

**Newry, Mourne and Down District Council Section 75 Policy Screening Report
Quarterly Report October – December 2019**

Policy	Details of policy	Screening Outcome
Draft Conditions of Hire for Use of Council Facilities	The draft conditions of hire for use of Council facilities sets out booking conditions which shall form part of the contract between Council and hirer.	No EQIA considered necessary
Draft Equality Action Plan 2020-2023	<p>The draft Equality Action Plan 2020–2023 builds upon Council’s action plan for the period 2018-2020 and recommends key areas of activity and details positive actions relevant to Council functions.</p> <p>The positive action measures have been set out under the five principles of the Equality and Diversity in Local Councils Framework:</p> <ul style="list-style-type: none"> • Principle 1: Ensuring we work in a non-discriminatory environment, promote equality, and model best practice in equality and good relations • Principle 2: Ensuring all our decisions are based on evidence to assess the likely impact of a policy on the promotion of equality of opportunity and good relations • Principle 3: Providing access to services, facilities and information • Principle 4: Recruiting and employing people fairly • Principle 5: Responding to and learning from complaints and incidents in a positive and pro-active way 	No EQIA considered necessary
Draft Irish Language Strategy 2020-2023	<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. 	No EQIA considered necessary

With regards to the Irish Language Strategy the draft strategy sets out a twofold mission and vision as follows:

Mission:

- 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.

Vision:

- To establish a sustainable environment which supports and enables the use and development of the Irish language in public, personal, economic and community life.

The two strategic objectives within the draft Irish Language Strategy 2020-2023 are as follows:

Strategic

Objective 1:

To facilitate, enable and encourage the development of the Irish Language within Newry, Mourne and Down District Council and the District.

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>International Relations Strategy</p>	<p>The strategy updates and supersedes Council's current International Relations Policy and International Relations Framework. It complements and supports our Community Plan and Council's Corporate Plan to grow our economy and position our region as a competitive location to start and grow a business, to live, work, visit, trade with and invest in.</p> <p>The purpose of this International Relations Strategy is to ensure Newry, Mourne and Down District Council is optimally positioned on the international stage to realise our ambitions, and that our resources and priorities are aligned with the overarching strategic vision to drive economic growth across the district, thereby contributing to Northern Ireland's draft Programme for Government.</p> <p>The strategy sets out Council's approach to developing international relations in terms of our role, and the context of strengthening relationships, demonstrating civic leadership, maximising business and cultural opportunities associated with our diaspora, and identifying new market opportunities, promote trade and investment, and attract visitors and tourism.</p>	<p>No EQIA considered necessary</p>
<p>'Household membership bolt on' scheme</p>	<p>This is a new element added to the Council's leisure centre pricing structure which Council agreed to adopt in February 2019.</p> <p>The aim of the scheme is to offer the household bolt on membership package as follows:</p> <ul style="list-style-type: none"> • Proposal of £15 per month 'bolt on' for Downpatrick, Kilkeel and Newry with a £10 per month 'bolt on' for Ballymote and Newcastle'. • Household membership criteria – proof of eligibility of singular residence within the Newry, Mourne and Down District Council area for up to 6 individuals (minimum of one adult required and all aged 16 and above) • Discounts to be taken as a single full paying adult price – ie 'The head' member must be paying the full membership rate and can be available via monthly direct debit or by 6 or 12 months paid in advance 	<p>No EQIA considered necessary</p>

	<ul style="list-style-type: none"> • Where the members opt out of the scheme, only one direct debit can be associated with the account – i.e. the head adult member who is paying the adult full rate. <p>In addition, to encourage further junior participation within the swimming pools, it proposes:</p> <ul style="list-style-type: none"> • Leisure centre customers who have an active membership account, a discounted rate of £1.50 per child compared to the current £2.40 for 4 – 15 year olds with an accompanying adult member providing normal admission criteria is met (under 4's are currently free) <p>The outcome of the House hold membership bolt on is to reduce costs for households where one individual is a paying member of the Council's leisure services and others in the household also wish to avail of the facilities.</p>	
<p>Policy & Procedure for the Personal Safety of employees exposed to workplace violence and abuse from the public</p>	<p>This policy document is intended to deal with the act or threat of physical violence or verbal abuse from a member, or members, of the public to Newry, Mourne and Down District Council (NMDDC) employees.</p> <p>Issues or concerns regarding violence and abuse between NMDDC employees is not covered in this policy. These are dealt with through the NMDDC grievance and disciplinary procedures and policies relating to employee conduct.</p> <p>The policy sets out key objectives as follows:</p> <ol style="list-style-type: none"> a. Employees will be able to identify actions/behaviour of members of the public that could be defined/ categorised as work-related violence and abuse. b. Employees will have a better understanding of workplace factors that may place them 'at risk' from work-related violence or abuse. 	<p>No EQIA considered necessary</p>

	<ul style="list-style-type: none"> c. Employees will have a clear understanding how to report all cases of work-related violence or abuse. d. Outline personal responsibilities of employees, including managers, in relation to the management and mitigation of work-related violence and abuse. e. Provide clear procedures for gathering, storing and sharing information dealing with the act or threat of violence by members of the public who potential threat identified have abused/assaulted any employees or has been identified as a potential threat any employees. f. Provide legal position and guidance on legal measures to protect employees in relation to work-related violence and abuse. g. Provide risk assessment proforma and processes to ensure statutory compliance and uniformity. h. Outline training requirements to help protect employees from work-related violence or abuse. 	
Records Management Policy & Procedure	The aim of the Records Management Policy & Procedure is to ensure NMDDC's compliance with statutory and regulatory requirements affecting the use and retention of records.	No EQIA considered necessary
Rules and regulations for the control of the public cemeteries within the Newry, Mourne and Down District.	<p>This is a new document which outlines the rules and regulations for the control of the public cemeteries within the Newry, Mourne and Down District. It replaces the two legacy councils' previous guidance on this issue.</p> <p>The rules and regulations are made by Newry, Mourne and Down District Council for the general management, regulation and control of the public cemeteries within the district. The policy provides guidance on arranging a burial within Council cemeteries. It provides information on restrictions and conditions that apply when purchasing exclusive rights of burial and will help</p>	No EQIA considered necessary

	make you aware of your rights and responsibilities in relation to our cemeteries. The guidance outlines how council carry out their legal obligation and ensures a consistent high level of service.	
Single Use Plastics Policy	The Policy aims to phase out all use of single use plastics (plastic cutlery, cups, plates, bottles, packaging, etc.) across the council. It also aims to influence other stakeholders including businesses, schools, statutory bodies and members of the public to move away from using single use plastics. This will reduce our impacts on the environment in particular with respect to waste and litter.	No EQIA considered necessary