**Mid Ulster District Council**

**Equality Screened Policies 1st January – 30th April 2023**

| **Policy Title** | **Date Screened** | **Policy/Strategy Aim** | **Purpose** | **Screening Outcomes** |
| --- | --- | --- | --- | --- |
| Non Smoking Non Vaping Policy  | 4/1/2023 | The policy aims to ensure that council facilities are non smoking and non vaping environments.  | The purpose of the policy is to protect and improve the health of smokers and non-smokers by taking action to limit smoking and vaping in Council facilities. | Screened out with Mitigation  |
| Age Friendly Strategy | 1/2/2023 | The aim of the Age-friendly strategy is to benefit everyone living in Mid Ulster District Council by developing an Age-friendly Alliance to ensure the implementation of the strategic plan, a multiagency partnership to drive the process locally, linking to other community planning processes - adapting existing structures. The strategy also includes the development of an Older People’s Forum to engage older people with effective consultation, ensuring their voices are heard and participation is enabled. | The purpose of the Age-friendly strategy is to create an age-friendly district where older people are valued, engaged and supported to live healthy, active, fulfilling lives. | Screened Out  |
| Procurement Policy | 1/3/2023 | A key aim of this Policy is to ensure the standardisation of procurement practices across the Council and to ensure that all staff have a full and clear understanding of how procurement activity must be carried out.  | This Policy is intended to ensure that:•The procedures used to expend Council funds are consistent, fair, transparent, legally compliant and are conducted in line with the principles of equal treatment and non-discrimination. •Proportionate and appropriate controls deliver fair, transparent and legally compliant procurement outcomes;•Council staff operate consistently within clearly defined delegated authority;•Procurement activity results in the most efficient, economical, and effective application of Council resources;•Works, goods and/or services of the specified quality and quantity are received in accordance with agreed time frames;•Lessons are learned where appropriate; and•The opportunity for legal challenge and/or negative publicity in relation to procurement is minimised and, in the event that it arises, it can be successfully defended. | Screened out with Mitigation |
| Implementation of a Digital Booking System for Registration Services  | 6/3/2023 | The aim of the implementation of the changes to the Registration Booking System is being implemented via the Digital Transformation Strategy aims to improve service delivery.  | The purpose of the implementation of the changes to the Registration Booking System. | Screened out with Mitigation  |
| Equality of Opportunity Policy | 16/3/2023 | This policy aims to put in place appropriate practices in relation to recruitment & selection, pay and conditions of employment, training and continuous professional development, promotion, one to one reviews, grievances & disciplinary matters, finding employment, redundancy, re-organisation, re-deployment and termination of employment.  | This purpose of this policy is to make clear Council’s commitment to equality of opportunity. | Screened Out |
| Learning and Development Policy  | 24/3/2023  | This policy aims to ensure all employees are equipped with the necessary skills, knowledge and behaviour required to undertake their job competently thereby maintaining and strengthening the professionalism and effectiveness of the Council.  | The purpose of this policy is to inform employees of the criteria, procedures and types of applicable training courses open to them. It aims to increase commitment, understanding and ownership of self-development and develop a culture of continued learning & development amongst employees. | Screened Out |
| Pensions Discretionary Policy  | 24/3/2023 | The aim of this policy is to ensure that the Council has considered; whether and to what extent the exercise of its discretionary powers could lead to a serious loss of confidence in the public service, andthat the policy is workable, affordable and reasonable having regard to the foreseeable costs. | The purpose of this policy is to meet the Council’s requirement to formulate, publish and keep under review a Statement of Policy on certain other discretions it may exercise in accordance with:1. the Local Government Pension Scheme Regulations (NI) 2014
2. earlier LGPS Regulations (Northern Ireland) in respect of members of the LGPS who left prior to 1 April 2015, and
3. the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations (Northern Ireland) 2007 and earlier compensation regulations.
 | Screened Out |
| CCTV Policy  | 28/3/2023 | To aim of this policy is to ensure Council manages our CCTV systems in accordance with all relevant regulations and Council policies.  | The purpose of this policy is to put in place conditions that apply to the use of the systems, including the storage, disposal and access to images and the storage of information. | Screened out with Mitigation  |

**Mid Ulster District Council**

**Equality Screened Policies 1****st May 2023 – 31st August 2023**

| **Policy Title** | **Date Screened** | **Policy/Strategy Aim** | **Purpose** | **Screening Outcomes** |
| --- | --- | --- | --- | --- |
| Policy on Consultation  | 15/5/2023 | The aim of this policy is to ensure that MUDC carries out effective and appropriate consultation that enables the public, or sections of the public, to have a say in how we design and deliver services that impact on them, and that will ultimately lead to improved services. | * To communicate Council’s strategic commitment to appropriate and effective consultation as required by Section 75 of the NI Act and our Equality Scheme
* To provide guidance to staff to help them undertake appropriate and inclusive consultation that maximises feedback and improves decision making
* To ensure consistency of approach across Council functions and adoption of best practice.
 | Screened out with Mitigation |
| Asset Management Strategy 2023 - 2033 | 14/6/2023 | The aim of this strategy is to have regard to current statutory and corporate priorities and requirements in order to ensure that all property dealings meet best practice, as described by the RICS, CIPFA and NIAO/SIB.  |  |  |

**Mid Ulster District Council**

**Equality Screened Policies 1st September 2023 – 31st December 2023**

| **Policy Title** | **Date Screened** | **Policy/Strategy Aim** | **Purpose** | **Screening Outcomes** |
| --- | --- | --- | --- | --- |
| Fleet Safety Policy  | 9/10/2023 | The Fleet Safety Policy documents Mid Ulster District Council’s commitment to ensuring that all fleet related activity will be managed and controlled in accordance with current and future legislation. | By establishing a Fleet Safety Policy, Mid Ulster District Council is advocating an integration of safe vehicles, safe driving behaviours, and safe management practices as stipulated by the Operator’s licence requirements. | Screened Out |
| Mid Ulster Community Plan  | 10/10/2023  | The Community Plan sets out a shared vision for Mid Ulster and a series of actions designed to achieve outcomes that contribute to that vision.  | The purpose of the Community Plan is to coordinate communities and organisations working together in partnership to improve local well-being and quality of life, making sure that plans, strategies, priorities and programmes at all levels integrate with each other. | Screened Out |
| Leasing of Pitch and Pavilion at Boyne Row, Castledawson | 17/10/2003 | The aims of this projects is as follows:* To protect key local sport and leisure used by communities in the MUDC area.
* Protects facilities that may otherwise be lost or fall into disrepair and attract expensive maintenance costs.
* Provides a physical base for the provision of affordable and accessible sporting services. Allows generation of income that can be re-invested locally.
* Address economic decline of an area and attract investment.
* Encourages groups who may not have used traditionally run assets to participate.
* Increase participation, membership, volunteering, drive up participation rates and physical activity levels and increase equality and diversity.
* Instils a renewed sense of pride and confidence in the community.

Provides local people with a meaningful investment in the future development of the area in which they live in.  | This project is an outworking of the Council’s Pitches Strategy which has an overall purpose of delivering the Council’s vision of creating the conditions for improved facilities and further enhance greater community and recreational activity in rural villages/communities. | Screened Out  |
| Leasing of Pitch at Beechland Play Area, Clady | 27/10/2023 | The overall aim of the this project is that by leasing this asset it, it protects key local sport and leisure used by communities in the MUDC area.  | This project is an outworking of the Council’s Pitches Strategy which has an overall purpose of delivering the Council’s vision of creating the conditions for improved facilities and further enhance greater community and recreational activity in rural villages/communities. | Screened Out |
| Leasing of Pitch at Glenone, Portglenone | 27/10/2023 | The Community Plan sets out a shared vision for Mid Ulster and a series of actions designed to achieve outcomes that contribute to that vision.  | The purpose of the plan is to coordinate communities and organisations working together in partnership to improve local well-being and quality of life, making sure that plans, strategies, priorities and programmes at all levels integrate with each other. | Screened Out |
| Maghera Public Relam  | 19/12/2023 | The Maghera Development Framework and Action Plan 2017 - 2030 vision statement is “That Maghera will be a vibrant, welcoming place where people work in partnership to create a thriving town reflecting its unique culture and heritage”. One of the key projects identified to achieve this vision was townscape improvements and specifically a Public Realm Scheme that would:* Improve civic pride and public perception
* Improve accessibility
* Improve traffic management
* Improve car parking
* Be sustainable
* Creation of Civic Space in Maghera town centre
 | The targets of the project are as follows:•By 2025, increase the business and public perception of Maghera by 10% from baseline. •By 2025, improve disabled facilities in Maghera Town centre.•By 2025, improve traffic management in Maghera Town Centre•By 2025, improve car parking in Maghera Town Centre by implementing appropriate legislation, signage and enforcement in partnership with DfI Roads•By 2025, ensure the number of derelict buildings in the town centre has not increased from the baseline (to be determined).•By 2023, to create a civic space in Maghera town centre |  |
| Mid Ulster Town Spruce Up Scheme 2024  | 15/12/2023 | The aim of the Mid Ulster Business Town Spruce Up Scheme 2023/2024 is to improve the competitiveness and economic sustainability of the identified eligible towns (Dungannon, Cookstown, Magherafelt & Coalisland) in the Mid Ulster District Council area by:1.Making external improvements to the built environment in each eligible town.2.Encouraging the improvement of the internal appearance of properties visible to the public. | The purpose of the scheme is:• To enhance and improve the attractiveness of a minimum of 50 business/commercial properties within our four towns by 24 September 2024.• To deliver high-quality external and/or internal improvements to a minimum of 50 properties within our four towns by 24 September 2024.• To attract new business and investment through improvements to vacant properties by 24 September 2024, subject to receipt of such applications. • To stimulate a minimum of £40,000 private sector investment by 24 September 2024. | Screened Out  |