

# ARDS AND NORTH DOWN BOROUGH COUNCIL

## Policy Screening Form

1.	Policy Reference (Equality use only)	E 135
2.	Policy Name	Ards and North Down Borough Council Newtownards Masterplan
3.	<del>Existing</del> / Revised / New Policy	New policy
4.	Responsible Officer	Director of Regeneration, Development & Planning
5.	Description of policy to be screened	The Newtownards Town Centre Regeneration Masterplan is an action plan that will facilitate the regeneration of Newtownards Town Centre over the next 15 yrs from June 2010
	Aims and Expected Outcomes – what is the Policy expected to achieve?	The Council, working within a Town Centre Partnership will aim to take forward the implementation of the Action Plan that will regenerate Newtownards Town Centre
6.	Section 75 categories which might be expected to benefit and how they may benefit.	All Section 75 categories are expected to benefit as development of the Masterplan will be inclusive of the private, public and community/voluntary sector.
7.	Factors which could contribute to / detract from the intended aims / outcomes of the Policy when being implemented	If the Masterplan is not enacted as intended Newtownards in 20, 50 and 100yrs from now could struggle to remain a town full of character, where people want to and are facilitated to come to shop, work, live, visit and relax.
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, Council Officers, Elected Members, Private Sector, Chamber of Trade. Northern Ireland Departments, their Agencies, non – Departmental public Bodies (NDPBs) and Public Corporation, Suppliers and potential suppliers. Designers, Architects, Landscape Consultants, Residents and Businesses of the Borough
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 -	Owned by :  Ards and North Down Borough

Corporate Plan E 27 Lands and Property Policy E 28 Corporate Complaints policy and procedure E 112 N of M – memorial benches in towns and villages E 113 Requests to Light Up Buildings - Policy Review E 122 Ards and North Down Borough Council Pavement Licensing Guidance	Council
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10. Available evidence (quantitative and qualitative) considered as important to encourage completion

Religious Belief	<p>NISRA and NINIS statistics for the Borough area will indicate the profile of residents but not those that have a small number of employees. Larger employees will have published data from their employee monitoring returns to the Equality Commission for Northern Ireland.</p> <p>The ANDBC employee profile shows that</p> <table border="1"> <thead> <tr> <th>Males</th> <th>Protestant</th> <th>Roman Catholic</th> <th>Other</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Full Time</td> <td>358</td> <td>33</td> <td>34</td> <td>425</td> </tr> <tr> <td>Part Time</td> <td>5</td> <td>2</td> <td>1</td> <td>8</td> </tr> <tr> <td><b>Totals</b></td> <td><b>363</b></td> <td><b>35</b></td> <td><b>35</b></td> <td><b>433</b></td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Females</th> <th>Protestant</th> <th>Roman Catholic</th> <th>Other</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Full Time</td> <td>223</td> <td>58</td> <td>6</td> <td>287</td> </tr> <tr> <td>Part Time</td> <td>20</td> <td>12</td> <td>5</td> <td>37</td> </tr> <tr> <td><b>Totals</b></td> <td><b>243</b></td> <td><b>70</b></td> <td><b>11</b></td> <td><b>324</b></td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th><b>Total Emp</b></th> <th>606</th> <th>105</th> <th>46</th> <th>757</th> </tr> </thead> </table> <p>The makeup of the council in relation to employee religious belief is 80% Protestant, 14% Roman Catholic and 6% Other.</p> <p>The profile of residents of the Borough indicates:</p> <p><b>Religion or Religion Brought up in</b> (Numbers with % in brackets)</p> <table border="1"> <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</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>	Males	Protestant	Roman Catholic	Other	Total	Full Time	358	33	34	425	Part Time	5	2	1	8	<b>Totals</b>	<b>363</b>	<b>35</b>	<b>35</b>	<b>433</b>	Females	Protestant	Roman Catholic	Other	Total	Full Time	223	58	6	287	Part Time	20	12	5	37	<b>Totals</b>	<b>243</b>	<b>70</b>	<b>11</b>	<b>324</b>	<b>Total Emp</b>	606	105	46	757		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	156,672 (100%)	20,550 (13%)	117,589 (75%)	1,729 (1%)	16,804 (11%)
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Borough Council					
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](#)

Political Opinion

Electoral Office data from recent elections will detail the political representation on Ards and Borough Council, The Stormont Executive for this electoral area and Westminster election. This will be of residents but not businesses. This data is an approximate measure of political opinion of the electorate within the Borough. Turnout to vote in North Down and Strangford constituencies is higher than the rest of NI suggesting less strong political opinions. Of those who do turn out, the preferences are for voting Unionist parties.

See table below

**Data:**

**Council Election results**

The most recent local council election (22<sup>nd</sup> 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	
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](#)

**Racial Group**  
 NISRA, NINIS and Northern Ireland Strategic Migration Partnership data. This data will include all residents but not businesses or employees.  
 The ANDBC employee profile shows that less than 2% of our employees are from an ethnic minority background. Accurate figures are not currently available although an employee monitoring survey was carried out in January 2018.  
 In relation to the resident population NISRA, NINIS and Northern Ireland Strategic Migration Partnership 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%)	1,271 (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	18,216	30 (0%)	8 (0%)	9	35	4	8	55	38

	(100%)	(99%)			(0%)	(0%)	(0%)	(0%)	(0%)	(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 town centres are to attract a broad range of users from outside the Borough including local and international visitors and it is essential a shared environment users and potential users.

**Age**

NISRA and NINIS statistics for the Borough area will indicate the profile of residents but not the town centre and surrounding area.

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 20 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%)	<b>1,851,621 (100%)</b>
Ards and North Down Borough Council	29,801 (19%)	43,239 (27%)	54,094 (34%)	31,663 (20%)	<b>158,797 (100%)</b>
Ards Peninsula (DEA)	4,851 (20%)	6,803 (29%)	8,150 (34%)	3,956 (17%)	<b>23,760 (100%)</b>
Comber (DEA)	3,385 (18%)	5,024 (27%)	6,850 (37%)	3,157 (17%)	<b>18,416 (100%)</b>
Newtownards (DEA)	5,618 (20%)	8,441 (30%)	9,612 (34%)	4,412 (16%)	<b>28,083 (100%)</b>

**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**  
NISRA and NINIS statistics for the Borough area will indicate the profile of residents but 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%)
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](#)

**Sexu** Summary:

al orient ation	<p>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%).</p> <p><b>Source:</b> Northern Ireland 2011 Census, Marital Status ONS 2015 Sexual Identity</p>																																																			
Men & Wom en gener ally	<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><b>Data:</b></p> <table border="1" data-bbox="375 684 1482 1024"> <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> <tr> <td>Comber (DEA)</td> <td>8,992 (49%)</td> <td>9,424 (51%)</td> <td>18,416 (100%)</td> </tr> <tr> <td>Newtownards (DEA)</td> <td>13,596 (48%)</td> <td>14,487 (52%)</td> <td>28,083 (100%)</td> </tr> </tbody> </table> <p><b>Source:</b> <a href="#">Age Structure, Census 2011, NISRA</a> <a href="#">Review of statistical classification and delineation of settlements, NISRA</a></p> <p>In relation to employees and their gender see table below</p> <table border="1" data-bbox="375 1171 1149 1560"> <tbody> <tr> <td>Full time</td> <td></td> <td></td> </tr> <tr> <td>Female</td> <td>172</td> <td></td> </tr> <tr> <td>Part time</td> <td></td> <td></td> </tr> <tr> <td>Female</td> <td>150</td> <td></td> </tr> <tr> <td>Full time</td> <td></td> <td></td> </tr> <tr> <td>Male</td> <td>408</td> <td></td> </tr> <tr> <td>Part time</td> <td></td> <td></td> </tr> <tr> <td>Male</td> <td>39</td> <td></td> </tr> <tr> <td></td> <td>769</td> <td>Total employees on 30/08/2017</td> </tr> </tbody> </table>		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%)	Full time			Female	172		Part time			Female	150		Full time			Male	408		Part time			Male	39			769	Total employees on 30/08/2017
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Disab ility	<p>NISRA and NINIS statistics for the Borough area will indicate the profile of residents but not employees. Employers have a responsibility to ensure they do not discriminate against any individual with a disability. There is no reliable data available for local service providers.</p> <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 is expected to last at least 12 months. (This was similar to the Northern Ireland figure of 21%)</p> <p><b>Disability Living Allowances, 2015</b></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 (DEA)	2,920	n/a
	Comber (DEA)	1,270	n/a
	Newtownards (DEA)	2,840	n/a
<a href="#">Northern Ireland Census 2011 Long-term health problem or disability by long-term problem</a>			
Dependents	<p>NISRA and NINIS statistics for the Borough area indicate the profile of residents but not service providers.</p> <p>Employers have a responsibility to ensure they do not discriminate against any individual on reasonable consideration in relation to those for whom they care. There is no reliable data on service providers.</p> <p><b>Summary:</b> 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).</p> <p><b>Sources:</b> 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	This Masterplan aims to ensure Newtownards is an accessible Town Centre that has a shared environment that is open and accessible to all who use or wish to use its facilities. The masterplan will ensure the environment and street furniture will enable access around the area and into premises and is suitable for all users and potential users. It will also identify street furniture that considers the needs of those with a disability and audit the location of each item to
	Political Opinion	
	Racial Group	
	Age	
	Marital Status	
	Sexual orientation	
	Men & Women generally	
	Disability	



	Dependents	ensure it does not obstruct any users. Colours and contrasts as well as suitable furniture for users will be procured and installed in identified and appropriate areas in the town centre. .
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### 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	A broad range of consultation was carried out to ensure the potential obstacles to a shared and inclusive environment were identified and mitigated against	None
	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. Consultation and comments and complaints are all considered as learning is essential to ensure an inclusive environment that does not cause difficulty to any user or potential user. As projects are delivered e.g. through public realm there is an opportunity to involve a diverse range of bodies so that their objectives are aligned with those of the Masterplan.	
	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	None as the Masterplan aims to be inclusive and ensure any potential barriers to promote good relations are removed in the planning stages.	
	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 Masterplan is an action plan to identify projects to be delivered – the promotion of good relations will be	
	Political Opinion		

Racial Group	an outworking of many of the projects.
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### Additional Considerations

Multiple Identity Considerations	Details of Impact or potential impact (Positive/Negative)
<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>No as the Masterplan aims to be inclusive and a broad range of consultations are carried out to ensure any potential adverse is mitigated against in the planning and before implementation. This will ensure the broad range of users and potential users with their unique identities will be considered in all planning and through the delivery.</p>

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

Does this proposed policy provide an opportunity to:	Yes / No	Explain your reasoning:
<ul style="list-style-type: none"> <li>- <u>better promote positive attitudes</u> towards disabled people</li> <li>- <u>increase participation</u> by disabled people in public life</li> </ul>	Yes	<p>The council is committed to ensuring the Masterplan is inclusive of the needs of those with a disability. <b>Actions taken to ensure this include .....</b>eg <b>How were people told of work to be carried out?</b> Colour contrast was used for street furniture and seating with arms installed to ensure use of the areas by all. Location of street furniture was mapped to enable clear access on pavements.</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>Comments and complaints received in relation to any Masterplan exercises that may imply equality, good relations and disability duties have not been complied with and corrective action taken. Lessons learnt from the consultation process and delivery of masterplans in other council areas.</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: David Birch  
 Title: Regeneration Officer  
 Date: 15 November 2017  
 Signature:

Director/Head of Service decision approved by:

Name: Susie McCullough  
 Title: Director of Regeneration, Development and Planning  
 Date: 15 November 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	
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	Screened by :	Position/Job Title:	Date:
		Regeneration officer	15 November 2017
	Approved by:	Director of Regeneration, Development and Planning	15 November 2017