

ARDS AND NORTH DOWN BOROUGH COUNCIL

Policy Screening Form

1.	Policy Reference (Equality use only)	E 131
2.	Policy Name	Name/brand for the replacement Ards Leisure Centre
3.	Existing / Revised / New Policy	New policy
4.	Responsible Officer	Chief Executive
5.	Description of policy to be screened	To agree a name than complies with the Council naming policy; is strong, clear and innovative so to encourage users and, in particular, potential users to visit the facility; to compliment the Council brand and other Council leisure facilities.
	Aims and Expected Outcomes – what is the Policy expected to achieve?	<p>Ards and North Down Borough Council adopted a consistent approach to dealing with requests to name Council Facilities. “ The Council is minded to ensure such decisions promote equality of opportunity and good relations.</p> <p>All names should normally comprise two parts. The first part of the name must:</p> <ul style="list-style-type: none"> • Not be considered offensive* to any group or individual within the Borough. <p>*A name will be considered offensive if it can be interpreted to be abusive, antagonistic, discourteous, disrespectful, lurid or rude.</p> <ul style="list-style-type: none"> • Not be the surname of any living person or a name which can be clearly attributed to any living person. <p>Council will consider an application to name a facility after an individual who is deceased and has made an extraordinary contribution* in some way to the Borough and its residents or public life in general.</p> <p>*An extraordinary contribution must have benefitted a significant number of people and/or been made over a significant period of time, must be fundamentally philanthropic and must comply with the seven principles of conduct underpinning public life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership).</p> <p>Where a name is selected that meets the criteria of the policy it should not be representative of an event or</p>

		location associated with conflict but one that identifies with inclusion, is relevant to the location, purpose of the facility and compliant with the corporate plan aim of inclusivity for all who work, live or visit in the Borough.”
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6.	Section 75 categories which might be expected to benefit and how they may benefit.	All Section 75 categories should benefit as the name selected will ensure a brand that attracts a broad range of users and potential users, events and spectators.
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7.	Factors which could contribute / detract from the intended aims / outcomes of the Policy when being implemented	If the name selected is outside the council’s generic naming policy or does not engender a shared space for the pursuit of a range of sport, leisure and recreational activities.
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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	The Council, employees, Elected Members, visitors to the Borough, residents, local business providers, potential visitors and service providers, NI Tourist Board, NI Sport, local and regional schools and sport clubs, leisure centre members and other users and participants of the public consultation process.
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9.	Please provide details of other policies which have a bearing on this one.	
	Policies: E 15 Ards and North Down Borough Council - Corporate Plan E 16 Good Relations Strategy and Action Plan E 27 Lands and Property Policy E 28 Corporate Complaints policy and procedure E 52 Requests to Name Council Facilities E 58 Ards and North Down Borough Council Pricing Schedule 2016-2017	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	The makeup of the council in relation to employee religious belief is 80% Protestant, 14% Roman Catholic and 6% Other. The profile of residents of the Borough indicates: Religion or Religion Brought up in (Numbers with % in brackets)					
	All usual residents	Catholic	Protestant and Other Christian (including Christian	Other Religions	None	

				related)		
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%)	
Comber (DEA)	18,382 (100%)	1,195 (7%)	15,404 (84%)	169 (1%)	1,614 (9%)	
Newtownards (DEA)	28,216 (100%)	2,353 (8%)	22,466 (80%)	340 (1%)	3,057 (11%)	

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

<u>Males</u>	<u>Protestant</u>	<u>Roman Catholic</u>	<u>Other</u>	<u>Total</u>
<u>Full Time</u>	<u>358</u>	<u>33</u>	<u>34</u>	<u>425</u>
<u>Part Time</u>	<u>5</u>	<u>2</u>	<u>1</u>	<u>8</u>
<u>Totals</u>	<u>363</u>	<u>35</u>	<u>35</u>	<u>433</u>

<u>Females</u>	<u>Protestant</u>	<u>Roman Catholic</u>	<u>Other</u>	<u>Total</u>
<u>Full Time</u>	<u>223</u>	<u>58</u>	<u>6</u>	<u>287</u>
<u>Part Time</u>	<u>20</u>	<u>12</u>	<u>5</u>	<u>37</u>
<u>Totals</u>	<u>243</u>	<u>70</u>	<u>11</u>	<u>324</u>

<u>Total Emp</u>	<u>606</u>	<u>105</u>	<u>46</u>	<u>757</u>

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

Political Opinion

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

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

Thus employees are working in this environment and political decisions are being taken based on this data. However, the leisure facilities are to attract a broad range of users from outside the Borough including international competitions and it is essential the name is attractive, non-political and ensures shared environment is promoted for all users and potential users.

Racial Group

The ANDBC employee profile shows that less than 2% of our employees are from an ethnic background. Accurate figures are not currently available although an employee monitoring exercise is to be carried out in October 2017. In relation to the resident population 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%)	3,654 (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 (DEA)	156,672 (100%)	23,367 (99%)	26 (0%)	19 (0%)	5 (0%)	19 (0%)	6 (0%)	2 (0%)	51 (0%)	29 (0%)
Comber (DEA)	18,152 (100%)	18,216 (99%)	30 (0%)	8 (0%)	9 (0%)	35 (0%)	4 (0%)	8 (0%)	55 (0%)	38 (0%)
Newtownards (DEA)	20,560 (100%)	27,841 (99%)	105 (0%)	20 (0%)	111 (0%)	30 (0%)	8 (0%)	6 (0%)	75 (0%)	15 (0%)

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

However, the leisure facilities are to attract a broad range of users from outside the Borough including local and international competitions and it is essential the name is attractive, non-racial and ensures a shared environment is promoted for all users and potential users.

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%)
Comber (DEA)	3,385 (18%)	5,024 (27%)	6,850 (37%)	3,157 (17%)	18,416 (100%)
Newtownards (DEA)	5,618 (20%)	8,441 (30%)	9,612 (34%)	4,412 (16%)	28,083 (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
	30 - 39	Total 75
	40 - 49	Total 105
	50 - 59	Total 80
	60 – 70+	Total 42
		322
Male		
	16 - 29	Total 26
	30 - 39	Total 83
	40 - 49	Total 121
	50 - 59	Total 176
	60 – 70+	Total 41
		447
	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 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%)	68,031 (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%)
	Comber (DEA)	14,995 (100%)	4,084 (27%)	8,558 (57%)	14 (0%)	399 (3%)	877 (6%)	1,063 (7%)
	Newtownards (DEA)	22,593 (100%)	6,836 (30%)	11,717 (52%)	24 (0%)	844 (4%)	1,593 (7%)	1,579 (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 & Women

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%).

generally	See table below			
	Data:			
		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%)
	Comber (DEA)	8,992 (49%)	9,424 (51%)	18,416 (100%)
	Newtownards (DEA)	13,596 (48%)	14,487 (52%)	28,083 (100%)

Source:

[Age Structure, Census 2011, NISRA](#)

[Review of statistical classification and delineation of settlements, NISRA](#)

In relation to employees and their gender see table below

Full time		
Female	172	
Part time		
Female	150	
Full time		
Male	408	
Part time		
Male	39	
	769	Total employees on 30/08/2017

Disability	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%).		
	Disability Living Allowances, 2015		
		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 (DEA)	2,920	n/a
		Comber (DEA)	1,270	n/a
		Newtownards (DEA)	2,840	n/a
Northern Ireland Census 2011 Long-term health problem or disability by long-term problem				
	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	Individuals generally want to participate in sport and leisure and do not want the facility or sport to be associated with one particular religion. The chosen name should ensure the facility is shared and open to all who wish to use the facility in any way irrespective of their religious belief.
	Political Opinion	Individuals generally want to participate in sport and leisure and do not want the facility or sport to be associated with one particular or any political opinion. The chosen name should ensure the facility is shared and open to all who wish to use the facility in any way irrespective of their or the area in which it is located political belief.
	Racial Group	Individuals generally want to participate in sport and leisure and do not want the facility or sport to be associated with one particular or any racial group. The chosen name should ensure the facility is shared and open to all who wish to use the facility in any way irrespective of their or the area in which it is located predominate racial group.
	Age	Individuals generally want to participate in sport and leisure and do not want the facility or sport to be associated with one particular perception that is/was traditional in Northern Ireland to be associated with. The chosen name should ensure the facility is shared and open to all who wish to use the facility in any way irrespective of their age or the age of those participating, spectating and facilitating their attendance to participate. Younger people in many surveys have stated their wish to move Northern Ireland from legacy issues and would be more open to embrace names that identify shared space.
	Marital Status	Individuals have personal preference the sport and facility they choose to use where access or transport is available and easily

		accessible. This is not generally affected by the individual's marital status.
	Sexual orientation	Individuals generally want to participate in sport and leisure and do not want the facility or sport to be associated with one particular perceptive that is/was traditional in Northern Ireland to be associated with. The chosen name should ensure the facility is shared and open to all who wish to use the facility in any way irrespective of the sexual orientation of those participating, spectating and facilitating their attendance to participate.
	Men & Women generally	Individuals have personal preference for the sport and facility they choose to use where access or transport is available and easily accessible. This is not generally affected by the individual's gender.
	Disability	Individuals want to be able to access all facilities and activities and receive timely information as do those without a disability. The name of the centre must engender a shared and open facility for all attendees and perspective attendees.
	Dependents	Individuals want to be able to access all facilities and activities and receive timely information as do those who do not have someone who is dependent on their support or attendance. The name of the centre must engender a shared and open facility for all attendees and perspective attendees, whether participating or not.

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	If any name is suggested or selected that has the potential to engender a chill factor towards any users, potential users, potential employees or employees there may be a lower take up in usage and a chill factor to attract employees or visiting teams and individuals.	Major, both for users, potential users and those living in the vicinity of the facility.
	Political Opinion		
	Racial Group		
	Age		
	Marital Status	A name should be inclusive and promote as broad a range of usage as possible.	
	Sexual orientation	A name should be inclusive and promote as broad a range of usage as possible and ensure that the name does not give a chill factor to any individual's sexual orientation.	
	Men & Women generally	A name should be inclusive and promote as broad a range of usage as possible and ensure that the name does not give a chill factor to any individual's gender.	
	Disability	A name should be inclusive and promote	

	Dependents	as broad a range of usage as possible. It should not provide a chill factor to any individual in relation to their or any others disability or an individual need for a carer to attend with them for any reason.	
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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	Yes.	
	Political Opinion	Through a broad public consultation process.	
	Racial Group	By ensuring the name reflects the status and potential impact of the facility and the opportunities presented within it that are available through the use of this facility; both indoor and outdoor.	
	Age	That the name reflects the brand of sport, leisure and recreation and links it to the services provided throughout the Borough including the relationship with Aurora	
	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	
	Political Opinion	The name must not engender a chill factor to the employment in or use of the facility due to any individual's religious belief, political opinion or racial group or for those living in the vicinity of the facility.	
	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	
	Political Opinion	Through a broad public consultation process to ensure the name must not engender a chill factor to the employment in or use of the facility due to any individual's religious belief, political opinion or racial group.	
	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 decision will have an impact on all users and potential users as well as employees and potential employees and service providers. Each is an individual with a unique identity and the name should encourage the brand of sport, recreation and leisure. This is especially important for younger people who from data sources wish to move forward in Northern Ireland and not use past references to any conflict or 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>This policy should ensure that the name selected is inclusive and does not discourage the use of any of the facilities or access to them. The name should also have a brand and logo that is identifiable And in context to encourage use by those who require visual images.</p>

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>Complaints and comments on the name and proposed name or brand. Throughput numbers versus potential throughput. Monitoring data on users from concessionary rates and user surveys and other market research that asks for relevant S 75 monitoring data.</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:-

x	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: Claire Jackson
 Title: Corporate Communications Manager
 Date: 20 October 2017
 Signature:

Director/Head of Service decision approved by:

Name: Graeme Bannister
 Title: Director of Community and Wellbeing
 Date: 20 October 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?	
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Monitoring Recommendation	
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Approval and Authorisation			
Screened by :	Position/Job Title:	Date:	
	Corporate Communications Manager	20 October 2017	
Approved by:	Director of Community and Wellbeing	20 October 2017	

