

## Newry, Mourne and Down District Council Policy Screening Form

### Policy Information

Name of the policy	Establishment of an Irish Language Bursary Scheme
Is this an existing, revised or new policy?	New
What is it trying to achieve (aims/outcomes)	The purpose of the suggested Irish Language Bursary Scheme would be to assist individuals to improve Irish Language skills through providing scholarships or bursaries for accredited Irish language courses, including Gaeltacht colleges, intensive courses and third level courses.
Are there any Section 75 categories which might be expected to benefit from the intended policy?	Yes – indirectly
If so, explain how.	While it should be noted language is not an equality category, it is acknowledged the Irish language is predominantly spoken by people who are Catholic, Nationalist and of Irish national identity i.e. people of different religion, political opinion and racial group.
Who initiated or wrote the policy?	Colin Moffett, Head of Corporate Policy
Who owns and who implements the policy?	Director of Corporate Services

### Implementation factors

	Yes	No
Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?	X	
If yes, are they Financial	X	
If yes, are they Legislative	X	
If yes, and they are Other please specify:		

### Main stakeholders affected

Who are the internal and external stakeholders (actual or potential) that the policy will impact upon?

	Yes	No
Staff	X	

Service users	X	
Other public sector organisations	X	
Voluntary/community/trade unions	X	
Other, please specify:		

### Other policies with a bearing on this policy

What are they	<ul style="list-style-type: none"> <li>• NMDDC Bilingualism Policy</li> <li>• NMDDC Irish Language Strategy 2017-19</li> <li>• NMDDC Financial Assistance Policy</li> <li>• NMDDC Equality Scheme</li> <li>• Section 75 of the NI Act 1998</li> <li>• Section 49A of the Disability Discrimination Act 1995 (as amended by the) Disability Discrimination (NI) Order 2006</li> <li>• European Charter for Regional or Minority Languages</li> </ul>
Who owns them	Council are required to give consideration to these policies and legislation in the delivery of its functions and services.

### Available evidence

What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for relevant Section 75 categories.

Section 75 Category	Details of needs/experiences/priorities																							
Religious belief	<table border="1"> <thead> <tr> <th>LGD</th> <th>All usual residents</th> <th>Catholic</th> <th>Protestant and other Christian</th> <th>Other religions</th> <th>None</th> </tr> </thead> <tbody> <tr> <td><b>Northern Ireland</b></td> <td>1,810,863</td> <td>817,385 (45.14%)</td> <td>875,717 (48.36%)</td> <td>16,592 (0.92%)</td> <td>101,169 (5.59%)</td> </tr> <tr> <td><b>Newry, Mourne &amp; Down</b></td> <td>169,211</td> <td>122,544 (72.42%)</td> <td>40,273 (23.8%)</td> <td>861 (0.5%)</td> <td>5533 (3.3%)</td> </tr> </tbody> </table> <p>(Source: Census Data 2011 - Religion or Religion Brought Up In: KS212NI).</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>Newry, Mourne &amp; Down</b>	169,211	122,544 (72.42%)	40,273 (23.8%)	861 (0.5%)	5533 (3.3%)					
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Political opinion	<p>Elected political party representation is an approximate barometer of political opinion of people within the Council area.</p> <p>The party breakdown of the Council's elected members is as follows:</p> <p>Sinn Féin 14 seats  SDLP 13 seats  Democratic Unionist 4 seats</p>																							

	Independents Ulster Unionist Alliance	5 seats 3 seats 2 seat																																																			
Racial group	<p>According to the 2011 Census, 1.8% (32,400) of the usually resident population of Northern Ireland belongs to minority ethnic groups; this is more than double the proportion in 2001 (0.8%).</p> <p>The minority ethnic language profile within the area serves as a possible indicator of the BME community profile.</p> <p>The composition of language groups in the Newry, Mourne and Down District Council area is noted by NISRA (2011) as follows:</p> <p><b>Minority Ethnic Language Profile of the Newry, Mourne and Down LGD Area</b></p> <table border="1"> <thead> <tr> <th>Main language of residents in Newry, Mourne and Down District LGD</th> <th>Number</th> <th>Percentage %</th> </tr> </thead> <tbody> <tr><td>English</td><td>156794</td><td>97.15</td></tr> <tr><td>Polish</td><td>2100</td><td>1.18</td></tr> <tr><td>Lithuanian</td><td>836</td><td>0.47</td></tr> <tr><td>Irish</td><td>367</td><td>0.24</td></tr> <tr><td>Portuguese</td><td>86</td><td>0.05</td></tr> <tr><td>Slovak</td><td>134</td><td>0.08</td></tr> <tr><td>Chinese</td><td>121</td><td>0.07</td></tr> <tr><td>Tagalog/Filipino</td><td>55</td><td>0.03</td></tr> <tr><td>Latvian</td><td>208</td><td>0.25</td></tr> <tr><td>Russian</td><td>109</td><td>0.06</td></tr> <tr><td>Malayalam</td><td>87</td><td>0.05</td></tr> <tr><td>Hungarian</td><td>74</td><td>0.04</td></tr> <tr><td>Other</td><td>755</td><td>0.46</td></tr> </tbody> </table>		Main language of residents in Newry, Mourne and Down District LGD	Number	Percentage %	English	156794	97.15	Polish	2100	1.18	Lithuanian	836	0.47	Irish	367	0.24	Portuguese	86	0.05	Slovak	134	0.08	Chinese	121	0.07	Tagalog/Filipino	55	0.03	Latvian	208	0.25	Russian	109	0.06	Malayalam	87	0.05	Hungarian	74	0.04	Other	755	0.46									
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Marital status	The table below illustrates the marital status profile of the Newry, Mourne and Down area:		
	<b>Marital Status</b>	<b>Newry, Mourne and Down LGD</b>	<b>NI</b>
All usual residents: Aged 16+ years	132455		1431540
Single (never married or never registered a same-sex civil partnership) Aged 16+ years	47722		517393 (35.14%)
Married: Aged 16+ years	65255		680831 (47.56%)
In a registered same-sex civil partnership: Aged 16+ years	102		1243 (0.09%)
Separated (but still legally married or still legally in a same-sex civil partnership): Aged 16+ years	4697		56911 (3.98%)
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	6271		78074 (5.45%)
Widowed or surviving partner from a same-sex civil	8408		97088 (6.78%)

	partnership: Aged 16+ years																	
Sexual orientation	<p>Analysis of the Census 2011 indicates that between 2% and 10% of the population may be lesbian, gay or bisexual.</p> <p>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 transvestite) (LGBT). This is a sizeable proportion of the population here in Northern Ireland.</p>																	
Men and women generally	<p>The gender profile for the Newry, Mourne and Down LGD is as follows:</p> <table border="1"> <thead> <tr> <th>LGD</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Northern Ireland</td> <td>887323</td> <td>923540</td> </tr> <tr> <td>Newry, Mourne and Down LGD</td> <td>83866</td> <td>85345</td> </tr> </tbody> </table>			LGD	Male	Female	Northern Ireland	887323	923540	Newry, Mourne and Down LGD	83866	85345						
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Disability	<p>According to the 2011 Census 19.62% of people in the Newry, Mourne and Down District Council area have a long-term health problem or disability that limits their day-to-day activities;</p> <table border="1"> <thead> <tr> <th>LGD</th> <th>All usual residents</th> <th>Long-term health problem or disability: Day-to-day activities limited a lot</th> <th>Long-term health problem or disability: Day-to-day activities limited a little</th> <th>Long-term health problem or disability: Day-to-day activities not limited</th> </tr> </thead> <tbody> <tr> <td>Northern Ireland</td> <td>1810863</td> <td>215232 (11.89%)</td> <td>159414 (8.8%)</td> <td>1436217 (79.31%)</td> </tr> <tr> <td>Newry, Mourne and Down</td> <td>171533</td> <td>19579 (11.4%)</td> <td>14102 (8.22%)</td> <td>135530 (79.01%)</td> </tr> </tbody> </table> <p>In Northern Ireland the profile of people with a disability is cited as follows:</p> <ul style="list-style-type: none"> <li>• More than 1 in 5 or 21% of the population in Northern Ireland has a disability The incidence of disability is higher in Northern Ireland than any other part of the UK</li> <li>• 1 in 7 people in Northern Ireland have some form of hearing loss</li> <li>• 5,000 sign language users who use British Sign Language (BSL) and/or Irish Sign Language (ISL)</li> <li>• In Northern Ireland there are 57,000 blind people or people with significant visual impairment</li> <li>• 52,000 people with learning disabilities</li> </ul> <p>(Source: Disability Action)</p>			LGD	All usual residents	Long-term health problem or disability: Day-to-day activities limited a lot	Long-term health problem or disability: Day-to-day activities limited a little	Long-term health problem or disability: Day-to-day activities not limited	Northern Ireland	1810863	215232 (11.89%)	159414 (8.8%)	1436217 (79.31%)	Newry, Mourne and Down	171533	19579 (11.4%)	14102 (8.22%)	135530 (79.01%)
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Dependants	<p>Persons with dependants may be people who have personal responsibility for the care of a child (or children), a person with a disability, and / or a dependent older person.</p> <p>There are 61,998 households in Newry, Mourne and Down, 37.5% of which have dependants. With regard to these figures, dependants are defined as those aged 0-15 years or those aged 16-18 years who are in full-time education and living with their parents or grandparents. Similar to the regional trend, the proportion of households with dependants in the District has declined from 50% in 1981 to 37.5% in 2011.</p> <p>There are 5,466 lone parent households with dependent children in Newry, Mourne and Down which equates to almost 9% of number of total households in the District and is the fourth highest in Northern Ireland, after Belfast (17,036), Derry and Strabane (6,337) and Armagh, Banbridge and Craigavon (6,337). Half of the parents in lone parent household in Newry, Mourne and Down are unemployed, almost a quarter are in full time employment and over a quarter are in part time employment. 89% of the parents in lone parent households are female compared to 11% who are male.</p> <p>In 2012, the teenage conception rate was 1.02 per 1,000 mothers, which is the third lowest in N.Ireland before Lisburn and Castlereagh and Fermanagh and Omagh.</p>
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## 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

Section 75 Category	Details of needs/experiences/priorities
Religious belief	No specific needs, experiences and priorities have been identified.
Political opinion	No specific needs, experiences and priorities have been identified.
Racial group	In terms of the suggested bursary scheme, and access to information and services, people whose first language is not English may have specific needs, experiences and priorities.
Age	No needs, experiences and priorities have been identified.
Marital status	No needs, experiences and priorities have been identified.
Sexual orientation	No needs, experiences and priorities have been identified.
Men and women generally	No needs, experiences and priorities have been identified.

Disability	In terms of the suggested bursary scheme, and access to information and services, people with communication disabilities may have specific needs, experiences and priorities.
Dependants	People with caring responsibilities for people with communication disabilities may have specific needs, experiences and priorities.

## Screening Questions

1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 grounds?

Section 75 category	Details of policy impact	Level of impact? Major/minor/none
Religious belief	<p>The purpose of the suggested Irish Language Bursary Scheme would be to assist individuals to improve Irish Language skills through providing scholarships or bursaries for accredited Irish language courses, including Gaeltacht colleges, intensive courses and third level courses.</p> <p>While it should be noted language is not an equality category, it is acknowledged the Irish language is predominantly spoken by people who are Catholic, Nationalist and of Irish national identity i.e. people of different religion, political opinion and racial group.</p> <p>Therefore establishment of an Irish Language Bursary Scheme has potential to provide greater equality of opportunity for people from a Roman Catholic community background to access an Irish Language Bursary.</p> <p>However, the decision to establish an Irish Language Bursary Scheme would be designated as a positive action building upon the Council's Bilingualism Policy, audit of Irish Language provision in the Newry, Mourne and Down District area, and the Irish Language Strategy 2017/19.</p> <p>In addition, this has potential to contribute to the Council's Equality Scheme commitment to ensure the information we disseminate and the services we provide are fully accessible to all parts of the community. Specifically this relates to people (Irish language speakers) whose first language is not English, through promotion and</p>	Minor

	development of a minority language (Irish).	
Political opinion	<p>The purpose of the suggested Irish Language Bursary Scheme would be to assist individuals to improve Irish Language skills through providing scholarships or bursaries for accredited Irish language courses, including Gaeltacht colleges, intensive courses and third level courses.</p> <p>While it should be noted language is not an equality category, it is acknowledged the Irish language is predominantly spoken by people who are Catholic, Nationalist and of Irish national identity i.e. people of different religion, political opinion and racial group.</p> <p>Therefore establishment of an Irish Language Bursary Scheme has potential to provide greater equality of opportunity for people from a Nationalist political opinion to access an Irish Language Bursary.</p> <p>However, the decision to establish an Irish Language Bursary Scheme would be designated as a positive action building upon the Council's Bilingualism Policy, audit of Irish Language provision in the Newry, Mourne and Down District area, and the Irish Language Strategy 2017/19.</p> <p>In addition, this has potential to contribute to the Council's Equality Scheme commitment to ensure the information we disseminate and the services we provide are fully accessible to all parts of the community. Specifically this relates to people (Irish language speakers) whose first language is not English, through promotion and development of a minority language (Irish).</p>	Minor
Racial group	<p>The purpose of the suggested Irish Language Bursary Scheme would be to assist individuals to improve Irish Language skills through providing scholarships or bursaries for accredited Irish language courses, including Gaeltacht colleges, intensive courses and third level courses.</p> <p>While it should be noted language is not an equality category, it is acknowledged the Irish language is predominantly spoken by people who are Catholic, Nationalist and of Irish national identity i.e. people of different religion, political opinion and racial group.</p>	Minor

	<p>Therefore Establishment of an Irish Language Bursary Scheme potential to provide greater equality of opportunity for people from an Irish national identity to access an Irish Language Bursary.</p> <p>However, the decision to establish an Irish Language Bursary Scheme would be designated as a positive action building upon the Council's Bilingualism Policy, audit of Irish Language provision in the Newry, Mourne and Down District area, and the Irish Language Strategy 2017/19.</p> <p>In addition, this has potential to contribute to the Council's Equality Scheme commitment to ensure the information we disseminate and the services we provide are fully accessible to all parts of the community. Specifically this relates to people (Irish language speakers) whose first language is not English, through promotion and development of a minority language (Irish).</p> <p>Conversely, it could be argued that establishing a bursary scheme related solely to one language (Irish) means that all other people whose first language is not English have not been offered equality of opportunity to avail of a language bursary.</p>	
Age		None
Marital status		None
Sexual orientation		None
Men and women generally		None
Disability	<p>Chapter 6 of the Council's Equality Scheme makes a commitment that information we disseminate and the services we provide are fully accessible to all parts of the community.</p> <p>In addition, Section 49A of the Disability Discrimination Act 1995 (as amended by the) Disability Discrimination (NI) Order 2006, requires Council, in carrying out its functions to have due regard to the need to promote positive attitudes towards disabled people; and to encourage participation by disabled people in public life.</p> <p>Establishing an Irish Language Bursary Scheme would be designated as establishing a new</p>	Minor

	<p>specific function of Council.</p> <p>While it is acknowledged people with communication disabilities may have specific needs, experiences and priorities, establishing a bursary scheme related solely to one language (Irish) will mean people with communication disabilities have not been offered equality of opportunity to access a language bursary.</p>	
Dependants	<p>Establishing an Irish Language Bursary Scheme would be designated as establishing a new specific function of Council.</p> <p>Section 49A of the Disability Discrimination Act 1995 (as amended by the) Disability Discrimination (NI) Order 2006, requires Council, in carrying out its functions to have due regard to the need to promote positive attitudes towards disabled people; and to encourage participation by disabled people in public life.</p> <p>While people with caring responsibilities for people with communication disabilities may have specific needs, experiences and priorities these will not be addressed through the suggested Irish Language Bursary Scheme.</p>	None

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

<b>Section 75 category</b>	<b>If Yes, provide details</b>	<b>If No, provide details</b>
Religious belief		No specific needs, experiences and priorities have been identified.
Political opinion		No specific needs, experiences and priorities have been identified.
Racial group	<p>Yes</p> <p>Newry, Mourne and Down District Council's Equality Scheme requires Council in carrying out its functions to have due regard to the need to promote equality of opportunity, and regard towards the desirability of promoting good</p>	

	<p>relations.</p> <p>Establishing an Irish Language Bursary Scheme would be designated as establishing a new specific function of Council.</p> <p>To improve equality of opportunity for individuals to access a language bursary, Council may wish to consider widening the scope of the bursary scheme to include all minority languages.</p>	
Age		No specific needs, experiences and priorities have been identified.
Marital status		No specific needs, experiences and priorities have been identified.
Sexual orientation		No needs, experiences and priorities have been identified.
Men and women generally		No needs, experiences and priorities have been identified.
Disability	<p>Yes</p> <p>Newry, Mourne and Down District Council's Equality Scheme requires Council in carrying out its functions to have due regard to the need to promote equality of opportunity, and regard towards the desirability of promoting good relations.</p> <p>In addition, Section 49A of the Disability Discrimination Act 1995 (as amended by the) Disability Discrimination (NI) Order 2006, requires Council, in carrying out its functions to have due regard to the need to promote positive attitudes towards disabled people; and to encourage participation by disabled people in public life.</p> <p>Establishing an Irish Language Bursary</p>	

	<p>Scheme would be designated as establishing a new specific function of Council.</p> <p>To improve equality of opportunity for individuals with communication disabilities to access a language bursary, Council may wish to consider widening the scope of the bursary scheme to include all minority languages, including disability languages.</p>	
Dependants	<p>Yes</p> <p>Newry, Mourne and Down District Council's Equality Scheme requires Council in carrying out its functions to have due regard to the need to promote equality of opportunity, and regard towards the desirability of promoting good relations.</p> <p>In addition, Section 49A of the Disability Discrimination Act 1995 (as amended by the Disability Discrimination (NI) Order 2006, requires Council, in carrying out its functions to have due regard to the need to promote positive attitudes towards disabled people; and to encourage participation by disabled people in public life.</p> <p>Establishing an Irish Language Bursary Scheme would be designated as establishing a new specific function of Council.</p> <p>To improve equality of opportunity for individuals with caring responsibilities for people with communication disabilities to access a language bursary, Council may wish to consider widening the scope of the bursary scheme to include all minority languages, including disability languages.</p>	

3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?

<b>Good relations category</b>	<b>Details of policy impact</b>	<b>Level of impact? Major/minor/none</b>
Religious belief	While it is noted language is not an equality category, it is acknowledged the Irish language is predominantly spoken by people who are Catholic, Nationalist and of Irish national identity i.e. people of different religion, political opinion and racial group.	Minor

	<p>As stated previously, the establishment of an Irish Language Bursary Scheme has potential to provide greater equality of opportunity for people from a Roman Catholic community background to access an Irish Language Bursary. This has potential to have an adverse impact upon good relations between people of different religious belief i.e. people designated as being from a Protestant and Roman Catholic community background.</p> <p>However, the decision to establish an Irish Language Bursary Scheme would be designated as a positive action building upon the Council's Bilingualism Policy, audit of Irish Language provision in the Newry, Mourne and Down District area, and the Irish Language Strategy 2017/19.</p> <p>In addition, establishing an Irish Language Bursary Scheme has potential to contribute to the Council's Equality Scheme commitment to ensure the information we disseminate and the services we provide are fully accessible to all parts of the community. Specifically this relates to people (Irish language speakers) whose first language is not English, through promotion and development of a minority language (Irish).</p> <p>While it is acknowledged there is potential to have an adverse impact upon good relations for people from a Protestant community background, any asymmetrical impacts caused by the establishment of an Irish Language Bursary Scheme would be intentional because they are specifically designed to promote equality of opportunity for disadvantaged people.</p>	
Political opinion	<p>While it is noted language is not an equality category, it is acknowledged the Irish language is predominantly spoken by people who are Catholic, Nationalist and of Irish national identity i.e. people of different religion, political opinion and racial group.</p> <p>As stated previously, the establishment of an Irish Language Bursary Scheme has potential to provide greater equality of opportunity for people from a Nationalist political opinion to access an Irish Language Bursary. This has potential to have an adverse impact upon good relations between people of different political opinion i.e. Nationalists and Unionists.</p>	Minor

	<p>However, the decision to establish an Irish Language Bursary Scheme would be designated as a positive action building upon the Council's Bilingualism Policy, audit of Irish Language provision in the Newry, Mourne and Down District area, and the Irish Language Strategy 2017/19.</p> <p>In addition, establishing an Irish Language Bursary Scheme has potential to contribute to the Council's Equality Scheme commitment to ensure the information we disseminate and the services we provide are fully accessible to all parts of the community. Specifically this relates to people (Irish language speakers) whose first language is not English, through promotion and development of a minority language (Irish).</p> <p>While it is acknowledged there is potential to have an adverse impact upon good relations for people from a Unionist political opinion, any asymmetrical impacts caused by the establishment of an Irish Language Bursary Scheme would be intentional because they are specifically designed to promote equality of opportunity for disadvantaged people.</p>	
Racial group	<p>While it is noted language is not an equality category, it is acknowledged the Irish language is predominantly spoken by people who are Catholic, Nationalist and of Irish national identity i.e. people of different religion, political opinion and racial group.</p> <p>As stated previously, the establishment of an Irish Language Bursary Scheme has potential to provide greater equality of opportunity for people from an Irish national identity to access an Irish Language Bursary. This has potential to have an adverse impact upon good relations between people of different racial group.</p> <p>However, the decision to establish an Irish Language Bursary Scheme would be designated as a positive action building upon the Council's Bilingualism Policy, audit of Irish Language provision in the Newry, Mourne and Down District area, and the Irish Language Strategy 2017/19.</p> <p>In addition, establishing an Irish Language Bursary Scheme has potential to contribute to the Council's Equality Scheme commitment to ensure the information we disseminate and the services we provide are fully accessible to all</p>	Minor

	<p>parts of the community. Specifically this relates to people (Irish language speakers) whose first language is not English, through promotion and development of a minority language (Irish).</p> <p>While it is acknowledged there is potential to have an adverse impact upon good relations, any asymmetrical impacts caused by the establishment of an Irish Language Bursary Scheme would be intentional because they are specifically designed to promote equality of opportunity for disadvantaged people.</p>	
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**4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?**

Good relations category	If <b>Yes</b> , provide details	If <b>No</b> , provide details
Religious belief	<p>Yes</p> <p>To better promote good relations between people of different religious belief, political opinion and racial group Council may wish to consider widening the scope of the bursary scheme to include all minority languages.</p>	
Political opinion		
Racial group		

**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).

N/A

Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

**Screening Decision**

In light of your answers to the previous questions, do you feel that the policy should (please underline one):

1. Not be subject to an EQIA (with no mitigating measures required)
2. **Not be subject to an EQIA (with mitigating measures /alternative policies)**
3. Not be subject to an EQIA at this time
4. Be subject to an EQIA

If 1. or 2. (i.e. not be subject to an EQIA), please provide details of the reasons why:

The outcome of screening is that the suggested establishment of an Irish Language Bursary Scheme not be subject to an EQIA (with mitigating measures / alternative policies).

As outlined, Newry, Mourne and Down District Council's Equality Scheme requires Council in carrying out its functions to have due regard to the need to promote equality of opportunity, and regard towards the desirability of promoting good relations.

In addition, Section 49A of the Disability Discrimination Act 1995 (as amended by the) Disability Discrimination (NI) Order 2006 requires the Council, in carrying out its functions, to have due regard to the need, to promote positive attitudes towards disabled people; and to encourage participation by disabled people in public life.

The decision to establish an Irish Language Bursary Scheme would be designated as a positive action building upon the Council's Bilingualism Policy, audit of Irish Language provision in the Newry, Mourne and Down District area, and the Irish Language Strategy 2017/19.

Therefore, in terms of equality of opportunity and good relations, any asymmetrical impacts caused by the establishment of an Irish Language Bursary Scheme are intentional because they are specifically designed to promote equality of opportunity to assist individuals to improve Irish Language skills through providing scholarships or bursaries for accredited Irish language courses, including Gaeltacht colleges, intensive courses and third level courses.

Notwithstanding this, should Council be minded at this stage to mitigate potential adverse impacts and to improve equality of opportunity for individuals from different racial groups, people with communication disabilities, and people with caring responsibilities to access a language bursary, and to better promote good relations between people of different religious belief, political opinion and racial group, Council may wish to consider widening the scope of the bursary scheme to include all minority languages, including disability languages.

If 2. (i.e. not be subject to an EQIA), in what ways can identified adverse impacts attaching to the policy be mitigated or an alternative policy be introduced?

To mitigate potential adverse impacts and to improve equality of opportunity for individuals from different racial groups, people with communication disabilities, and people with caring responsibilities to access a language bursary, and to better promote good relations between people of different religious belief, political opinion and racial group, Council may wish to consider widening the scope of the bursary scheme to include all minority languages, including disability languages.

In light of these revisions, is there a need to re-screen the revised/alternative policy?  
Yes / No. If No, please explain why

Yes

If 3. or 4. (i.e. to conduct an EQIA), please provide details of the reasons:

### Timetabling and prioritising EQIA

If 3. or 4, is the policy affected by timetables established by other relevant public authorities? NO

If YES, please provide details:

Please answer the following questions to determine priority for timetabling the EQIA. On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for EQIA.

Priority criterion	Rating (1-3)
Effect on equality of opportunity and good relations	
Social need	
Effect on people's daily lives	
Relevance to a public authority's functions	

Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for EQIA. This list of priorities will assist you in timetabling the EQIA. Details of your EQIA timetable should be included in the quarterly Section 75 report.

Proposed date for commencing EQIA: \_\_\_\_\_

### Monitoring

Effective monitoring will help identify any future adverse impacts arising from the policy which may lead you to conduct an EQIA, as well as help with future planning and policy development.

Please detail proposed monitoring arrangements below:

The implementation of a Bursary Scheme would be monitored and reported annually.

### **Approval and Authorisation**

<b>Screened by:</b>	<b>Position/Job Title</b>	<b>Date</b>
Colin Moffett	Head of Corporate Policy	24/10/17
<b>Approved by:</b>		

Note: The completed policy screening template, signed off by the appropriate policy lead within the Council, and approved by the senior manager responsible for the policy, should be forwarded to the Head of Corporate Policy who will arrange for it to be included in the Council's Quarterly Report on Screening and made available on the Council's website.