

ARDS AND NORTH DOWN BOROUGH COUNCIL

Policy Screening Form

1.	Policy Reference (Equality use only)	E 120
2.	Policy Name	Peace IV project: Personal Development and Training Programme
3.	Existing / Revised / New Policy	New Peace IV project
4.	Responsible Officer	Director of Community and Wellbeing
5.	Description of policy to be screened	<p>In January 2016, Ards and North Down Borough Council undertook consultation with the community to identify local issues and barriers to building peace and reconciliation, to inform a PEACE IV Plan for Ards and North Down.</p> <p>The Personal Development and Training Programme recognises one of the greatest inhibitors to a shared and peaceful community free from prejudice, hate and intolerance is good educational attainment. It also recognises that in many areas the effects of residual paramilitary structures still prevail and have a negative influence on the progression of some communities towards a more peaceful and stable society. These areas still live with the effects of territorial markings.</p> <p>The programme should also include 2 cross border visits and 2 cross community collective events for collective community based projects based on the learning from the programme for participants.</p>
	Aims and Expected Outcomes – what is the Policy expected to achieve?	<p>Young people, between the ages of 16 and 30 years are the main focus of this programme as there is recognition in a correlation between areas affected by the conflict and education attainment, lack of hope, aspiration and a lack of employment. The Peace IV consultation exercise identified a lack of support primarily for young people to address underachievement and unemployment, which tends to be an intergenerational issue within families, which in turn exacerbates sectarianism, racism and prejudice locally as young people are more vulnerable to the influence of others and the enticement into drugs, drink and other criminal activity. A lack of provision in childcare was identified as a major barrier to young</p>

		<p>women in particular accessing training and skills programmes.</p> <p>The project will develop and deliver a Personal Development and Training Programme of 52 training courses which will be provided from a menu of soft skills and accredited training opportunities designed to support personal development and soft pathways to employment and further education in 8 target areas of educational disadvantage and where the effect of the conflict is most acute. Childcare provision will also be included in the programme.</p> <p>This programme will work with a target group of particularly vulnerable young people across the Ards and North Down area primarily between the ages of 16 - 30 years to provide a personal development training programme.</p> <p>The training will include a range of soft skills and Level 1 to Level 4 accredited training programmes, aimed to develop skills and prepare people for working in a challenging or diverse workplace. It will involve a minimum of 624 participants completing the programme from a minimum of 780 recruited to account for attrition. In addition, one to one mentoring and support will be provided to support individuals through each learning programme. On line training programmes will also be included to ensure the training is sufficiently flexible to meet the needs of each learner. The duration of each training programme will be dependent on the nature of the course, accreditation etc.</p>
6.	Section 75 categories which might be expected to benefit and how they may benefit.	All Section 75 dimensions will be expected to benefit from the scheme, but in particular those between the ages of 16 and 30 years of age.
7.	Factors which could contribute to-/ detract from the intended aims / outcomes of the Policy when being implemented	If the project is not delivered as intended.
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	PEACE IV Partnership, SEUPB, Council, Elected Members, Council officers, delivery partners, schools, Education Authority, PSNI, local community groups, youth forums, Training providers, cross community and border groups, children attending crèche facilities and those making all provisions to support those in attendance. Individuals and groups with whom those receiving training

	or potential) and comment, or list, information where appropriate	will engage and interact.
9.	Please provide details of other policies which have a bearing on this one.	
	Policies: E 14 Sustainability and Environmental Policy E 15 Ards and North Down Borough Council - Corporate Plan E 16 Good Relations Strategy and Action Plan E 19 PCSP Strategy E 22 Community Development Service Delivery E 56 Ards and North Down Rural Partnership Interim Rural Development Strategy E 82 Ards and North Down Borough Council Peace IV Plan 2014-2020 E 92 Review of Data Protection Act E 110 Peace IV Action Plan Projects 2017 award	Owned by : Ards and North Down Borough Council

10.	Available evidence (quantitative and qualitative) considered as important to encourage completion in relation to :	
	Religious Belief	Ards and North Down Borough Council data that is available for the Electoral Ward areas providing a profile of residents. In particular data on age profile of the Borough and age profile in each electoral ward scrutinized for those areas where paramilitary involvement is reported or has the potential to occur. Also data on the age group identified from 16 – 30 years of age and their educational attainment, employment statistics and other relevant data. Data on PEACE funding to both legacy councils and the Section 75 data available on the recipients of funding and the unsuccessful applicants for funding including geographical areas. NISRA and NINIS Borough profile data on all areas where funding has been made available and where no funding has been made available. Ards and North Down Good Relations Strategy 2015-2018. Ards and North Down Policing and Community Safety Strategy 2015-2018.
	Political Opinion	
	Racial Group	
	Age	
	Marital Status	
	Sexual orientation	
	Men & Women generally	
	Disability	
	Dependents	

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	All Peace IV projects will be monitored in relation to the applicants and participants in relation to each of the nine Section 75 categories. Peace IV needs and priorities are detailed in the Ards and North Down Peace IV Plan.
	Political Opinion	
	Racial Group	
	Age	

	Marital Status	<p>This project will monitor children and young people participants in particular aged 16-30 years in relation to their multi dimensions and monitor the leaders of projects also. This data will provide a comparison locally and regionally as to the range of multidimensional individuals who have accessed and completed the projects. Ongoing monitoring and evaluation of projects will also provide relevant qualitative data that will be integrated and independent of the project.</p>
	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 project aims to make a significant impact on young people between the ages of 16 and 30 years of age. Each participating young person will have their own multidimensional profile as will all those they will subsequently impact on and those that deliver the training. All the needs of the categories will be considered and addressed as this is a significant part of the project – to improve equality of opportunity.</p>	Major
	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	<p>No as this project addresses the range of needs of all Section 75 categories and anticipates the range of needs in its planning and delivery.</p>	
	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	This project will have the promotion of good relations as	

Political Opinion	an intrinsic part of the project and includes cross border working.
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 project will ensure a broad range of considerations will be made in relation to the good relations duties.	
Political Opinion		
Racial Group		

Additional Considerations

Multiple Identity Considerations	Details of Impact or potential impact (Positive/Negative)	
Are there any potential impacts of the policy decision on people with multiple identities? (e.g. disabled minority ethnic persons)	This project will impact on a broad range of individuals and groups of single and multiple identity dimensions. Although it focuses on children and young people between 16 and 30 years of age and their children at crèche facilities each individual's involvement in the project will influence many multiple dimensions as they learn and share their experiences. The learning will also support participants in gaining employment or further educational needs being met. The range of needs of participants has been considered following intensive consultation and building on previous successful programmes to ensure each project is inclusive of all multiple identities.	
Where appropriate provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.		

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	Access to all information about the menu of trainings will be made widely available and alternative formats will be produced where a need is identified. All programmes and activities associated with the project, as well as the crèche provision will ensure reasonable adjustments are made where requested to enable access to trainings, meetings, events and any other arrangements. Attendance of any individual with a disability and carers will be encouraged through meeting requests for reasonable adjustments as well as anticipating requirements.

Monitoring Arrangements

Section 75 places a requirement on the Council to have equality monitoring arrangements in place in order 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 in order to monitor the impact of this policy / decision on <u>equality, good relations and disability duties</u></p>	<p>Monitoring of each project will be undertaken through monthly update reports on results and outputs of the project. This will include participants, numbers, gender, community background of participants, type and number of activities, what was learned, what cross community or cross border activity was undertaken, communications activity together with a financial summary.</p> <p>It will also include</p> <ul style="list-style-type: none">• an equality / registration form per participant• registration/ attendance sheets for events• information on establishing baseline data where data is not currently available, based on the expected results of their projects <p>The targets to be achieved for the Personal Development and Training Programme include:</p> <ul style="list-style-type: none">• An increase in the percentage of participants with a greater understanding and appreciation of the views of others from a different community background – increase 50%• An increase in the percentage of participants who feel more comfortable discussing hard peace building issues with others from a different community background – target 40%• An increase in the percentage of respondents who think sectarianism, racism, prejudice & intolerance towards others has decreased in the area – target 5%• An increase in the percentage of participants who think relations between people from different community backgrounds will be better in 5 years' time – target 7% increase• An increase in the percentage of participants who think relations between people from different community backgrounds in A&ND area will be better in 5 years' time – target 8% increase
--	--

Consideration of Human Rights

The Human Rights Act 1998 brings the European Convention on Human Rights (ECHR) into UK and, therefore, Northern Ireland. Indicate below any potential adverse impacts that the policy / decision may have in relation to human rights issues

Right to Life	Article 2	<input type="checkbox"/>
Prohibition to torture, inhuman or degrading treatment	Article 3	<input type="checkbox"/>
Prohibition of slavery and forced labour	Article 4	<input type="checkbox"/>
Right to Liberty and Security	Article 5	<input type="checkbox"/>
Right to a Fair and Public Trial	Article 6	<input type="checkbox"/>
Right to no punishment without due legal process	Article 7	<input type="checkbox"/>
Right to respect for private and family life, home and correspondence	Article 8	<input type="checkbox"/>
Right to freedom of thought, conscience and religion	Article 9	<input type="checkbox"/>
Right to freedom of Expression	Article 10	<input type="checkbox"/>
Right to freedom of peaceful assembly and association	Article 11	<input type="checkbox"/>
Right to marry and found a family	Article 12	<input type="checkbox"/>
The prohibition on discrimination	Article 14	<input type="checkbox"/>
Protection of property and enjoyment of possessions	Protocol 1 Article 1	<input type="checkbox"/>
Right to education	Protocol 1 Article 2	<input type="checkbox"/>
Right to free and secret election	Protocol 1 Article 3	<input type="checkbox"/>

	Please explain any adverse impacts on human rights that you have identified?	
	Please indicate any ways in which you consider the policy positively promotes Human Rights	

I can confirm that the proposed policy / decision have been screened for:-

<input checked="" type="checkbox"/>	Equality of opportunity and good relations
<input checked="" type="checkbox"/>	Disabilities duties; and
<input type="checkbox"/>	Human rights issues

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 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: 10 July 2017
 Signature:

Director/Head of Service decision approved by:

Name: Graeme Bannister
 Title: Director of Community and Wellbeing
 Date: 10 July 2017
 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?	
---	--

Monitoring Recommendation	
---------------------------	--

Approval and Authorisation			
Screened by :	Position/Job Title:	Date:	
	Head of Community and Culture	10 July 2017	
Approved by:	Director of Community and Wellbeing	10 July 2017	