

ARDS AND NORTH DOWN BOROUGH COUNCIL

Policy Screening Form

1.	Policy Reference (Equality use only)	E 32
2.	Policy Name	Ards and North Down Civic Awards
3.	Existing / Revised / New Policy	New policy
4.	Responsible Officer	Director of Organisational Development and Administration
5.	Description of policy to be screened	The Council wishes to host an annual Civic Awards event which would recognise those people from the new Borough whom Council wish to recognise as having made an exceptional contribution to civic society through voluntary work and in other fields.
	Aims and expected outcomes – what is the policy expected to achieve?	<p>To recognise individual members of the public from the Borough area who have made an exceptional contribution from within one of the six categories: Service In The Field Of Voluntary Community Work; Humanitarian Services; Young Person Of The Year Award; Women Of The Year Award; Service To The Arts And The Environment, and Mayor's Special Award</p> <p>This award will encourage Council to inform residents of their support for individuals within and beyond the Borough.</p>
6.	Section 75 categories which might be expected to benefit and how they may benefit.	All Section 75 categories are expected to benefit from this recognition and award policy.
7.	Factors which could contribute to / detract from the intended aims / outcomes of the policy when being implemented.	<p>If the policy is not implemented as intended and any award is made outside the agreed criteria. Where an award is made for a category that is no longer under represented or an under represented category is identified the award criteria will be reassessed.</p>

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>Residents, service users, potential service users, Council, Statutory, voluntary and community groups throughout the Borough.</p>
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9.	Please provide details of other policies which have a bearing on this one.	
	<p>Policies:</p> <p>E 15 Corporate Plan</p>	<p>Owned by :</p> <p>Council</p>

10.	Available evidence (quantitative and qualitative) considered as important to encourage completion in relation to :	
	Religious Belief	<p>Borough profile of residents and services provided across the Borough by Council. Available profile on range of other service providers.</p>
	Political Opinion	
	Racial Group	
	Age	<p>Individuals monitored details and records of awards made to individuals within each legacy Council</p>
	Marital Status	
	Sexual orientation	
	Men & Women generally	<p>The award for young person of the year and woman of the year award has been included as there is currently underrepresentation of recognition to these categories and their inclusion should encourage involvement in the future</p>
	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	All individuals will be considered for a nominated award irrespective of their religious belief
	Political Opinion	All individuals will be considered for a nominated award irrespective of their political opinion
	Racial Group	All individuals will be considered for a nominated award irrespective of their racial group
	Age	Four awards will be made irrespective of the individual's age. However, an award will be made to encourage young people to participate in civic society and recognise their involvement through nomination to this award.
	Marital Status	All individuals will be considered for a nominated award irrespective of their marital status
	Sexual orientation	All individuals will be considered for a nominated award irrespective of their sexual orientation
	Men & Women generally	Four awards will be made irrespective of the individual's gender. However, an award will be made to encourage recognition of the contribution women make in civic society
	Disability	All individuals will be considered for a nominated award irrespective of if they have a disability
	Dependents	All individuals will be considered for a nominated award irrespective of whether they are a carer or require to be cared for

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	This policy will be applied to all individuals equitably	None
	Political Opinion		
	Racial Group		
	Age	This policy will be applied to all irrespective of age but a specific category of young person – aged up to 18 years of age will be made. This has been selected as a specific category to encourage participation of young people and recognise that participation and achievement make them a valued member of society	Minor
	Marital Status	This policy will be applied to all individuals	None
	Sexual orientation		
	Men & Women generally	This policy will be applied to all irrespective of age but a specific category of women will be made	Minor
	Disability	This policy will be applied to all individuals	None
	Dependents		

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	Not in the first year of the award. Review of nominations and awards made to individuals and monitoring of their multiple identities may identify under representation of some Section 75 categories.	
	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	The award should encourage the promotion of good relations.	
	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	
	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)	<p>Any individual being nominated for an award or receiving an award will have a number of identities – it is the contribution they have made that is being awarded.</p> <p>The recipients should be monitored to ensure that the Borough profile is represented in nominations and awards. This will identify where it may be necessary to take positive action to encourage nominations from a particular identity.</p>
	Where appropriate provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.	

	<p>Does this proposed policy provide an opportunity to:</p> <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 	Yes / No	Explain your reasoning:
		Yes	<p>This policy is open to all who meet the criteria. Where an individual has carried out work that promotes awareness or support for those with a disability they may be considered for an award. Any individual who has a disability may be considered for any award.</p> <p>All information about the awards including criteria and nomination methods will be available in a range of formats.</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>	Data on Section 75 identities on the nominees and the recipients. Data in particular will be collated on age, gender, disability, dependent status and racial group.
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I can confirm that the proposed policy / decision has been screened for:-

x	Equality of opportunity and good relations
x	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:-

x	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: Amanda Martin
 Title: Head of Administration
 Date: 11 June 2015
 Signature:

Director/Head of Service decision approved by:

Name: Wendy Monson
 Title: Director of Organisational Development and Administration
 Date: 11 June 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		
Screened by :	Position/Job Title:	Date:
	Head of Administration	11 June 2015
Approved by:	Director of Organisational Development and Administration	11 June 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.	