

ARDS AND NORTH DOWN BOROUGH COUNCIL

Policy Screening Form

1.	Policy Reference (Equality use only)	E 171
2.	Policy Name	To Light Up the Ards Arts Centre Red for the two week Remembrance Period in 2018 as a mark of respect for the Centenary of Armistice
3.	Existing / Revised / New Policy	Revised policy
4.	Responsible Officer	Director of Organisational Development and Administration
5.	Description of policy to be screened	A request was made at the Ards and North Down Borough Council meeting on Wednesday 24 October 2018 to light up Ards Arts Centre red for the period of Remembrance to have parity with the arrangements for the building poppy on the Town Hall, Bangor
	Aims and Expected Outcomes – what is the Policy expected to achieve?	To raise awareness of the period of remembrance in the Ards area in the centenary year of the Armistice. The agreed Council policy is to light up the Ards Arts Centre for two days during this period annually.
6.	Section 75 categories which might be expected to benefit and how they may benefit.	All Section 75 categories are expected to benefit as the lighting up in red over this period will raise awareness of this national period of remembrance for the centenary of the First World War Armistice.
7.	Factors which could contribute to / detract from the intended aims / outcomes of the Policy when being implemented	If any individual, individuals or group(s) consider the public display to be inappropriate or the period of lighting up to be inconsistent with the current Council policy.
8.	The main stakeholders on whom the policy will impact. For example, Employees, Potential Service Users and Community Groups Consider the internal and external impacts (either actual or potential) and comment, or list, information where appropriate	The Council, employees, residents to the Borough, residents and business owners and employees of businesses in Newtownards in particular; ratepayers and visitors to the Borough including Newtownards, serving and previously serving members of the security forces or members of HM Armed Forces involved in local or world conflicts and family members of those currently or previously serving, respective bodies such as the Royal British Legion

Religion or Religion Brought up in (Numbers with % in brackets)

	All usual residents	Catholic	Protestant and Other Christian (including Christian related)	Other Religions	None
Northern Ireland	1,810,863 (100%)	817,385 (45%)	875,717 (48%)	16,592 (1%)	101,169 (6%)
Ards and North Down Borough Council	156,672 (100%)	20,550 (13%)	117,589 (75%)	1,729 (1%)	16,804 (11%)
Ards Peninsula (DEA)	23,524 (100%)	5,894 (25%)	15,590 (66%)	220 (1%)	1,865 (8%)

Source: [Religion or religion brought up in. Census 2011, NISRA](#)

Employee details:

Figures taken from Monitoring Return for 01/01/2017

Ards and North Down Borough Council

Males	Protestant	Roman Catholic	Other	Total
Full Time	358 (84%)	33(8%)	34(8%)	425 (100%)
Part Time	*(63%)	*(25%)	*(13%)	*8 (100%)
Totals	363(84%)	35(8%)	35(8%)	433(100%)

Females	Protestant	Roman Catholic	Other	Total
Full Time	223(78%)	58(20%)	6(2%)	287(100%)
Part Time	20(54%)	12(32%)	5(14%)	37(100%)
Totals	243(75%)	70(22%)	11(3%)	324(100%)

The makeup of the council in relation to employee religious belief is 80% Protestant, 14% Roman Catholic and 6% Other.

* No figures have been given as low figures may serve to identify individuals

Political
Opinion

Summary:

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 preference for voting Unionist parties.

See table below

Data:

Council Election results

The most recent local council election (22nd May 2015) showed:

	Eligible Electorate	Votes Polled (% Turnout)	Elected Candidate							
			DUP	Sinn Féin	UUP	SDLP	Alliance	Independent	TUV	Green
Northern Ireland	1,243,649	638,332 (51.3%)	130	105	88	66	32	15	13	4
Ards and North Down Borough Council	112,077	47,161 (42.1%)	17		9	1	7	2	1	3
Ards Peninsula (DEA)	16,656	7,369 (44.2%)	3		1	1	1			
Bangor Central (DEA)	17,194	6,678 (38.8%)	2		2		1			1
Bangor East and Donaghadee (DEA)	16,956	6,915 (40.8%)	3		1		1	1		
Bangor West (DEA)	13,479	5,448 (40.4%)	2		1		1			1

Comber (DEA)	13,681	6,272 (45.8%)	2	1	1	1	1
Hollywood and Clondeboye (DEA)	14,158	6,229 (44.0%)	2	1	1		1
Newtownards (DEA)	19,953	8,250 (41.4%)	3	2	1	1	

Source: [The Electoral Office, NI](#)

Since the election in 2014 for local Councillors changes to the political make-up of the Council have taken place. The current makeup of the Council as at December 2017 was:

18 DUP, 8 UUP, 3 Independents, 2 Greens with 7 Alliance, 1 SDLP and 1 TUV.

Employees are working in this environment and political decisions are being taken based on this data.

However, the Town Centre continues to work to attract a broad range of users from within and outside the Borough. It is essential the area promotes a shared environment for all users and potential users.

Racial Group

Summary:

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.

See table below

Data:

Ethnic Group (Numbers with % in brackets)

	All usual residents	White	Chinese	Indian	Bangladeshi	Other Asian	Black African	Black Other	Mixed	Other
Northern Ireland	1,810,863 (100%)	1,778,449 (98%)	6,303 (0%)	6,198 (0%)	540 (0%)	6,089 (0%)	2,345 (0%)	1271 (0%)	6,014 (0%)	3,609 (0%)
Ards and North Down Borough Council	156,672 (100%)	154,365 (99%)	406 (0%)	283 (0%)	177 (0%)	415 (0%)	139 (0%)	132 (0%)	556 (0%)	1,004 (0%)
Ards Peninsula	156,672 (100%)	23,367 (99%)	26 (0%)	19 (0%)	5 (0%)	19 (0%)	6 (0%)	2 (0%)	51 (0%)	1,004 (0%)
Bangor Central	23,524 (100%)	24,469 (98%)	105 (0%)	43 (0%)	17 (0%)	43 (0%)	26 (0%)	32 (0%)	119 (0%)	1,004 (0%)

Bangor East and Donaghadee	24,892 (100%)	22,648 (99%)	56 (0%)	27 (0%)	10 (0%)	91 (0%)	11 (0%)	2 (0%)	82 (0%)	0 (0%)
Bangor West	22,946 (100%)	17,763 (98%)	19 (0%)	135 (0%)	2 (0%)	116 (0%)	3 (0%)	26 (0%)	73 (0%)	0 (0%)
Comber	18,152 (100%)	18,216 (99%)	30 (0%)	8 (0%)	9 (0%)	35 (0%)	4 (0%)	8 (0%)	55 (0%)	0 (0%)
Hollywood and Clandeboye	18,382 (100%)	20,061 (98%)	65 (0%)	31 (0%)	23 (0%)	81 (0%)	81 (0%)	56 (0%)	101 (0%)	0 (0%)
Newtownards	20,560 (100%)	27,841 (99%)	105 (0%)	20 (0%)	111 (0%)	30 (0%)	8 (0%)	6 (0%)	75 (0%)	0 (0%)

Source: [Ethnic Group, Census 2011, NISRA](#)

Age

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. See table below

Data:

Age Groups (Numbers with % in brackets)

	0-15	16-39	40-64	65+	Total
Northern Ireland	385,200 (21%)	583,116 (31%)	591,481 (32%)	291,824 (16%)	1,851,621 (100%)
Ards and North Down Borough Council	29,801 (19%)	43,239 (27%)	54,094 (34%)	31,663 (20%)	158,797 (100%)
Ards Peninsula (DEA)	4,851 (20%)	6,803 (29%)	8,150 (34%)	3,956 (17%)	23,760 (100%)

Sources:

[Demography and Methodology Branch, NISRA](#)

[World Health Organization](#)

In relation to the profile of employees the following identifies them in age bands and gender:

Female		
	16 - 29	Total 20(6%)
	30 - 39	Total 5(23%)
	40 - 49	Total 105 (33%)
	50 - 59	Total 80 (25%)
	60 – 70+	Total 42 (13%)
		322 (100%)
Male		
	16 - 29	Total 26 (6%)
	30 - 39	Total 83(19%)

	40 - 49	Total 121(27%)
	50 - 59	Total 176 (39%)
	60 – 70+	Total 41 (9%)
		447 (100%)
	769	Total employee on 30/08/2017

Marital Status

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 varied across the borough from 36% in Central (Ards) ward to 64% in Lisbane ward. See table below

Data:

Marital Status (All aged 16+) (Numbers with % in brackets)

	All usual residents	Single (never married or never registered a same-sex civil partnership)	Married	In a registered same-sex civil partnership	legally married or still legally in a same-sex civil partnership)	Divorced or formerly in a same-sex civil partnership which is now legally dissolved	Widowed or surviving partner from a same-sex civil partnership
Northern Ireland	1,431,540 (100%)	517,393 (36%)	680,831 (48%)	1,243 (0%)	56,911 (4%)	78,074 (5%)	97,088 (7%)
Ards and North Down Borough Council	126,945 (100%)	36,730 (29%)	67,866 (53%)	123 (0%)	4,328 (3%)	8,548 (7%)	9,350 (7%)
Ards Peninsula (DEA)	18,687 (100%)	5,350 (29%)	10,350 (55%)	10 (0%)	635 (3%)	1,056 (6%)	1,286 (7%)

Source: [Northern Ireland 2011 Census, Marital Status](#)

Sexual orientation

Summary:
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%).

Source: [Northern Ireland 2011 Census, Marital Status](#)
[ONS 2015 Sexual Identity](#)

Men & According to census (NISRA) almost half of the population of Northern Ireland were

Women generally	<p>male (49%) and this was similar throughout Ards and North Down Borough Council (48%). See table below</p> <p>Data:</p> <table border="1" data-bbox="467 302 1572 562"> <thead> <tr> <th></th> <th>Males</th> <th>Females</th> <th>All</th> </tr> </thead> <tbody> <tr> <td>Northern Ireland</td> <td>887,323 (49%)</td> <td>923,540 (51%)</td> <td>1,810,863 (100%)</td> </tr> <tr> <td>Ards and North Down Borough Council</td> <td>75,920 (48%)</td> <td>80,752 (52%)</td> <td>156,672(100%)</td> </tr> <tr> <td>Ards Peninsula (DEA)</td> <td>11,726 (49%)</td> <td>12,034 (51%)</td> <td>23,760 (100%)</td> </tr> </tbody> </table> <p>Source: Age Structure, Census 2011, NISRA Review of statistical classification and delineation of settlements, NISRA</p>		Males	Females	All	Northern Ireland	887,323 (49%)	923,540 (51%)	1,810,863 (100%)	Ards and North Down Borough Council	75,920 (48%)	80,752 (52%)	156,672(100%)	Ards Peninsula (DEA)	11,726 (49%)	12,034 (51%)	23,760 (100%)														
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Disability	<p>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%.)</p> <p>Disability Living Allowances, 2015</p> <table border="1" data-bbox="467 821 1539 1776"> <thead> <tr> <th></th> <th>2015 (Disability Living Allowance Recipients)</th> <th>2015 (Multiple Disability Benefits) *MDB is aggregated data from Attendance Allowance, Disability Living Allowance, Incapacity Benefit and Severe Disablement Allowance data, and data for Employment and Support allowance</th> </tr> </thead> <tbody> <tr> <td>Northern Ireland</td> <td>209,280</td> <td>251,490</td> </tr> <tr> <td>Ards and North Down Borough Council</td> <td>13,840</td> <td>18,080</td> </tr> <tr> <td>Ards Peninsula</td> <td>2,920</td> <td>n/a</td> </tr> <tr> <td>Bangor Central</td> <td>2,250</td> <td>n/a</td> </tr> <tr> <td>Bangor East and Donaghadee</td> <td>1,740</td> <td>n/a</td> </tr> <tr> <td>Bangor West</td> <td>1,650</td> <td>n/a</td> </tr> <tr> <td>Comber</td> <td>1,270</td> <td>n/a</td> </tr> <tr> <td>Hollywood and Clandeboye</td> <td>1,180</td> <td>n/a</td> </tr> <tr> <td>Newtownards</td> <td>2,840</td> <td>n/a</td> </tr> </tbody> </table> <p>Northern Ireland Census 2011 Long-term health problem or disability by long-term problem or disability</p>		2015 (Disability Living Allowance Recipients)	2015 (Multiple Disability Benefits) *MDB is aggregated data from Attendance Allowance, Disability Living Allowance, Incapacity Benefit and Severe Disablement Allowance data, and data for Employment and Support allowance	Northern Ireland	209,280	251,490	Ards and North Down Borough Council	13,840	18,080	Ards Peninsula	2,920	n/a	Bangor Central	2,250	n/a	Bangor East and Donaghadee	1,740	n/a	Bangor West	1,650	n/a	Comber	1,270	n/a	Hollywood and Clandeboye	1,180	n/a	Newtownards	2,840	n/a
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Dependents	Summary:																														

		<p>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).</p> <p>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).</p> <p>Sources: Continuous Household Survey</p>
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11.	Based on data previously provided what are the needs, experiences and priorities for each of the following categories, in relation to this policy/decision?	
	Religious Belief	<p>The poppy is a nationally recognized symbol and as such has been used from 1921 to remember those who have died in conflict. 'Poppies have long been used as a symbol of sleep, peace, and death: Sleep because the opium extracted from them is a sedative, and death because of the common blood-red color of the red poppy in particular.'</p> <p>https://en.wikipedia.org/wiki/Poppy</p> <p>The poppy is used to remember irrespective of any individual's identity.</p> <p>Some individuals do not recognize the symbolism as a universal statement but of a statement of a particular religious belief or political opinion. However, as this is the centenary year of the Armistice it is considered appropriate to raise awareness to coordinate with the many National events and to mark this significant date in history.</p>
	Political Opinion	
	Racial Group	
	Age	
	Marital Status	
	Sexual orientation	
	Men & Women generally	
	Disability	
	Dependents	

Does this Policy require an Equality Impact Assessment?

1.	What is the likely impact on equality of opportunity for each of the Section 75 categories?		
		Detail of Impact	Level of Impact Minor/Major/None
	Religious Belief	<p>This policy has the potential to adversely impact on those individuals who based on their religious belief, political opinion, or racial group may not recognise the national symbol and consider it inappropriate to display the colour red in the centre of Newtownards town centre for the extended period in this year.</p> <p>There are individuals across the breadth of age, marital status, sexual orientation, gender who</p>	Minor
	Political Opinion		
	Racial Group		
	Age		
	Marital Status		
	Sexual orientation		
	Men & Women generally		
	Disability		
	Dependents		

		support and those who do not support this initiative for a range of reasons. Also some individuals who have or have not a disability and or dependents will have their personal views.	
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2.	Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?		
		If "Yes", provide details	If "No", provide details
	Religious Belief	The Royal British Legion provide advice about the display or wearing of a poppy by individuals or by organisations that explains there is no correct procedure. There is a recognised remembrance period of two weeks and the selection of these dates for this one occasion complies with this. In relation to the Ards Arts Centre being a place where employees of Ards and North Down Borough Council work the ECNI Guidance on Promoting a Good and Harmonious Working Environment has been used as a good practice advice document.	
	Political Opinion		
	Racial Group		
	Age		
	Marital Status		
	Sexual orientation		
	Men & Women generally		
	Disability		
Dependents			

3.	To what extent is the Policy likely to impact on Good Relations between people of different religious belief, political opinion or racial group?		
		Details of Impact	Level of Impact Minor/Major/None
	Religious Belief	Minor as this policy considers the concerns raised by those whose religious belief, political opinion, or racial group cannot support the symbolism of the poppy.	
	Political Opinion		
Racial Group			

4.	Are there opportunities to better promote Good Relations between people of different religious belief, political opinion or racial group?		
		If "Yes" provide details	If "No" provide details
	Religious Belief	Yes as this policy addresses the concerns raised by those whose religious belief, political opinion, or racial group cannot support the symbolism by having the extended lighting up period in 2018 only – the centenary year of the Armistice, and by restricting it to the recognised period of remembrance.	
	Political Opinion		
Racial Group			

Additional Considerations

Multiple Identity Considerations	Details of Impact or potential impact (Positive/Negative)
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<p>Are there any potential impacts of the policy decision on people with multiple identities? (e.g. disabled minority ethnic persons). Where appropriate provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.</p>	<p>The multiple identities of individuals have been considered in this policy screening as individuals in support and those not supporting this decision will have their own unique multiple identity.</p>
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Disability Discrimination Order (NI) 2006

Does this proposed policy provide an opportunity to:	Yes / No	Explain your reasoning:
<ul style="list-style-type: none"> - <u>better promote positive attitudes</u> towards disabled people - <u>increase participation</u> by disabled people in public life 	Yes	<p>The lighting up of the Ards Arts Centre will be visual to those in Newtownards town centre and Conway Square and there will be an explanation provided on the Councils website and other recognized Council social media.</p>

Monitoring Arrangements

Section 75 places a requirement on the Council to have equality monitoring arrangements in place to assess the impact of policies and services, help identify barriers to fair participation and to better promote equality of opportunity.

<p>Outline what data you could collect in the future to monitor the impact of this policy / decision on <u>equality, good relations and disability duties</u></p>	<p>Complaints and comments received by the Council through a range of sources during and after the lighting up period.</p>
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I can confirm that the proposed policy / decision have been screened for:-

X	Equality of opportunity and good relations
X	Disabilities duties

On the basis of the answers to the screening questions, I recommend that this policy / decision is:-

	Screened Out – No EQIA necessary (no impacts)
X	<p>Screened Out – Mitigating Actions (minor impacts)</p> <ul style="list-style-type: none"> • To recognise the Centenary of Armistice and its significance

	<p>nationally;</p> <ul style="list-style-type: none"> • The Light Up for this building annually is for two days at Remembrance and this was an extension for this centenary year; of Armistice • The lighting up mirrored the Remembrance Period and the period in which the Poppy on the Town Hall, Bangor is displayed.
	Screened In – Necessary to conduct a full EQIA
	Please detail actions to be taken:

Screening assessment completed by:-

Name: Shirley Poxon
 Title: Compliance Officer (Equality and Safeguarding)
 Date: 22 November 2018
 Signature:

Director/Head of Service decision approved by:

Name: Wendy Monson
 Title: Director of Organisational Development and Administration
 Date: 22 November 2018
 Signature:

If an Equality Impact Assessment is required

Priority Rating for Timetabling an Equality Impact Assessment. (1-3)	Priority Criterion	Rating
	Effect on equality of opportunity and good relations	
	Social need	
	Effect on people's daily lives	
	Relevance to a public authority's functions	

Is this Policy Affected by Timetables established by other relevant Public Authorities?	
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Monitoring Recommendation	
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Approval and Authorisation	Position/Job Title:	Date:
Screened by:	Compliance Officer (Equality and Safeguarding)	22 November 2018
Approved by:	Director of Organisational Development and Administration	22 November 2018

