



---

Derry City & Strabane  
District Council

---

Comhairle  
Chathair Dhoire &  
Cheantar an tSratha Báin

---

Derry Cittie & Strabane  
Destrack Council

## **Statutory Equality Duties**

### **Screening Of New/Revised Council Policies**

**(Questionnaire)**

## Screening of New/Revised Policies

### Introduction and Guidance Notes

- 1.1 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:
- between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
  - between men and women generally;
  - between persons with disability and persons without;
  - 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.
- 1.4 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/revised policy, it will determine whether the policy has the potential to have significant implications for equality of opportunity on the Section 75 categories if so will conduct a full equality impact assessment.

It will also help to determine if there are opportunities to:-

- Better promote good relations through tackling prejudice and/ or promoting understanding between the three Section 75 (2) categories, namely persons of different religious belief, political opinion and racial group.
- Promote positive attitudes towards people with a disability
- Encourage participation by disabled people in public life.

Where such opportunities are identified the new/revised policy will be referred to a designated working group for consideration.

- 1.6 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 the equality of opportunity screening criteria should be designated for detailed impact assessment.

**Part 1: Policy Scoping**

**1. Name of Policy: Good Relations Audit Strategy and Action Plan 2018-21**

**2. 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: This Strategy sets out Council's priorities for the promotion of Good Relations**

- Aim 1: Our Children and Young People
- Aim 2: Our Shared Community
- Aim 3: Our Safe Community
- Aim 4: Our Cultural Expression

**3b. Are there any associated objectives of the policy? If so, what are they?**

4. Are there any Section 75 groups which might be expected to benefit from the intended policy? If so, explain how

Section 75 (2) of the Northern Ireland Act 1998 requires all public authorities to have regard to promoting good relations between persons of different religious belief, political opinion and racial group. This strategy sets out Derry City and Strabane District Council's commitment to meeting this requirement.

Religious Belief, Political Opinion and Racial Group categories would be expected to benefit from this Strategy. The Good Relations Strategy and Action Plan have been developed in order to promote positive relationships between groups in the Section 75(2) categories. The Strategy was informed by examination progress of ongoing good relations work; an extensive consultation with relevant S75 groupings; an internal survey with Council staff and published research all of which sought to inform this Strategy.

5. Who initiated or wrote the policy?

Rubicon Consulting was commissioned by the Good Relations Team, within the Health and Community Directorate, to undertake the Audit and Strategy

6. Who is responsible for the implementation of the policy?

The Good Relations Officers are responsible to ensure the implementation of this strategy, line managed by the Community Development Co-Ordinator and the Community Development Officer and Head of Community within the Health and Community Directorate. However every Council officer is responsible for promoting good relations in the execution of their duties.

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 – \_Residents\_\_\_\_\_**

**9.** Is this policy associated with any other Council Policy(s)?

Yes

No

If yes, please state the related policy(s) below.

Inclusive Strategic Growth Plan 2017-2032 Our Community Plan  
All 8 Local Growth Plans

The Corporate Plan 2018-19

Equality Scheme

Equal Opportunities Policy

Human Resource Policies (e.g. Harassment Policy/Dignity at Work)

"Strategic Growth Plan 2017-2032"

**10(a).** How does the policy contribute towards the achievement of the Council's strategic objectives?

The Inclusive Strategic Growth Plan 2017-2032 Our Community Plan has a number of cross cutting themes, which include Good Relations. Therefore the GR Strategy will have an impact on all three pillars of the Strategic and local growth plans.

The Council's long term vision is to "Deliver improved social, economic and environmental outcomes for everyone." – This strategy contributes to this vision and specifically the corporate objectives to "grow our business and facilitate cultural development" and to "promote healthy communities" by

- Creating initiatives which challenge sectarianism and racism to show that all people are valued.
- Raise standards by providing opportunities for developing models of good practice and best practice in the field of Good Relations.
- Create opportunities for public, staff and the community and voluntary sector to engage in Good Relations training, awareness and initiatives.
- Bring people from a range of statutory and non-statutory, and diverse religious, political and ethnic backgrounds together to work collectively.
- Develop and enable initiatives which celebrate diversity across the religious, political and ethnic groups within the council area.

**11.** How does the Council interface with other bodies in relation to the implementation of this policy?

Council will interface with community and voluntary groups, schools and other public bodies including The Executive Office in the delivery of programmes detailed within this strategy.

**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																							
<p><b>Religious belief</b></p>	<p><b>The breakdown detailing the religious belief profile of residents in the Derry City and Strabane District Council is as follows:</b></p> <table border="1" data-bbox="485 725 1501 1048"> <thead> <tr> <th data-bbox="485 725 655 831">LGD</th> <th data-bbox="655 725 826 831">All usual residents</th> <th data-bbox="826 725 997 831">Catholic</th> <th data-bbox="997 725 1168 831">Protestant and other Christian</th> <th data-bbox="1168 725 1339 831">Other religions</th> <th data-bbox="1339 725 1501 831">None</th> </tr> </thead> <tbody> <tr> <td data-bbox="485 831 655 936"><b>Northern Ireland</b></td> <td data-bbox="655 831 826 936">1,810,863</td> <td data-bbox="826 831 997 936">817,385 (45.14%)</td> <td data-bbox="997 831 1168 936">875,717 (48.36%)</td> <td data-bbox="1168 831 1339 936">16,592 (0.92%)</td> <td data-bbox="1339 831 1501 936">101,169 (5.59%)</td> </tr> <tr> <td data-bbox="485 936 655 1048"><b>Derry &amp; Strabane</b></td> <td data-bbox="655 936 826 1048">147,720</td> <td data-bbox="826 936 997 1048">106,600 (72.16%)</td> <td data-bbox="997 936 1168 1048">37,527 (25.40%)</td> <td data-bbox="1168 936 1339 1048">940 (0.64%)</td> <td data-bbox="1339 936 1501 1048">2,653 (1.80%)</td> </tr> </tbody> </table> <p>The consultation exercise has identified that the previous strategy and programmes are meeting the core needs identified and are consistent with the themes of TBUC and critical criteria for making the Council area an even more cohesive community.</p> <p>Relationships in the District are strong including amongst key players and stakeholders. However, those relationships are constantly evolving and should not be taken for granted in years to come. Relationships should continue to be strengthened through dialogue and programme work;</p> <p>Relationships are therefore recovering from the trauma of events in Derry/Londonderry and beyond 50 years ago. These anniversaries and a reflection on what happened 1968-1980 may be possible now through facilitated dialogues, honest reflection and acknowledgement as much for future generations as seeking closure in this generation;</p> <p>Relationship, cross community needs and work focusing on anti-racism and anti-sectarianism are still core needs within the programme;</p>						LGD	All usual residents	Catholic	Protestant and other Christian	Other religions	None	<b>Northern Ireland</b>	1,810,863	817,385 (45.14%)	875,717 (48.36%)	16,592 (0.92%)	101,169 (5.59%)	<b>Derry &amp; Strabane</b>	147,720	106,600 (72.16%)	37,527 (25.40%)	940 (0.64%)	2,653 (1.80%)
LGD	All usual residents	Catholic	Protestant and other Christian	Other religions	None																			
<b>Northern Ireland</b>	1,810,863	817,385 (45.14%)	875,717 (48.36%)	16,592 (0.92%)	101,169 (5.59%)																			
<b>Derry &amp; Strabane</b>	147,720	106,600 (72.16%)	37,527 (25.40%)	940 (0.64%)	2,653 (1.80%)																			
<p><b>Political opinion</b></p>	<p><b>The political opinion of the Council’s elected members is as follows:</b></p> <table data-bbox="810 1843 1214 1910"> <tr> <td data-bbox="810 1843 1086 1877"><b>Sinn Féin</b></td> <td data-bbox="1086 1843 1214 1877"><b>16 seats</b></td> </tr> <tr> <td data-bbox="810 1877 1086 1910"><b>SDLP</b></td> <td data-bbox="1086 1877 1214 1910"><b>8 seats</b></td> </tr> </table>						<b>Sinn Féin</b>	<b>16 seats</b>	<b>SDLP</b>	<b>8 seats</b>														
<b>Sinn Féin</b>	<b>16 seats</b>																							
<b>SDLP</b>	<b>8 seats</b>																							

**Democratic Unionist    7 seats**  
**Independents            7 seats**  
**Ulster Unionist         2 seats**

**This breakdown is taken as an approximate representation of the political opinion of people within the Derry City and Strabane District Council area.**

Relationships in the District are strong including amongst key players and stakeholders. However, those relationships are constantly evolving and should not be taken for granted in years to come. Relationships should continue to be strengthened through dialogue and programme work;

Relationships are therefore recovering from the trauma of events in Derry/Londonderry and beyond 50 years ago. These anniversaries and a reflection on what happened 1968-1980 may be possible now through facilitated dialogues, honest reflection and acknowledgement as much for future generations as seeking closure in this generation;

The Councillor-led good relations working group is an important means of engaging Councillors even more in the good relations plan, and should help to engage elected members even more in the next three years;

**Racial group**

**The breakdown detailing the ethnic profile of the residents of the new Council area is as follows:**

<b>Total Usual Residents</b>	<b>147720</b>
White	145546
Chinese	301
Irish Traveller	116
Indian	670
Pakistani	48
Bangladeshi	23
Other Asian	222
Black Caribbean	53
Black African	86
Black Other	41
Mixed	462
Other	163

Better inclusion of minority populations was a significant theme in the consultation – both BME and PUL background communities. It is also a major factor in building more cohesive communities;

Exploring intercultural understanding is important, and exploring European and world events as a mechanism for interfaith understanding, should continue to be a focus for the strategy;

There is a need for continued focus on anti-racism work with a particular need for focus on attitudes to Travellers;

**Age**

**The age profile of the Derry and Strabane LGD area at Census Day 2011 is as follows:**

Age Profile	NI	Derry and Strabane
0-4	124382	10259
5-7	67662	5653
8-9	43625	3858
10-14	119034	10904
15	24620	2363
16-17	51440	4729
18-19	50181	4443
20-24	126013	10399
25-29	124099	10481
30-44	373947	30635
45-59	347850	28082
60-64	94290	7475
65-74	145600	10775
75-84	86724	5876
85-89	21165	1217
90+	10231	571

Greater involvement of young people is regarded as a priority from feedback across all aspects of the audit;

Young people suggested their involvement through pro-active parts of the programme including festivals but schools continue to be the major access point.

**Marital status**

**The table below illustrates the marital status profile of the Derry and Strabane LGD:**

Marital Status	Derry and Strabane LGD	NI
All usual residents: Aged 16+ years	<b>83663</b>	<b>1431540</b>
Single (never married or never registered a same-sex civil partnership): Aged 16+ years	<b>46326</b> (40.39%)	<b>517393</b> (36.14%)
Married: Aged 16+ years	<b>49218</b> (42.92%)	<b>680831</b> (47.56%)
In a registered same-sex civil p'ship: Aged 16+ years	<b>93</b> (0.08%)	<b>1243</b> (0.09%)



Separated (but still legally married or still legally in a same-sex civil p'ship): Aged 16+ years	<b>5886</b> (5.13%)	<b>56911</b> (3.98%)
Divorced or formerly in a same-sex civil partnership which is now legally dissolved:	<b>6179</b> (5.39%)	<b>78074</b> (5.45%)
Widowed or surviving partner from a same-sex civil partnership: Aged 16+ years	<b>6981</b> (6.09%)	<b>97088</b> (6.78%)

Marital status was not raised as an issue in the consultation.

**Sexual orientation**

Analysis of the Census 2011 indicates that between 2% and 10% of the population may be lesbian, gay or bisexual.

There are no official statistics in relation to the number of gay, lesbian or bisexual people in Northern Ireland. However, research conducted by the HM Treasury shows that between 5% - 7% of the UK population identify themselves as gay, lesbian, bisexual or 'trans' (transsexual, transgendered and transvestites) (LGBT). This is a sizeable proportion of the population here in Northern Ireland.

While sexual orientation is not a focus of Good Relations, issues including prejudice and hate crime towards the LGBT community were raised in the consultation.

**Men and women generally**

The gender profile for the Derry and Strabane LGD is as follows:

LGD	Male	Female
Northern Ireland	887323	923540
Derry and Strabane LGD	72475	75245

Gender was not raised as an issue in the consultation.

**Disability**

According to the 2011 Census 22.95% of people in the Derry and Strabane LGD have a long-term health problem or disability that limits their day-to-day activities;

LGD	All usual residents	Day-to-day activities limited a lot	Day-to-day activities limited a little	: Day-to-day activities not limited
Northern Ireland	1810863	215232 (11.89%)	159414 (8.8%)	1436217 (79.31%)

	<b>Derry and Strabane</b>	147720	20710 (14.02%)	13193 (8.93%)	113817 (77.05%)	
	While disability is not a focus of Good Relations, issues including prejudice and hate crime were towards those with disabilities were raised in the consultation.					
<b>Dependant</b>	<b>According to the 2011 Census 37.65% of households in the Derry and Strabane LGD have a dependants as compared to the Northern Ireland average of 33.85% households;</b>					
		All households	Married or in a registered same-sex civil partnership couple: Dependent children	Cohabiting couple: Dependent children	Lone parent: Dependent children	Other household types: With dependent children
	Northern Ireland	703275	138677 (19.72%)	16186 (2.3%)	64228 (9.13%)	189 (2.7%)
	Derry and Strabane	55596	10370 (18.65%)	1097 (1.97%)	7284 (13.1%)	21 (3.93%)
	Dependents were not raised as an issue in the consultation.					

### 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

<b>Section 75 category</b>	<b>Details of needs/experiences/priorities</b>
<b>Religious belief</b>	<p>Good Relations is the promotion of good relations between people of differing races religions and political opinions. The needs of each of the Section 75 categories are integral to the implementation of this policy.</p> <p>Actions concentrating on sectarianism include DCS1, DCS3, DCS7, DCS9 and DCS11.</p>
<b>Political opinion</b>	<p>Good Relations is the promotion of good relations between people of differing races religions and political opinions. The needs of each of the Section 75 categories are integral to the implementation of this policy.</p> <p>Actions that include exploring various political opinions include DCS3, DCS5, DCS5, DCS7 and DCS9.</p>
<b>Racial group</b>	<p>Good Relations is the promotion of good relations between people of differing races religions and political opinions. The needs of each of the Section 75 categories are integral to the implementation of this policy.</p> <p>Actions concentrating on racism include DCS1, DCS9, DCS13, DCS17 and DCS18.</p>
<b>Age</b>	<p>The implementation of this policy will have an effect on all ages. There are opportunities for good relations work with people of all ages included.</p>
<b>Marital status</b>	<p>There is no evidence any different needs, experiences and priorities of those of different marital status in relation the Good Relations Strategy 2018-2021 and associated Action Plan. No issues were raised by consultees as part of the Good Relations Strategy extensive consultation exercise.</p>

<b>Sexual orientation</b>	The implementation of the strategy will involve tackling homophobia, as well as good relations work with the LGBT community.
<b>Men and women generally</b>	There is no evidence any different needs, experiences and priorities of those of different gender in relation the Good Relations Strategy 2018-2021 and associated Action Plan. No issues were raised by consultees as part of the Good Relations Strategy extensive consultation exercise
<b>Disability</b>	<p>The implementation of the strategy will involve tackling prejudice and hate crime towards those with a disability, as well as good relations work with the organisations representing people with disabilities in our community.</p> <p>Ensure accessibility in rolling out GR projects and events (Buildings, timings of events, how information is presented)</p>
<b>Dependants</b>	Whilst there is no evidence any different needs, experiences and priorities of those of different caring responsibilities in relation the Good Relations Strategy 2018-2021 and associated Action Plan and no issues were raised by consultees as part of the Good Relations Strategy extensive consultation exercise – Council will be mindful of accessibility issues e.g. provision of changing facilities for nursing mothers, timings of events etc.)

## Part 2: Screening questions

### Introduction

#### Equality of Opportunity

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 and 2.

If the public authority's conclusion is **none** in respect of all of the Section 75 equality of opportunity 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, 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 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 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.

#### 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 it would be appropriate to conduct an equality impact assessment in order to better assess them;
- c) Potential equality impacts are likely to be adverse or are likely to be experienced disproportionately by groups of people including those who are marginalised or disadvantaged;
- d) Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are concerns amongst 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.

### **In favour of none**

The policy has no relevance to equality of opportunity.

- a) The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity for people within the equality categories.

Taking into account the evidence presented above, consider and comment on the likely impact on equality of opportunity for those affected by this policy, in any way, for each of the equality categories, by applying the screening questions given overleaf and indicate the level of impact on the group i.e. minor, major or none.

### **Good Relations, Disability Duties, Rural Areas and Areas of Deprivation**

In relation to the policy under consideration, if the answer to the screening questions 3 to 7 set out in the screening template a designated working group will:

- Consider the potential opportunities to promote good relations (Q3)
- Consider the potential opportunities to promote positive attitudes towards people with a disability (Q4)
- Consider the potential opportunities to encourage participation by disabled people in public life. (Q5)
- Consider the potential impacts on people living in a rural area. (Q6)
- Consider the potential impacts on people living in areas of deprivation. (Q7)

The group will collate all available evidence and consult with relevant stakeholders as part of its consideration, where this consultation is proportionate, relevant and enhances decision-making.

Completion of the screening template will take the Group's consideration into account together with relevant evidence.

## Screening questions

<b>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</b>		
<b>Section 75 category</b>	<b>Details of policy impact</b>	<b>Level of impact? minor/major/none</b>
<b>Religious belief</b>	Alienation, sectarianism and racism have been highlighted as contentious issues which affect this grouping either directly or by association – Programmes and initiatives contained within the Action Plan have been designed to include work on issues around religious belief and build capacity within this grouping.	Minor
<b>Political opinion</b>	Alienation, sectarianism and racism have been highlighted as contentious issues which affect this grouping either directly or by association – Programmes and initiatives contained within the Action Plan have been designed to help address these issues and build capacity within this grouping.	Minor
<b>Racial group</b>	Alienation, sectarianism and racism have been highlighted as contentious issues which affect this grouping either directly or by association – Programmes and initiatives contained within the Action Plan have been designed to help address these issues and build capacity within this grouping.	Minor
<b>Age</b>	Cultural programming and intergenerational passing on of prejudice is still affecting the young people in the Council area – Proactive school programmes and intergenerational initiatives detailed in the Action Plan aims to reduce adverse impact on this category.	Minor
<b>Marital status</b>	None	None

<b>Sexual orientation</b>	The implementation of the strategy will involve tackling homophobia, as well as work with the LGBT community in order to reduce any adverse impact on this grouping.	Minor
<b>Men and women generally</b>	None	None
<b>Disability</b>	Hate crime against people with a disability was identified as an area for concern for this grouping together with access issues to facilities and information.	Minor
<b>Dependants</b>	None	None

**2 Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?**

<b>Section 75 category</b>	<b>If Yes, provide details</b>	<b>If No, provide reasons</b>
<b>Religious belief</b>	Action plan measures dealing with religious prejudice, discrimination and alienation will be delivered to people from all religious denominations within the Council area.	
<b>Political opinion</b>	Action plan measures dealing with sectarian prejudice, discrimination and alienation will be delivered to people from all political persuasions within the Council area.	



<b>Racial group</b>	Action plan measures dealing with racial prejudice, discrimination and alienation will be delivered to people from all racial groups within the Council area.	
<b>Age</b>	The action plan measures which are specifically designed to deal with the prejudice of the young people in the area will include intergenerational work.	
<b>Marital status</b>	Marital Status will not be considered when delivering the action plan measures.	
<b>Sexual orientation</b>	Action plan measures dealing with homophobia discrimination and alienation will be delivered to people from all sexual orientations within the Council area.	
<b>Men and women generally</b>	Gender will not be considered as a qualifying factor when delivering the action plan measures	
<b>Disability</b>	Whilst disability is not a key focus of the promotion of Good Relations, many of the initiatives which rise out of Good Relations work include prejudice awareness, human rights and inclusion. This policy therefore can assist with promotion of positive attitudes towards people with a disability. Action plan measures dealing with disability discrimination and alienation will be delivered to people with a disability within the Council area.	

<b>Dependants</b>	Caring responsibilities will not be considered as a qualifying factor when delivering the action plan measures	
-------------------	--	--

**3. Are there opportunities to better promote good relations between Section 75 equality categories through tackling prejudice and/or promoting understanding?**

Yes

No

**If Yes, the policy will be considered by a Designated Working Group**

Section 75 category	Details of opportunities identified (including details of consultation with relevant stakeholders)
<b>Religious belief</b>	The proactive measures detailed within the action plan for this strategy will have a positive impact on good relations for this grouping.
<b>Political opinion</b>	The proactive measures detailed within the action plan for this strategy will have a positive impact on good relations for this grouping.
<b>Racial group</b>	The proactive measures detailed within the action plan for this strategy will have a positive impact on good relations for this grouping.

**4. Is there evidence to suggest that this policy would promote positive attitudes towards people with a disability?**

Yes

No

**If Yes, provide details of opportunities identified (including details of consultation with relevant stakeholders)**

Whilst disability is not a key focus of the promotion of Good Relations Council ensured it had a fair and accessible consultation process to ensure participation of people with a disability.

Many of the initiatives which rise out of Good Relations work include prejudice awareness, human rights and inclusion. This policy therefore can assist with promotion of positive attitudes towards people with a disability. Action plan measures dealing with disability discrimination and alienation will be delivered to people with a disability within the Council area.

**5. Is there evidence to suggest that this policy would encourage the participation of people with a disability in public life?**

Yes

No

**If Yes, provide details of opportunities identified (including details of consultation with relevant stakeholders)**

## **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.

**None Identified**

### Part 3. Screening decision

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

The Good Relations Strategy 2018-2021 and associated Action Plan have been based on the findings of extensive consultation with staff, Members, Parties, users and the public. Consultee findings were discussed by the Good Relations Working Group and as a result the actions contained within the Action Plan were developed. The strategy also took account of the impact of the previous good relations work.

This policy is considered to be a promotional policy which aims to have a positive impact on people of different religious, political and racial groups. The Action Plan is regarded as a work in progress and will be amended and updated as necessary to reflect any further consultation comments received and any issues emerging from the Council's engagement with representative groups, staff, visitors, and the public.

It has therefore been decided not to conduct an equality impact assessment.

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

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

#### Part 4: Mitigation


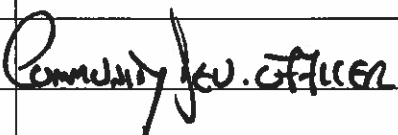
When the public authority concludes that the likely impact is 'minor' and an equality impact assessment is not to be conducted, the public authority may consider mitigation to lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality of opportunity.

The public authority may also consider if the policy/decision can be amended or changed or an alternative introduced to:-

- Better promote good relations through tackling prejudice and/ or promoting understanding between the three Section 75 (2) categories, namely persons of different religious belief, political opinion and racial groups
- Promote positive attitudes towards people with a disability
- Encourage participation by disabled people in public life.

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

#### Part 5 - Approval and authorisation

Screened by:	Position/Job Title	Date
Carol Stewart	Good Relations Officer	21/11/18
Approved by: 	 Penny Jew, Officer	21/11/18

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.