive** |
| **Political opinion** | **Derry City Council has no qualitative or quantitative evidence to suggest that the policy will act disproportionately in terms of political opinion. With the process being made more user-friendly and less bureaucratic to reduce the number of applications deemed ineligible, it can be assumed that this policy may have a positive impact on this Section 75 grouping as focus is on projects meeting GR strategic priorities.** | | | **Minor - Positive** |
| **Racial group** |  | | |  |
| **Age** | **It should be noted that Council believe that the activities and projects of successful groups do commonly benefit people of all ages within the community and do not have any evidence to suggest that the policy changes act disproportionately in terms of the age categories.** | | | **Lack of Data – unable to denote level of impact** |
| **Marital status** | **Derry City Council believes that the activities and projects of successful groups do commonly benefit people of all differing marital status within the community and do not have any evidence to suggest that the policy changes act disproportionately in terms of this category.** | | | **Lack of Data – unable to denote level of impact** |
| **Sexual orientation** | **Council do not have any qualitative or quantitative information to support that this policy will have a differential impact on this category.** | | | **Lack of Data – unable to denote level of impact** |
| **Men and women generally** | **Council do not have any qualitative or quantitative evidence to suggest that the policy will have an adverse differential impact on the Gender category.** | | | **Lack of Data – unable to denote level of impact** |
| **Disability** | **It should be noted that Council believe that the activities and projects of successful groups do commonly benefit people of all abilities within the community and do not have any evidence to suggest that the policy changes act disproportionately in terms of the age categories.** | | | **Lack of Data – unable to denote level of impact** |
| **Dependants** | **It should be noted that Council believe that the activities and projects of successful groups do commonly benefit people of all levels of caring responsibilities within the community and do not have any evidence to suggest that the policy changes act disproportionately in terms of the age categories.** | | | **Lack of Data – unable to denote level of impact** |
| 1. **Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?** | | | | |
| **Section 75 category** | | If **Yes**, provide details | If **No**, provide reasons | |
| **Religious belief** | |  | No – the changes are intended to make the grant aid process more user friendly and less bureaucratic for all thus enhancing their opportunity for accessing funding from Council. | |
| **Political opinion** | |  | No – the changes are intended to make the grant aid process more user friendly and less bureaucratic for all thus enhancing their opportunity for accessing funding from Council. | |
| **Racial group** | |  | No – the changes are intended to make the grant aid process more user friendly and less bureaucratic for all thus enhancing their opportunity for accessing funding from Council. | |
| **Age** | |  | No – the changes are intended to make the grant aid process more user friendly and less bureaucratic for all thus enhancing their opportunity for accessing funding from Council. | |
| **Marital status** | |  | No – the changes are intended to make the grant aid process more user friendly and less bureaucratic for all thus enhancing their opportunity for accessing funding from Council. | |
| **Sexual orientation** | |  | No – the changes are intended to make the grant aid process more user friendly and less bureaucratic for all thus enhancing their opportunity for accessing funding from Council. | |
| **Men and women generally** | |  | No – the changes are intended to make the grant aid process more user friendly and less bureaucratic for all thus enhancing their opportunity for accessing funding from Council. | |
| **Disability** | |  | No – the changes are intended to make the grant aid process more user friendly and less bureaucratic for all thus enhancing their opportunity for accessing funding from Council. | |
| **Dependants** | |  | No – the changes are intended to make the grant aid process more user friendly and less bureaucratic for all thus enhancing their opportunity for accessing funding from Council. | |

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| --- | --- | --- |
| 1. **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** | Derry City Council considers that the introduction of the more user-friendly/less bureaucratic pilot scheme has the potential to improve good relations, as it will potentially give the applicant who is seeking support for a focused project under the Community Relations programme a better chance of obtaining grant aid. This is in line with Section 75 (2) legislation which defines Good Relations has having a particular focus on race, religion and political preference. It is also in line with the external funding council sources from the Community Relations Unit (OFMDFM) for grant aid which emphasises challenging sectarianism and racism and promotion of cultural diversity. | Minor |
| **Political opinion** |
| **Racial group** |

|  |  |  |
| --- | --- | --- |
| 1. **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** |  | No |
| **Political opinion** |  | No |
| **Racial group** |  | No |

**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).*

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

**Part 3. Screening decision**

If the decision is not to conduct an equality impact assessment, please provide details of the reasons.

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If the decision is not to conduct an equality impact assessment the public authority should consider if the policy should be mitigated or an alternative policy be introduced. Please provide details

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If the decision is to subject the policy to an equality impact assessment, please provide details of the reasons.

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| **Grant Aid applications or beneficiaries are not currently monitored in terms of Section 75 grouping. Therefore as there is no qualitative or quantitative evidence to denote what level of impact this Grant Aid pilot scheme will have on many of the Section 75 categories it is deemed necessary to carry out a full Equality Impact Assessment.** |

**Part 4: Mitigation**

When the public authority concludes that the likely impact is ‘minor’ and an equality impact assessment is not to be conducted, the public authority may consider mitigation to lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality of opportunity or good relations.

Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity and/or good relations?

If so, give the **reasons** to support your decision, together with the proposed changes/amendments or alternative policy.

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**Part 5 - Approval and authorisation**

|  |  |  |
| --- | --- | --- |
| **Screened by:** | **Position/Job Title** | **Date** |
|  |  |  |
| **Approved by:** |  |  |
|  |  |  |

Note: A copy of the Screening Template, for each policy screened should be ‘signed off’ and approved by a senior manager responsible for the policy, made easily accessible on the public authority’s website as soon as possible following completion and made available on request.

**(Extract from Good Relations Strategy 2011-2014 p107) Appendix 1**

**Vision**

“Making a meaningful difference locally to attitudes and actions, policies and places in a society in transition from conflict to lasting peace.”

**Aims**

The six aims in the strategy are:

• Aim 1: Develop and sustain council’s capacity to strategically support and promote

Good Relations.

• Aim 2: Develop and sustain local capacity for Good Relations delivery through funding,

training and advice.

• Aim 3: Deliver initiatives promoting Good Relations across generations.

• Aim 4: Deliver initiatives exploring relationships between people and place.

• Aim 5: Identify and tackle contentious or divisive issues through relevant partnerships.

• Aim 6: Continue building Good Relations into local regeneration and council’s

service provision.

**Cross-Cutting Themes:**

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| --- | --- |
| **Equality and**  **Fairness** | **Work in the GR Strategy should recognise the importance of the link between Equality and Good Relations. It should also recognise the need to impact and be relevant in areas of high social need.** |
| **Sustainability** | **Work in the GR Strategy should seek, while working in the short term, to improve the long term progress towards a Shared and Better Future for all. Work should strive to make lasting impacts.** |
| **Innovation &**  **Creativity** | **Work in the GR Strategy should seek to use creative and innovative approaches, pilot new methods where relevant and be open to suggestions/constructive criticism.** |
| **Rights, Respect**  **& Responsibility** | **Work in the GR Strategy should recognise the context of Human Rights and Responsibilities and seek to reflect these values in its initiatives. It should seek to promote respect and understanding of diverse identities; cohesive and shared communities** |
| **Inclusion &**  **Participation** | **Work in the GR Strategy should seek to include under-represented or minority groups and pro-actively strive to support inclusion. It should seek to promote participation from diverse audiences, strive to reach new audiences and promote active citizenship and volunteering. Through Community Planning approaches initiatives should seek to work with local communities and relevant agencies as integral parts of processes.** |

1. Table KS04: Marital Status [↑](#footnote-ref-1)