

ARDS AND NORTH DOWN BOROUGH COUNCIL

Policy Screening Form

1.	Policy Reference (Equality use only)	E 24
2.	Policy Name	North Down Museum World War 1 commemoration tree
3.	Existing / Revised / New Policy	New Policy
4.	Responsible Officer	Director of Community and Wellbeing
5.	Description of policy to be screened	The planting of a WW1 commemorative tree within Castle Park.
	Aims and expected outcomes – what is the policy expected to achieve?	<p>North Down Museum received a £69,500 grant from the Heritage Lottery Fund to run a two-year WW1 project. As part of this initiative the museum will run a family event in August 2015.</p> <p>As part of this event, the museum is working with the Council's Parks and Cemeteries Service and the Woodland Trust to plant a commemorative tree in Castle Park for those local people from the Ards and North Down area who fought and served in the First World War.</p> <p>A ceremony around the tree planting will take place at the family event as well.</p> <p>The exact location of the tree will be negotiated between the Woodland Trust and the Parks and Cemeteries Staff.</p>

6.	Section 75 categories which might be expected to benefit and how they may benefit.	All Section 75 categories should benefit from this policy as it is to remember the range of people from Ards and North Down who served during World War 1 and will be a visual reminder for a range of Section 75 categories who visit on the event day or at any time after that day.
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7.	Factors which could contribute to / detract from the intended aims / outcomes of the policy when being implemented.	If a family member or member of the public considers the tree or the planting ceremony to be inappropriate.
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8.	<p>The main stakeholders on which the policy will impact. For example, employees, potential service users and community groups</p> <p>Consider the internal and external impacts (either actual or potential) and comment, or list, information where appropriate</p>	<p>Council, residents who have family members who serve in the military services, members of the public and employees of Council.</p> <p>The impact may be at the event or during its preparation or when the tree has been planted and someone reading the description may consider its planting inappropriate.</p>
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9.	Please provide details of other policies which have a bearing on this one.	
	Policies: E16 Good Relation Strategy and Action Plan	Owned by : Director of Community and Wellbeing

10.	Available evidence (quantitative and qualitative) considered as important to encourage completion in relation to :	
	Religious Belief	Borough profile where data is available for the Ards and North Down Borough Council.
	Political Opinion	
	Racial Group	Data on age and gender of those known to have served in the First World War from the Borough.
	Age	
	Marital Status	
	Sexual orientation	
	Men & Women generally	No individual will be identified in the plaque or ceremony.
	Disability	
	Dependents	

11.	Based on data previously provided what are the needs, experiences and priorities for each of the following categories, in relation to this policy/decision?	
	Religious Belief	In relation to this policy a clear criteria and explanation of the reason that the tree has been planted is required to ensure its purpose is identified by anyone viewing it. The commemorative plaque should be at a reasonable height so that it may be read by all ages and those not ambulant. The writing should be embossed and contrasted to the plaque for those with visual impairment.
	Political Opinion	
	Racial Group	
	Age	
	Marital Status	
	Sexual orientation	
	Men & Women generally	
	Disability	
	Dependents	

Does this Policy require an Equality Impact Assessment?		
1.	What is the likely impact on equality of opportunity for each of the Section 75 categories?	
		Detail of Impact
		Level of Impact Minor/Major/None
	Religious Belief	
	Political Opinion	
	Racial Group	
	Age	
	Marital Status	
	Sexual orientation	
	Men & Women generally	
	Disability	
	Dependents	
		None

2.	Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?		
		If "Yes", provide details	If "No", provide details
	Religious Belief	No, as Castle Park is a shared space for residents and visitors to the Borough. The inscription will be embossed for ease of reading. The area around the tree will be maintained to ensure access for those with mobility difficulties and dependants.	
	Political Opinion		
	Racial Group		
	Age		
	Marital Status		
	Sexual orientation		
	Men & Women generally		
	Disability		
Dependents			

3.	To what extent is the policy likely to impact on Good Relations between people of different religious belief, political opinion or racial group?		
		Details of Impact	Level of Impact Minor/Major/None
	Religious Belief	This tree will raise awareness of World War 1 and the impact it had on individuals and families in the Borough.	
	Political Opinion		
Racial Group			

4.	Are there opportunities to better promote Good Relations between people of different religious belief, political opinion or racial group?		
		If "Yes" provide details	If "No" provide details
	Religious Belief		No - This tree allows for a long term reminder to people of the impact of the First World War on individuals and families from this Borough.
	Political Opinion		
Racial Group			

Additional Considerations

	Multiple Identity Considerations	Details of Impact or potential impact (Positive/Negative)
	Are there any potential impacts of the policy decision on people with multiple identities? (e.g. disabled minority ethnic persons).	This policy will impact on a range of multiple identities as it remembers those who lost their lives as a result of WW1. Identities of individuals will not be disclosed. The purpose and description of the tree will be relevant to all irrespective of their Section 75 dimensions.
	Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.	

	Does this proposed policy provide an opportunity to:	Yes / No	Explain your reasoning:
	<ul style="list-style-type: none"> - <u>better promote positive attitudes</u> towards disabled people - <u>increase participation</u> by disabled people in public life 	<p>Yes</p> <p>Yes</p>	<p>The plaque will be easily readable with embossed lettering and colour contrasted to the background. It will be accessed from an existing path and the surrounding area will be disability audited regularly to ensure it is accessible and meets Health and Safety requirements.</p> <p>The planting event will be disability access audited and invitations and notices prior to the event will invite those who require reasonable adjustments to contact a named Council officer.</p>

Monitoring Arrangements

Section 75 places a requirement on the Council to have equality monitoring arrangements in place in order to assess the impact of policies and services, help identify barriers to fair participation and to better promote equality of opportunity.

	Outline what data you could collect in the future in order to monitor the impact of this policy / decision on <u>equality, good relations and disability duties</u>	Comments and complaints about the purpose of the tree and access to its location.
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Formal Record of Screening Decision

Policy Reference	E 24
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I can confirm that the proposed policy / decision has been screened for:-

<input checked="" type="checkbox"/>	Equality of opportunity and good relations
<input checked="" type="checkbox"/>	Disabilities duties; and
<input type="checkbox"/>	Human rights issues

On the basis of the answers to the screening questions, I recommend that this policy / decision is:-

<input checked="" type="checkbox"/>	Screened Out – No EQIA necessary (no impacts)
<input type="checkbox"/>	Screened Out – Mitigating Actions (minor impacts)
<input type="checkbox"/>	Screened In – Necessary to conduct a full EQIA
	Please detail actions to be taken:

Screening assessment completed by:-

Name: Jan Nixey
Title: Head of Community and Culture
Date: 15 April 2015
Signature:

Name: Graeme Bannister
Title: Director of Community and Wellbeing
Date: 15 April 2015
Signature:

If an Equality Impact Assessment is required

Priority rating for timetabling an Equality Impact Assessment. (1-3)	Priority Criterion	Rating
	Effect on equality of opportunity and good relations	
	Social need	
	Effect on people's daily lives	
	Relevance to a public authority's functions	

Is this policy affected by timetables established by other relevant Public Authorities?	
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Monitoring Recommendation	
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Approval and Authorisation	Position/Job Title:	Date:
Screened by :		
	Jan Nixey Head of Community and Culture	15 April 2015
Approved by:	Graeme Bannister Director of Community and Wellbeing	15 April 2015

Consideration of Human Rights

The Human Rights Act 1998 brings the European Convention on Human Rights (ECHR) into UK and, therefore, Northern Ireland. Indicate below any potential adverse impacts that the policy / decision may have in relation to human rights issues

Right to Life	Article 2	<input type="checkbox"/>
Prohibition to torture, inhuman or degrading treatment	Article 3	<input type="checkbox"/>
Prohibition of Slavery and forced labour	Article 4	<input type="checkbox"/>
Right to Liberty and Security	Article 5	<input type="checkbox"/>
Right to a Fair and Public Trial	Article 6	<input type="checkbox"/>
Right to no punishment without due legal process	Article 7	<input type="checkbox"/>
Right to respect for private and family life, home and correspondence	Article 8	<input type="checkbox"/>
Right to freedom of thought, conscience and religion	Article 9	<input type="checkbox"/>
Right to freedom of Expression	Article 10	<input type="checkbox"/>
Right to freedom of peaceful assembly and association	Article 11	<input type="checkbox"/>
Right to marry and found a family	Article 12	<input type="checkbox"/>
The prohibition on discrimination	Article 14	<input type="checkbox"/>
Protection of property and enjoyment of possessions	Protocol 1 Article 1	<input type="checkbox"/>
Right to education	Protocol 1 Article 2	<input type="checkbox"/>
Right to free and secret election	Protocol 1 Article 3	<input type="checkbox"/>

	Please explain any adverse impacts on human rights that you have identified?	
	Please indicate any ways in which you consider the policy positively promotes Human Rights	

