

ARDS AND NORTH DOWN BOROUGH COUNCIL

Policy Screening Form

1.	Policy Reference (Equality use only)	E 78
2.	Policy Name	Request to light Ards and Bangor Town Hall's in national or recognised colours in memory of Orlando Shooting June 2016
3.	Existing / Revised / New Policy	Existing policy
4.	Responsible Officer	Director of Organisational Development and Administration
5.	Description of policy to be screened	The Council has a policy to light up the Town Hall in Newtownards and the Town Hall in Bangor in a range of colours where the lighting equipment is available. This policy will be enacted on significant dates that identify with a particular event, charity, cause or to celebrate a success. Following the shooting of 50 people in Orlando in June 2016 the Council was requested to consider lighting the buildings in the colours of the USA flag and then in the rainbow colours that are universally recognised for the LGBT community and used by a number of Councils and bodies that were remembering the deaths. The lighting in rainbow colours could only be facilitated at the Town Hall in Newtownards.
	Aims and Expected Outcomes – what is the Policy expected to achieve?	To show that Ards and North Down Borough Council show solidarity with the families and friends of those who lost loved ones or with those who were injured in this attack.
6.	Section 75 categories which might be expected to benefit and how they may benefit.	All Section 75 categories should benefit as it demonstrates the Council is outward looking in acknowledging the tragedy.
7.	Factors which could contribute to detract from the intended aims / outcomes of the Policy when being implemented	If any individuals do not agree with the use of the lighting systems for USA or rainbow nationally recognised colours or for the support shown outside Northern Ireland to the shooting dead of 50 people, many of whom were from the LGBT community.

8.	The main stakeholders on which the policy will impact. For example, Employees, Potential Service Users and Community Groups Consider the internal and external impacts (either actual or potential) and comment, or list, information where appropriate	The Council, employees, elected members, residents, businesses and visitors to the Borough, individuals, groups or organisations requesting the implementation of this policy.
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9.	Please provide details of other policies which have a bearing on this one.	
	Policies: E 49 Lighting up buildings policy	Owned by : Ards and North Down Borough Council

10.	Available evidence (quantitative and qualitative) considered as important to encourage completion in relation to :	
	Religious Belief	Ards and North Down Borough Council data that is available for the Electoral Ward areas providing a profile of residents. Data on requests received to light up buildings and requests not agreed to with reasons. Data on requests agreed and delivered in relation to lighting up a building or buildings. NISRA and NINIS data on areas where lighting of buildings will take place.
	Political Opinion	
	Racial Group	
	Age	
	Marital Status	
	Sexual orientation	
	Men & Women generally	
	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 requests that meet the criteria of the policy will be considered. The policy will be enacted for a range of Section 75 categories and multiple identities where the policy can be delivered within the lighting equipment available. The buildings that are lit up will be agreed to where the criteria is met and the facilities are available to accommodate the appropriate colours.
	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	Some individuals may not feel that the request to use the nationally recognised colours of the LGBT community is appropriate as it identifies individuals killed with a particular sexual orientation. The use of any colours can identify a range of multiple identities and to not use these colours could be seen to be discriminatory as they are used nationally for this tragedy and the event was carried out within a nightclub used by many from the LGBT community.	Minor
	Political Opinion		
	Racial Group		
	Age		
	Marital Status		
	Sexual orientation		
	Men & Women generally		
	Disability		
	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	No The generic policy has been enacted on a range of occasions for events locally and nationally and these have encompassed a broad range of multiple identities.	
	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 policy should improve good relations through demonstrating that the Council recognises events that have an impact locally and nationally.	
	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)	This initiative will impact on a broad range of individuals from many multiple identities.
	Where appropriate 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 	Yes	The decision to light the buildings in accordance with the nationally recognised colours will be made available on a range of medias.

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 requests to light up buildings and reason for request. Date request received and time to enact given. Comments and complaints received on lighting of buildings. Requests considered and outcome of each request.
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Consideration of Human Rights

The Human Rights Action 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	

I can confirm that the proposed policy / decision have 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: Shirley Poxon
 Title: Compliance Officer (Equality and Safeguarding)
 Date: 28 June 2016
 Signature:

Director/Head of Service decision approved by:

Name: Wendy Monson
 Title: Director of Organisational Development and Administration
 Date: 28 June 2016
 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:
		Compliance Officer (Equality and Safeguarding)	28 June 2016
	Approved by:	Director of Organisational Development and Administration	28 June 2016