

ARDS AND NORTH DOWN BOROUGH COUNCIL

Policy Screening Form

1.	Policy Reference (Equality use only)	E 203
2.	Policy Name	Good Relations Strategy and Action Plan 2019 – 2022
3.	Existing / Revised / New Policy	New policy
4.	Responsible Officer	Director of Community and Wellbeing
5.	Description of policy to be screened	Good Relations Strategy and Action Plan 2019 - 2022
	Aims and Expected Outcomes – what is the Policy expected to achieve?	<p>The purpose of the Good Relations Strategy is to meet the requirement from The Good Relations Unit, Executive Office for participation in the Borough Council’s Good Relations Programme. This is a competitive funding programme which currently funds 75% of the Council’s Good Relations Action Plan with the remaining 25% being match funded by Ards and North Down Borough Council. The Strategy and annual Action Plans must be agreed by both the Executive office and Ards and North Down Borough Council.</p> <p>The Good Relations 2019-2022 Strategy is based on an audit carried out between 2017 and 2018, on the previous years’ strategy and subsequent years Annual Action Plans, related strategies and community consultation. This Strategy and year one action plan has been developed to reflect, the identified needs throughout the previous 3 year period. However, there is some flexibility within the Action Plan emerging priorities or needs.</p>
6.	Section 75 categories which might be expected to benefit and how they may benefit.	All Section 75 categories are expected to benefit from this Strategy and associated annual action plan. In particular those from a range of racial groups and religious belief backgrounds will benefit. These will have a breadth of S75 dimensions within these groups.
7.	Factors which could contribute to / detract from the intended aims / outcomes of the Policy	Where any annual action plan is not adhered to or where identified needs of the range of communities are not met will affect the outcomes of this policy and strategy.

	when being implemented	
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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	Community Groups, Council, Elected Members, schools within the Borough, Council employees, local groups that do not normally engage with Council, Executive Office, individuals and representative groups and the providers to the Council and groups that meet the criteria of an annual action plan.
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9.	Please provide details of other policies which have a bearing on this one.	
	<p>E 14 Sustainability and Environmental Policy</p> <p>E 16 Good Relations Strategy and Action Plan</p> <p>E 17 CD Grants</p> <p>E 19 PCSP Strategy</p> <p>E 20 Arts Grant Aid</p> <p>E 28 Corporate Complaints policy and procedure</p> <p>E 31 Cultural Expression Agreement</p> <p>E 35 Good Relations supported banners for the period around 12th July 2015 in Holywood Town Centre</p> <p>E 38 Dignity at Work Policy and Procedure</p> <p>E 47 Multi-Annual Arts Funding Criteria</p> <p>E 62 ANDBC Grants Policy</p> <p>E 66 Safeguarding policy for children, young people and adults who may be vulnerable</p> <p>E 67 Final Community Development Service Delivery</p> <p>E 70 Orange Order banners for identified areas of Bangor in July period</p> <p>E 90 Draft Behaviour Charter for Employees</p> <p>E 123 Ards and North Down Borough Council Procurement Policy</p> <p>E 137 Naming of New Leisure Facility in Newtownards</p> <p>E 158 Ulster Scots Agency Request to Ards and North Down Borough Council to Erect/Install Commemorative Plaques at Bangor and Donaghadee Harbours to identify Operation Lion (April 1914) landing sites.</p> <p>E 179 Policy on Requests for the utilisation of a Council Display Bed</p> <p>E82 PEACE IV Strategy and Action Plan</p> <p>E 196 Ards and North Down Borough Council Corporate Plan 2020-2024</p> <p>E 201 ANDBC flags policy</p>	Ards and North Down Borough Council

<p>Equality Impact Assessments Decision to name Ards & North Down Borough Council's new-build leisure facility in Newtownards as: 'Ards Blair Mayne Wellbeing and Leisure Complex'</p> <p>Ards and North Down Borough Council's response to a request to locate Ulster Scots Agency Operation Lion plaques at Bangor and Donaghadee Harbours</p>	
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10.	Available evidence (quantitative and qualitative) considered as important to encourage completion in relation to :																		
Religious Belief	<p>Summary: 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. See table below</p> <p>Data: Religion or Religion Brought up in (Numbers with % in brackets)</p> <table border="1" data-bbox="462 1010 1421 1507"> <thead> <tr> <th></th> <th>All usual residents</th> <th>Catholic</th> <th>Protestant and Other Christian (including Christian related)</th> <th>Other Religions</th> <th>None</th> </tr> </thead> <tbody> <tr> <td>Northern Ireland</td> <td>1,810,863 (100%)</td> <td>817,385 (45%)</td> <td>875,717 (48%)</td> <td>16,592 (1%)</td> <td>101,169 (6%)</td> </tr> <tr> <td>Ards and North Down Borough Council</td> <td>156,672 (100%)</td> <td>20,550 (13%)</td> <td>117,589 (75%)</td> <td>1,729 (1%)</td> <td>16,804 (11%)</td> </tr> </tbody> </table> <p>Source: Religion or religion brought up in. Census 2011, NISRA</p>		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%)
	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%)														
Political Opinion	<p>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 preferences for voting Unionist parties. See table below</p> <p>Data:</p>																		

Council Election results

The most recent local council election (2nd May 2019) showed:

	Eligible Electorate	Votes Polled (% Turnout)	Elected Candidate										
			DUP	Sinn Féin	UUP	SDLP	Alliance	Independent	TUV	Green	PUP	Aontu	CC:LA
Northern Ireland	1,305,553	687,733 (52.7%)	122	105	75	59	53	24	6	8	3	1	1
Ards and North Down Borough Council	112,077	47,161 (42.1%)	14		8	1	10	3	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		1		1	1		1			
Bangor East and Donaghadee (DEA)	16,956	6,915 (40.8%)	2		2		1	1					
Bangor West (DEA)	13,479	5,448 (40.4%)	1		1		2			1			
Comber (DEA)	13,681	6,272 (45.8%)	2		1		1		1				
Holywood and Clondeboy (DEA)	14,158	6,229 (44.0%)	1		1		2			1			
Newtownards (DEA)	19,953	8,250 (41.4%)	3		1			2	1				

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

Racial Group	<p>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</p> <p>Data: Ethnic Group (Numbers with % in brackets)</p>
Age	<p>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</p>

	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%)	3,654 (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%)	199 (0%)
Ards Peninsula	22,797 (100%)	22,641 (99%)	29 (0%)	17 (0%)	5 (0%)	17 (0%)	6 (0%)	2 (0%)	54 (0%)	26 (0%)
Bangor Central	23,524 (100%)	24,469 (98%)	105 (0%)	43 (0%)	17 (0%)	43 (0%)	26 (0%)	32 (0%)	119 (0%)	38 (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%)	19 (0%)
Bangor West	22,946 (100%)	17,763 (98%)	19 (0%)	135 (0%)	2 (0%)	11 (0%)	3 (0%)	26 (0%)	73 (0%)	15 (0%)
Comber	18,152 (100%)	18,216 (99%)	30 (0%)	8 (0%)	9 (0%)	35 (0%)	4 (0%)	8 (0%)	55 (0%)	17 (0%)
Hollywood and Clondeboye	18,382 (100%)	20,061 (98%)	65 (0%)	31 (0%)	23 (0%)	81 (0%)	81 (0%)	56 (0%)	10 (0%)	61 (0%)
Newtownards	20,560 (100%)	27,841 (99%)	105 (0%)	20 (0%)	11 (0%)	30 (0%)	8 (0%)	6 (0%)	75 (0%)	20 (0%)

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

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%)

Sources: [Demography and Methodology Branch, NISRA](#)
[World Health Organization](#)

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 varies 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%)

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

	<p>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%).</p> <p>Source: Northern Ireland 2011 Census, Marital Status ONS 2015 Sexual Identity</p>																								
Men & Women generally	<p>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%). See table below</p> <p>Data:</p> <table border="1"> <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> </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%)												
	Males	Females	All																						
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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"> <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> </tbody> </table>		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
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Comber	1,270	n/a																							

		Hollywood and Clandeboye	1,180	n/a
		Newtownards	2,840	n/a
Northern Ireland Census 2011 Long-term health problem or disability by long-term problem or disability				
	Dependents	<p>Summary: 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). Sources: Continuous Household Survey</p>		

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 promotion of good relations is to address the issues that have been identified both from inter or intra community conflicts. The promotion of equality of opportunity is also paramount in the planning and delivery of all programmes that are delivered as an outcome of the Good Relations audit and subsequent Strategy. Although the legislation addresses Good Relations for those with different Religious Belief, Political Opinion, and Racial Group any work undertaken requires it to meet the breadth of needs of the range of dimensions.</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>The need to promote equality of opportunity will improve as understanding of needs are developed through the training and events detailed in each annual action plan. All programmes are collectively developed to be open to a breadth of users irrespective of their Section 75 dimension. Reasonable adjustments are made where considered appropriate.</p>	Minor
	Political Opinion		
	Racial Group		
	Age		
	Marital Status		
	Sexual orientation		
	Men & Women generally		
	Disability		
	Dependents		

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	No – the programmes address and provide opportunities to better promote equality of opportunity through the feedback, monitoring and audit that informed the strategy and annual plans.	
	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	Major in a positive manner as this action plan addresses the areas identified during the audit process and previous programmes and action plans. Those consulted considered it significant and necessary to address and improve good relations between people of different religious belief, political opinion or racial group. All issues identified are prioritised and considered within the strategy and action plans.	
	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	No – as the strategy and action plan address the identified issues and as there is continual monitoring along with an annual plan where issues are addressed promptly.	
	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>All programmes will ensure that participation is suitable for people with disabilities and their carers, and will be arranged to suit the dimensions of those attending, including age, gender or racial group. The strategy and action plan consider the needs of those with multiple identities through the introduction and development of positive actions that have been identified from monitoring previous programmes and audits.</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>This policy and all associated activities within each annual action plan is accessible to those with a disability and the information is available in a range of formats where a need is identified. Carers needs are also considered in planning and booking arrangements.</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>Good Relations audit 2019 Attendance at programmes and relevant monitoring data of attendees. Non-attendance where data is available to explain non-attendance or non-engagement, such as bookings not honoured or attendance at repeat programmes. Evaluation of programmes/projects and events is through outcome-based assessments to improve good relations.</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

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

<input checked="" type="checkbox"/>	Screened Out – No EQIA necessary (no adverse impacts)
<input type="checkbox"/>	Screened Out – Mitigating Actions (minor impacts)
<input type="checkbox"/>	Screened In – Necessary to conduct a full EQIA
	Please detail actions to be taken:

Screening assessment completed by:-

Name: Jan Nixey
 Title: Head of Community and Culture
 Date: 18 March 2020
 Signature:

Director/Head of Service decision approved by:

Name: Graeme Bannister
 Title: Director of Community and Wellbeing
 Date: 18 March 2020
 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:
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	Screened by:	Jan Nixey Head of Community and Culture	18 March 2020
	Approved by:	Graeme Bannister Director of Community and Wellbeing	18 March 2020