

## Screening Form - Equality

- 1. Is this a** Strategy
- 2. Name of Policy/Strategy/Plan/Public Service** AND PCSP Strategic plan 2022 2025 and AND PCSP Action Plan 2022 2023
- 3. Reference** 287
- 4. Category of Policy/Strategy/Plan/Public Service** Revised
- 5. Please provide a description of the Policy/Strategy/Plan/Public Service**  
The PCSP operates in line with a 3-year Strategy (2022-2025) and an Annual Action Plan in order to receive approval for the proposed programme and to draw down funding from the Joint Committee made up of the Department of Justice (DoJ) and Northern Ireland Policing Board.  
This strategy and action plan replaces the previous 3 year strategy and action plans
- 6. Please provide details of the aims and/or objectives of the Policy, Strategy, Plan or Public Service.**  
The strategy and action plan 2022-25 builds on the strategic assessment of need undertaken from November 2021 to February 2022 , implementation and monitoring of projects under OBA during 2022 2023 around crime, fear of crime, anti-social behaviour, community safety and confidence in policing. This action plan aims to ensure the priorities identified continue to reflect priority policing and community safety issues in the area and build on the remit of the PCSP in building safer communities. s strategy details the PCSP purpose to make communities safer and ensuring that the voices of local people are heard on policing and community safety issues  
The action plan develops solutions, programmes and projects to tackle crime, fear of crime and anti social behaviour. It utilises an OBA approach to measure the impact of the programmes and projects in it reporting structures to the Joint Committee representing the Department of Justice and the Northern Ireland Policing Board.
- 7. Who initiated or wrote the Policy/Strategy/Plan/Public Service?** Consultants Blu Zebra appointed by the PCSP under procurement guidelines.
- 8. Who is responsible for the implementation of the Policy/Strategy/Plan/Public Service?** AND PCSP / AND Borough Council / Joint Committee of the Department of Justice and the Northern Ireland Policing Board
- 9. Is this policy affected by timetables established by other relevant Public Authorities?** Yes

# Equality

## **1. Are there any Section 75 categories which might be expected to benefit from the intended policy?**

Yes

### **1a. If Yes, which Section 75 categories are expected to benefit?**

Religious Belief, Political Opinion, Racial Group, Age, Marital Status, Sexual Orientation, Men & Women generally, Disability, Dependants, All

### **1b. How are they expected to benefit?**

All Section 75 dimensions are expected to benefit as this action plan addresses the identified concerns of all ages and those living and working in the Borough

The development of a safer community free from crime, fear of crime and anti social behaviour benefits all in the borough and is required under the 2012 policing Act (NI)

## **2. Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?**

No

## **3. Who are the internal/external stakeholders (actual or potential) that the policy will impact upon?**

Staff, Service Users, Other Public Sector organisations, Voluntary/Community/Trade Unions, Potential Visitors

## **4. Is this policy associated with any other Council Policy (or Policies)?**

Yes

### **4a. If yes, please state the related Policy (or Policies)**

Strategy aligns to the relevant sections of the Big Plan where it states citizens should "feel safe in their homes. in the community and out in public"

This Strategy also aligns with the programme for government Department of justice outcome 7

AND PCSP is a statutory agency as defined by the 2012 Police Act (NI) and as such the Strategy and Action Plan also align with all other legal policies that a statutory organisation has to follow including S75 and Disability legislation

Other council policies that are aligned are

E 14 Sustainability and Environmental Policy

E 28 Corporate Complaints policy and procedure

E 62 ANDBC Grants Policy

E 65 Information, Communications and Technology Policy

E 66 Safeguarding policy for children, young people and adults who may be vulnerable

E 82 Ards and North Down Borough Council Peace IV Plan 2014-2020

E 110 Peace IV Action Plan Projects 2017 award

E117

Peace IV Project: To Deliver a Capacity Building and Youth Leadership Programme

E118 Peace IV Project: To Deliver a Community Based Arts Programme

E119

Peace IV Project: To Deliver a Cross Community Based Sports and Good Relations Programme

E 120 Peace IV Project: Personal Development and Training Programme

E121 Peace IV Project: To Deliver a Primary School (Out of School Hours) Active Diversity Programme in Multi Sports and Good Relations

E 123 Ards and North Down Borough Council Procurement Policy

E 153 Customer Care Strategy

E 196 Ards and North Down Borough Council Corporate Plan 2020-2024

E 203 Good Relations Strategy and Action Plan 2019 - 2022

## 5. Does this policy affect Internal or External users?

Both

Evidence to help inform the Section 75 screening process may take many forms. Public authorities should ensure that their screening decision is informed by relevant data.

## 6. What evidence/information (both qualitative and quantitative) have you gathered to inform this policy?

Religious belief, Political opinion, Racial group, Age, Marital Status, Sexual orientation, Men and women generally, Disability, Dependants, All

### Religious belief evidence

Significant consultation was completed and borough wide surveys completed showing :  
58% of respondents were from a protestant community  
17% from a catholic community  
3% non Christian  
22% did not wish to identify.

### Political opinion evidence

All political parties were surveyed across the 7 DEAs and special consultation meetings held for AND councillors. All political opinions were invited to the consultation to give the views of their constituents.

### Racial group evidence

The intercultural forum was surveyed. Organisations representing racial minorities were contacted and asked to participate in the consultation. data shows  
89% of stated white  
1% Pakistani  
10% did not wish to answer

### Age evidence

AGENDA Age North Down and Ards clients were surveyed and online meetings organised where older people could express their views to Our consultant. Age data was also collated from all the DEA meetings and surveys.  
9% 19 -35  
61% 36 - 64  
28% 65+

### Marital status evidence

Data was collated from surveys from all the DEAs  
Data showed responses from;  
Married individuals including Heterosexual and LGBTQ community  
Divorced  
Co habiting  
Single

### Sexual orientation evidence

Data was collated from surveys and DEA meetings and  
See above answer data collected from  
Heterosexual  
LGBTQ

### Men and women generally evidence

Data collected from  
39% male  
56% female  
1% transgender  
4% did not wish to answer

### Disability evidence

Data collected from  
14% with long-term disability  
79% without disability  
7% did not wish to answer

## Dependants evidence

Less data was collected but those responding recorded  
No dependants  
dependant children  
Dependent vulnerable adults

Taking into account the information referred to above, what are the different needs, experiences and priorities for each of the following categories, in relation to the particular policy / decision?

### **7. Please provide details of different needs, experiences and priorities for each of the categories**

All individuals whether living, working, accessing education or training or visiting in any area of the Borough, for any length of time, has the right to feel safe and be safe irrespective of their religious belief, or none, political opinion, or none, racial group, age, marital status, sexual orientation, gender, whether they have a disability or not or whether they have dependents or not.

### **8. What is the likely impact on equality of opportunity for those affected by this policy, in relation to Religious belief?**

None

### **9. What is the likely impact on equality of opportunity for those affected by this policy, in relation to Political opinion?**

None

### **10. What is the likely impact on equality of opportunity for those affected by this policy, in relation to Racial group?**

None

### **11. What is the likely impact on equality of opportunity for those affected by this policy, in relation to Age?**

None

### **12. What is the likely impact on equality of opportunity for those affected by this policy, in relation to Marital status?**

None

### **13. What is the likely impact on equality of opportunity for those affected by this policy, in relation to Sexual orientation?**

None

### **14. What is the likely impact on equality of opportunity for those affected by this policy, in relation to Men and women generally?**

None

### **15. What is the likely impact on equality of opportunity for those affected by this policy, in relation to Disability?**

None

### **16. What is the likely impact on equality of opportunity for those affected by this policy, in relation to Dependants?**

None

**17. Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories? If Yes, provide details. If No, provide reasons.**

## Religious belief

see answer at 7

## Political opinion

see answer at 7

**Racial group** see answer at 7

**Age** see answer at 7

**Marital Status** see answer at 7

**Sexual orientation** see answer at 7

**Men and women generally** see answer at 7

**Disability** see answer at 7

**Dependants** see answer at 7

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

None

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

Yes

**19a. Please provide your reasons below**

Major in a positive manner as the actions will address issues around anti-social behaviour, racism and sectarianism while providing education for individuals and groups

## **Disability Discrimination Order (NI) 2006**

**20. Is there evidence to suggest that this policy would promote positive attitudes towards people with a disability?**

Yes

**20a. Provide details of opportunities identified**

This Strategy and Action Plan has ensured all actions are suitable for those with a disability and reasonable adjustments will be put in place where requested to ensure attendance is facilitated. This also provides learning for other attendees.

The programmes are widely advertised and an individual lived experience is encouraged to facilitate learning and encourage full participation in civic life.

**21. Is there evidence to suggest that this policy would encourage the participation of people with a disability in public life?**

Yes

**21a. Provide details of opportunities identified**

see 20a

## **Additional Considerations**

**22. Are there any potential impacts of the policy / decision (positive or negative) on people with multiple identities?**

No

## **Monitoring Arrangements**

**23. Outline what data you could collect in the future to monitor the impact of this policy /**

## **decision on equality, good relations and disability duties**

OBA data is recorded against the general programmes and projects arising from this Strategy and Action Plan. That data including S75 data will help construct the 2nd year Action Plan. Data recording hate crimes will also be utilised

### **25. On the basis of the answers to the screening questions, I recommend that this policy/decision is**

Screened Out - No negative impacts

### **26. Monitoring Recommendations**

PCSP conducts programme and project reviews every quarter and annually completed a turning the curve exercise to assess the effectiveness of programmes and projects. The PCSP also submits S75 data to the equality commission

**Conclusion**

This strategy and Action Plan replace the former 3 years Strategy and Action Plan and have been widely consulted on over a 3 month period all DEAs in the borough, with all interest groups and S75 groups.

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**Screening Panel Comments**

# Appendix - Religious Belief

## Religious belief (Internal)

\* Small numbers removed as individuals could be identifiable

	Catholic	Protestant & other Christian	Other religions	Total
<b>Males F/T</b>	33	388	34	425
	8%	84%	8%	100%
<b>Males P/T</b>	*	*	*	8
	25%	63%	13%	100%
<b>Females F/T</b>	58	223	6	287
	20%	78%	2%	100%
<b>Females P/T</b>	12	20	5	35
	32%	54%	14%	100%
<b>Total</b>	105	606	46	757
	14%	80%	6%	100%

## Religious belief (External)

The Northern Ireland Census 2011 (NISRA) statistics for the Borough area showed that 75% are or have been brought up in Protestant and Other Christian (including Christian related) religions. While this varied across the borough from 17% in Portaferry ward to 87% in Carrowdore ward this does not have any relation to this policy. These compared to 48% for Northern Ireland as a whole.

LGD	All usual residents	Catholic	Protestant & other Christian	Other religions	None
<b>Northern Ireland</b>	1,810,863	817,385	875,717	16,592	101,169
		-45.14%	-48.36%	-0.92%	-5.59%
<b>Ards and North Down</b>	156,672	20,550	117,589	1,729	16,804
		13%	75%	1%	11%



## Appendix - Political Opinion

### Political opinion (External)

Electoral Office data from recent Local Government elections detail the political representation on Ards and North Down Council, The Stormont Executive for this electoral area and Westminster election. This data is an approximate measure of political opinion of the voting electorate within the Borough. Turnout to vote in North Down and Strangford constituencies tend to be lower than the rest of NI suggesting less strong political opinions. Of those who do turn out, the results show preferences for voting Unionist parties.

Political Party	Seats Held
Alliance	10
DUP	14
Green	3
Independants	3
SDLP	1
Sinn Féin	0
TUV	1
UUP	8

## Appendix - Racial Group

### Racial group (Internal)

\* Small numbers removed as individuals could be identifiable

Racial Group	Total	Percentage
White	682	78.66%
Black	*	*
Chinese	*	*
Other	*	*
Did not want to answer	*	*
Left Black	176	20.30%

### Racial group (External)

NISRA, NINIS and Northern Ireland Strategic Migration Partnership data provide up to date data. The 2011 census showed that 32,000 (1.8%) of the usually resident population in Northern Ireland is from a minority ethnic background. Within the borough, the 2011 Census showed that 1.5% (2,300) were from a minority ethnic background. Across the borough this ranged from 5.2% in Loughview ward to 0.3% in Lisbane ward.

Total Usual Residents	156,672
White	154,365
Chinese	406
Irish Traveller	0
Indian	283
Pakistani	0
Bangladeshi	177
Other Asian	415
Black Caribbean	0
Black African	139
Black Other	132
Mixed	556
Other	199

## Appendix - Age

### Age (Internal)

Age Profile	Female	Female %	Male	Male %
16 to 29	20	6%	26	65%
30 to 39	75	23%	83	19%
40 to 49	105	33%	121	27%
50 to 59	80	25%	176	39%
65+	42	13%	41	9%
<b>Total</b>	<b>322</b>	<b>100%</b>	<b>447</b>	<b>100%</b>

### Age (External)

NISRA have published population projections for the Borough which show that the proportion of those aged 85 and over are expected to more than double within the next 25 years. ANDBC has the highest % population of older people in Northern Ireland.

Age Profile	Northern Ireland	Ards and North Down
0 to 15	385,200	29,801
16 to 39	583,116	43,239
40 to 64	591,481	54,094
65+	291,824	31,663

<b>Total</b>	1,851,621	158,797
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# Appendix - Marital Status

## Marital Status (Internal)

\* Small numbers removed as individuals could be identifiable

Marital Status	Total	Percentage
Single	180	20.76%
Married	405	46.71%
Divorced	35	4.04%
Co Habiting	14	1.61%
Separated	25	2.88%
Civil Partnership	*	*
Left Blank	207	23.88%

## Marital Status (External)

The 2011 Northern Ireland Census showed that 48% of adults (those aged over 16 years of age) in Northern Ireland were either married or in a registered same-sex civil partnership. Within the borough, 54% of adults fell into this category. This varies across the borough from 36% in Central (Ards) ward to 64% in Lisbane ward. See

Marital Status	Northern Ireland	Ards and North Down
All usual residents: Aged 16+ years	<b>1,431,540</b>	<b>126,945</b>
Single (never married or never registered a same-sex civil partnership): Aged 16+ years	<b>517,393</b>	<b>36,730</b>
	36.14%	29%
Married: Aged 16+ years	<b>680,831</b>	<b>67,866</b>
	47.56%	53%
In a registered same-sex civil partnership: Aged 16+ years	<b>1243</b>	<b>123</b>
	0.09%	0.09%
Separated (but still legally married or still legally in a same-sex civil partnership): Aged 16+ years	<b>56,911</b>	<b>4,328</b>
	3.98%	3%
Divorced or formerly in a same-sex civil partnership which is now legally dissolved:	<b>78,074</b>	<b>8,548</b>
	5.45%	7%
Widowed or surviving partner from a same-sex civil partnership: Aged 16+ years	<b>97,088</b>	<b>9,350</b>
	6.78%	7%

## Appendix - Sexual Orientation

### Sexual Orientation

It should be noted that no reliable data is available on sexual orientation-NISRA are currently examining methodology on how to measure this. However, the 2011 census indicates that less than 1% of the Northern Ireland adult population (those aged 16 years and over) were in a registered same-sex civil partnership. This was similar to the borough as a whole. The Continuous Household Survey in Northern Ireland estimated this figure between 0.9% and 1.9% in 2015-2016. The Office for National Statistics estimates a similar range for the United Kingdom (1.7%).

## Appendix - Men and Women Generally

### Men and women generally (Internal)

Male	Female	Total
511	356	867
58.94%	41.06%	100%

### Men and women generally (External)

According to census (NISRA) almost half of the population of Northern Ireland were male (49%) and this was similar throughout Ards and North Down Borough Council (48%).

LGD	Male	Female	Total
Northern Ireland	887,323	923,540	1,810,863
Ards and North Down	75,920	80,752	156,672

## Appendix - Disability

### Disability (External)

The 2011 Census (NISRA) showed that 20% of the population in Ards and North Down area had a health issue or disability (including those related to old age) which has lasted or expected to last at least 12 months. (This was similar to the Northern Ireland figure of 21%.)

<b>LGD</b>	<b>All usual residents</b>	<b>Long-term health problems or disability: Day-to-day activities limited a lot</b>	<b>Long-term health problems or disability: Day-to-day activities limited a little</b>	<b>Long-term health problems or disability: Day-to-day activities not limited</b>
<b>Northern Ireland</b>	1,810,863	215,232	159,414	1,436,217
<b>Ards and North Down</b>	156,672	16,696	14,808	187,141



## Appendix - Dependants

### Dependants (External)

In considering this dimension the following have been included: persons with responsibility for the care of a child, children, a person with a disability and or an older person. According to the Continuous Household Survey, 2013-2016, 37% of Ards and North Down claimed to have a dependent (This did not differentiate on the type of dependent).

According to the 2011 Census, 7,474 households in Ards and North Down had a dependent child under the age of 4 (This might give an indication on the numbers who would have buggies or prams).

	<b>All households</b>	<b>Dependent children in household: All ages</b>	<b>Dependent children in household: Aged 0-4 years</b>
<b>Northern Ireland</b>	703,275	238,904	96,030
<b>Ards and North Down</b>	156,672	19,520	7,474