

Newry, Mourne and Down District Council Policy Screening Form

Policy Information

Name of the policy	Draft Irish Language Strategy 2020-2023
Is this an existing, revised or new policy?	Revised and new
What is it trying to achieve (aims/outcomes)	<p>The Strategy builds upon our Irish Language Strategy 2017-2019, and sets out how the Council will continue to:</p> <ul style="list-style-type: none"> • increase the use of Irish language within its functions; • facilitate the use of the Irish language when communicating with the public and relevant stakeholders; and • promote and encourage the development of the Irish language across the Council area. <p>With regards to the Irish Language Strategy the draft strategy sets out a twofold mission and vision as follows:</p> <p>Mission:</p> <ul style="list-style-type: none"> • To mainstream the use of Irish Language in the internal administration of Council, and in its dealings with other public bodies and the community. • To embed equality of opportunity standards, address barriers of access to information and services, promote the development of the Irish Language, and to give leadership in meeting the evidenced needs of existing and emerging Irish language communities within the District. <p>Vision:</p> <ul style="list-style-type: none"> • To establish a sustainable environment which supports and enables the use and development of the Irish language in public, personal, economic and community life. <p>The two strategic objectives within the draft Irish Language Strategy 2020-2023 are as follows:</p> <p>Strategic Objective 1: To facilitate, enable and encourage the development of the Irish Language within Newry, Mourne and Down District Council and the District.</p> <p>Strategic Objective 2: To effectively engage with the Irish Language Community to strengthen community capacity, encourage collaboration, co-operation and identify appropriate funding opportunities.</p>
Are there any Section 75 categories which might be expected to benefit from the intended policy?	<p>It must be acknowledged that Language is not a specific Section 75 equality category.</p> <p>However, using proxy indicators people who might be expected to</p>

If so, explain how.	<p>benefit from the intended policy are predominantly people of different religious belief (from a Catholic community background) and people of different political opinion (from a nationalist background).</p> <p>As stated, the Strategy is seeking to embed equality of opportunity standards, address barriers of access to information and services, promote the development of the Irish Language, and to give leadership in meeting the evidenced needs of existing and emerging Irish language communities within the District.</p> <p>Based on the available data, the strategy may have a positive impact for younger people and on people from a Catholic background due to the fact that people aged 12-15 are most likely to be fluent speakers of Irish.</p>
Who initiated or wrote the policy?	<ul style="list-style-type: none"> • Irish Language Unit • Head of Corporate Policy
Who owns and who implements the policy?	Assistant Director of Corporate Planning and Policy

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:	Elected Members	

Other policies with a bearing on this policy

What are they and who owns them	N,MDDC Bilingualism Policy
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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 data-bbox="395 544 571 633">LGD</th> <th data-bbox="579 544 738 633">All usual residents</th> <th data-bbox="746 544 898 633">Catholic</th> <th data-bbox="906 544 1082 633">Protestant and other Christian</th> <th data-bbox="1090 544 1241 633">Other religions</th> <th data-bbox="1249 544 1385 633">None</th> </tr> </thead> <tbody> <tr> <td data-bbox="395 645 571 712">Northern Ireland</td> <td data-bbox="579 645 738 712">1,810,863</td> <td data-bbox="746 645 898 712">817,385 (45.14%)</td> <td data-bbox="906 645 1082 712">875,717 (48.36%)</td> <td data-bbox="1090 645 1241 712">16,592 (0.9%)</td> <td data-bbox="1249 645 1385 712">101,169 (5.59%)</td> </tr> <tr> <td data-bbox="395 723 571 806">Newry, Mourne & Down</td> <td data-bbox="579 723 738 806">171533</td> <td data-bbox="746 723 898 806">113200 (65.99%)</td> <td data-bbox="906 723 1082 806">34718 (20.34%)</td> <td data-bbox="1090 723 1241 806">752 (0.43%)</td> <td data-bbox="1249 723 1385 806">10229 (5.96%)</td> </tr> </tbody> </table>						LGD	All usual residents	Catholic	Protestant and other Christian	Other religions	None	Northern Ireland	1,810,863	817,385 (45.14%)	875,717 (48.36%)	16,592 (0.9%)	101,169 (5.59%)	Newry, Mourne & Down	171533	113200 (65.99%)	34718 (20.34%)	752 (0.43%)	10229 (5.96%)
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(Source: Census Data 2011).																								
<p>The Committee of Experts which monitors the application of the European Charter for Regional or Minority Languages, upon which aspects of the Council's Irish language strategy are founded, emphasises that 'adoption of special measures in favour of regional or minority languages aimed at promoting equality between the users of these languages and the rest of the population is not to be considered an act of discrimination against the users of more widely used languages' (Source: Council of Europe (2010) – Report of the Committee of Experts on the Charter (UK 3rd Monitoring Cycle), 21.04.10, para 123).</p>																								
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> <table data-bbox="387 1388 957 1590"> <tbody> <tr> <td>Sinn Féin</td> <td>16 seats</td> </tr> <tr> <td>SDLP</td> <td>11 seats</td> </tr> <tr> <td>Democratic Unionist</td> <td>3 seats</td> </tr> <tr> <td>Independents</td> <td>5 seats</td> </tr> <tr> <td>Ulster Unionist</td> <td>4 seats</td> </tr> <tr> <td>Alliance</td> <td>2 seat</td> </tr> </tbody> </table> <p>The Council is committed to ensuring equality of opportunity for all of its service users it is not anticipated that the Irish Language Strategy will have any adverse impact on people from Unionist or other political perspectives i.e. providing access to services and information in Irish does not adversely impact upon the rights of others to access services and information in their preferred language(s) and positive actions to promote the Irish language do not constitute discrimination against others. (Source: Council of Europe, Advisory Committee on the Framework Convention for National Minorities (Third Opinion on the UK) ACFC/OP/III(2011)006, para 28, June 2011).</p>						Sinn Féin	16 seats	SDLP	11 seats	Democratic Unionist	3 seats	Independents	5 seats	Ulster Unionist	4 seats	Alliance	2 seat						
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Racial group	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%).

The minority ethnic language profile within the area serves as a possible indicator of the BME community profile.

The composition of language groups in the Newry, Mourne and Down District Council area is noted by NISRA (2011) as follows:

Minority Ethnic Language Profile of the Newry, Mourne and Down LGD Area

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

This Irish Language Strategy will not impact adversely on people from different racial backgrounds or people with different language requirements: positive action for one language does not constitute discrimination against another language or language user. It may in fact contribute positively to a greater understanding of the linguistic diversity which exists within the Council area.

Age

The age profile of the Newry, Mourne and Down LGD area at Census Day 2011 is as follows:

Age Profile	NI	Newry, Mourne & Down
0-4	124382	12721
5-7	67662	6876
8-9	43625	4595
10-14	119034	12287
15	24620	2599
16-17	51440	5260
18-19	50181	4570
20-24	126013	11570
25-29	124099	11805
30-34	373947	35122
45-59	347850	32556
60-64	94290	8624
65-74	145600	12817
75-84	86724	7453

	85-89	21165	1849																								
	90+	10231	829																								
	<p>In terms of fluency in Irish language by age in the Newry, Mourne and Down area, most fluent speakers of the Irish language are in the 12-15 age range. Accordingly, the Irish Language Strategy has potential to positively impact on people within this category. There is no evidence of adverse impact on older age profile categories.</p>																										
Marital status	<p>The table below illustrates the marital status profile of the Newry, Mourne and Down area:</p> <table border="1"> <thead> <tr> <th>Marital Status</th> <th>Newry, Mourne and Down LGD</th> <th>NI</th> </tr> </thead> <tbody> <tr> <td>All usual residents: Aged 16+ years</td> <td>132455</td> <td>1431540</td> </tr> <tr> <td>Single (never married or never registered a same-sex civil partnership) Aged 16+ years</td> <td>47722</td> <td>517393 (35.14%)</td> </tr> <tr> <td>Married: Aged 16+ years</td> <td>65255</td> <td>680831 (47.56%)</td> </tr> <tr> <td>In a registered same-sex civil partnership: Aged 16+ years</td> <td>102</td> <td>1243 (0.09%)</td> </tr> <tr> <td>Separated (but still legally married or still legally in a same-sex civil partnership): Aged 16+ years</td> <td>4697</td> <td>56911 (3.98%)</td> </tr> <tr> <td>Divorced or formerly in a same-sex civil partnership which is now legally dissolved</td> <td>6271</td> <td>78074 (5.45%)</td> </tr> <tr> <td>Widowed or surviving partner from a same-sex civil partnership: Aged 16+ years</td> <td>8408</td> <td>97088 (6.78%)</td> </tr> </tbody> </table> <p>Census data indicates that the majority of Irish speakers are single, followed closely by married people. This strategy may, therefore, have a positive impact on both single and married people, but will not adversely affect any other marital status grouping.</p>			Marital Status	Newry, Mourne and Down LGD	NI	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 partnership: Aged 16+ years	8408	97088 (6.78%)
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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"> <tr> <td>LGD</td> <td>Male</td> <td>Female</td> </tr> </table>			LGD	Male	Female																					
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Northern Ireland	887323	923540
Newry, Mourne and Down LGD	83866	85345

Census data indicates slightly higher fluency rates in Irish among males, but this differential is not significant enough to result in any adverse impact for females.

Disability

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;

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%)

In Northern Ireland the profile of people with a disability is cited as follows:

- 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
- 1 in 7 people in Northern Ireland have some form of hearing loss
- 5,000 sign language users who use British Sign Language (BSL) and/or Irish Sigh Language (ISL)
- In Northern Ireland there are 57,000 blind people or people with significant visual impairment
- 52,000 people with learning disabilities

(Source: Disability Action)

In respect of Irish, a smaller percentage of people who have a limiting longstanding illness are less likely to have knowledge of Irish than those who have no limiting longstanding illness (10% and 14% respectively). (Source: Knowledge and Use of Irish in Northern Ireland, Continuous Household Survey 2011/12).

It is not anticipated that this strategy will have any adverse impact on people with a disability. In respect of Irish, a smaller percentage of people who have a limiting longstanding illness are less likely to have knowledge of Irish than those who have no limiting longstanding illness (10% and 14% respectively). (Source: Knowledge and Use of Irish in Northern Ireland, Continuous Household Survey 2011/12).

It is not anticipated that this policy will have any adverse impact on people with a disability.

Dependants	<p>Persons with dependents 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 dependents. With regard to these figures, dependents 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 dependents 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> <p>Available census information in terms of knowledge of Irish in houses with and without dependents indicates that although Irish speakers are more likely to come from households without dependent children, no adverse impacts are anticipated for those households with dependent children.</p>

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	<p>The Strategy builds upon Council's Bilingualism Policy and our Irish Language Strategy 2017-2019, and sets out how the Council will continue to:</p> <ul style="list-style-type: none"> • increase the use of Irish language within its functions; • facilitate the use of the Irish language when communicating with the public and relevant stakeholders; and • promote and encourage the development of the Irish language across the Council area. <p>The Irish Language Strategy reflects the commitments within the European Charter for Regional or Minority Languages which is founded on the concept of non-discrimination i.e. the majority language user group is not discriminated against by the implementation of actions designed to promote and protect the minority language i.e. the Irish language.</p> <p>Although it is assumed that the Strategy may positively impact upon people identifying as Catholic, as greater numbers of Catholics are fluent in the Irish language, the Strategy does not discriminate against, or have a detrimental impact upon, those with other religious beliefs, nor does it adversely affect the ability and/or opportunities for people from other religious backgrounds to use their preferred language to access Council services and information.</p> <p>Therefore, the potential positive impact of this Strategy on Catholics does not automatically create an adverse negative impact on people with other religious beliefs.</p>
Political opinion	<p>Whilst it could be assumed that this Strategy may positively impact upon people from the Nationalist and/or Republican political perspective, it cannot be assumed to adversely impact people with any other political opinion as the approach is centred upon Council's Bilingualism Policy which sets out a commitment to facilitate and encourage the promotion and use of both the Irish and English language in the Council area rather than the promotion of any political perspective or opinion.</p>
Racial group	<p>No adverse impacts anticipated.</p>
Age	<p>The Strategy has the potential to impact positively upon young people, as most fluent speakers of Irish are in the 12-15 age range but does not discriminate on the basis of age or, indeed on the basis of any other S75 grouping. The policy will not impact adversely on those in other age categories. For example, positive actions such as those related to the implementation of the Irish Language Bursary Scheme are open to access by people of all ages.</p>

Marital status	The Strategy has the potential to impact positively upon single people, and to a lesser extent on married people, but will not adversely impact upon those from other marital status categories.
Sexual orientation	No adverse impacts anticipated.
Men and women generally	Small potential for positive impact on males. No adverse impacts on females.
Disability	No adverse impacts.
Dependants	The Strategy has the potential to impact positively upon people without dependents but no adverse impacts are anticipated for people with dependents.

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	Potential for positive impacts on people identifying as Catholic, but no adverse impacts anticipated for people with differing religious beliefs.	Minor/positive for people identifying as Catholic. Neutral impact for all other religious beliefs
Political opinion	The Strategy may be perceived to positively impact upon people from the Nationalist and/or Republican political perspective but it cannot be assumed to adversely impact people with any other political opinion as the policy focus is linguistic and cultural and designed to be explicitly non-discriminatory.	Minor/positive for people identifying as Nationalist. Neutral impact for all other political opinions.
Racial group	No adverse impacts anticipated.	None / Neutral
Age	Potential for positive impacts on 12-15 age category	Positive impact on younger people. Neutral impact on older people
Marital status	Potential for positive impacts on single people but no adverse impacts for other	Minor /Positive impact on single and married

	marital status categories anticipated.	people. Minor/Neutral for all other marital statuses.
Sexual orientation	No adverse impacts.	None / Neutral
Men and women generally	No significant differential impact but small potential for positive impact on males.	Positive impact on males.
Disability	No adverse impacts	None / Neutral
Dependants	Potential for minor positive impact on households without dependents.	Minor/Positive impact on households without dependents. None/neutral for households with dependents.

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

Section 75 category	If Yes, provide details	If No, provide details
Religious belief		<p>As previously noted, the Strategy builds upon Council's Bilingualism Policy and previous Irish Language Strategy 2017-2019.</p> <p>Council believes that the positive actions set out will help increase the use of Irish language within our functions, facilitate the use of the Irish language when communicating with the public and relevant stakeholders, and promote and encourage the development of the Irish language across the Council area.</p> <p>Opportunities to better promote equality of opportunity have potential to be identified through the ongoing monitoring and review wherein six-monthly reports on progress will be considered by the Council's Irish Language Strategy Cross Party Working Group, and an annual review of the Irish Language Strategy will ensure actions and the associated budget remain relevant and appropriate.</p>
Political opinion		
Racial group		
Age		
Marital status		
Sexual orientation		
Men and women generally		
Disability		
Dependants		

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

Good relations category	Details of policy impact	Level of impact? Major/minor/none
Religious belief	<p>As noted within the comment related to equality of opportunity there is potential for positive impacts on people identifying as Catholic, but no adverse impacts anticipated for people with differing religious beliefs.</p> <p>Establishing a sustainable environment which supports and enables the use and development of the Irish language in public, personal, economic and community life would be designated as a positive action measure.</p> <p>It is not envisaged that this should have an adverse negative impact upon people with different religious beliefs.</p>	<p>Minor/positive for people identifying as Catholic.</p> <p>Neutral impact for all other religious beliefs</p>
Political opinion	<p>As noted within the comment related to equality of opportunity, the Strategy may be perceived to positively impact upon people from the Nationalist and/or Republican political perspective. However, it cannot be assumed to adversely impact people with any other political opinion as the policy focus is linguistic and cultural and designed to be explicitly non-discriminatory.</p> <p>Establishing a sustainable environment which supports and enables the use and development of the Irish language in public, personal, economic and community life would be designated as a positive action measure.</p> <p>It is not envisaged that this should have an adverse negative impact upon people with different political opinion.</p>	<p>Minor/positive for people identifying as Nationalist.</p> <p>Neutral impact for all other political opinions.</p>
Racial group	No adverse impacts identified.	None / Neutral

4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

Good relations category	If Yes , provide details	If No , provide details
Religious belief		<p>As previously noted, the Strategy builds upon Council's Bilingualism Policy and previous Irish Language Strategy 2017-2019.</p> <p>Council believes that the positive actions set out will help increase the use of Irish language within our functions, facilitate the use of the Irish language when communicating with the public and relevant stakeholders, and promote and encourage the development of the Irish language across the Council area.</p> <p>Opportunities to better promote equality of opportunity have potential to be identified through the ongoing monitoring and review wherein six-monthly reports on progress will be considered by the Council's Irish Language Strategy Cross Party Working Group, and an annual review of the Irish Language Strategy will ensure actions and the associated budget remain relevant and appropriate.</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).

None

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:

It is recommended the draft Irish Language Strategy 2020-2023 not be subject to an EQIA (with no mitigating measures required) for the following reasons:

- the Strategy builds upon Council's Bilingualism Policy and Irish Language Strategy 2017-2019, and sets out how the Council will continue to; increase the use of Irish language within its functions; facilitate the use of the Irish language when communicating with the public and relevant stakeholders; and promote and encourage the development of the Irish language across the Council area.
- Council's vision is to establish a sustainable environment which supports and enables the use and development of the Irish language in public, personal, economic and community life.
- our mission is to mainstream the use of Irish Language in the internal administration of Council, and in its dealings with other public bodies and the community; and to embed equality of opportunity standards, address barriers of access to information and services, promote the development of the Irish Language, and to give leadership in meeting the evidenced needs of existing and emerging Irish language communities within the District.

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?

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

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:

In terms of monitoring and review six monthly reports on progress will be prepared for consideration by the Council's Irish Language Strategy Cross Party Working Group

In addition, the Irish Language Strategy will be reviewed annually to ensure actions and the associated budget remain relevant and appropriate.

Approval and Authorisation

Screened by:	Position/Job Title	Date
Colin Moffett	Head of Corporate Policy	31 October 2019
Approved by:		
<i>Rogana Macken</i>	<i>Assistant Director Corporate Planning and Policy</i>	<i>27 November 2019</i>

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 Equality Officer who will arrange for it to be included in the Council's Quarterly Report on Screening and made available on the Council's website.