

# ARDS AND NORTH DOWN BOROUGH COUNCIL

## Policy Screening Form

1.	Policy Reference (Equality use only)	E 168
2.	Policy Name	A request has been made to the Council on behalf of The Rainbow Project seeking to have the Ards Town Hall Arts Centre lit up in rainbow colours to mark the launch of Northern Ireland LGBT Awareness week 2019 on Monday 13th May 2019 and to be marked as an annual recurring event.
3.	Existing / Revised / New Policy	Revised policy
4.	Responsible Officer	Director of Organisational Development and Administration
5.	Description of policy to be screened	<p>The Rainbow Project are seeking to have the Ards Town Hall (also known as Ards Arts Centre) lit up in rainbow colours to mark the launch of Northern Ireland LGBT Awareness week 2019 on Monday 13th May 2019 and to be marked as an annual recurring event. This year will mark the 15th LGBT Awareness Week (previously named anti homophobia week).</p> <p>The Rainbow Project is Northern Ireland's largest LGBT support and advocacy organisation, registered with the Charity Commission for Northern Ireland, and was the winner of the inaugural Good Governance award in 2016.</p>
	Aims and Expected Outcomes – what is the Policy expected to achieve?	<p>Northern Ireland LGBT Awareness Week brings visibility and awareness to LGBT people and their families in Northern Ireland. It is a joint effort by several community organisations, including The Rainbow Project, Cara-Friend and HEReNI, and the year's theme is Visibility. Each of the organisations provide services to LGBT people in the Ards and North Down area.</p> <p>LGBT Awareness Week will see events take place across Northern Ireland and Council recognise this week.</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 awareness raising event as well as those specifically from the LGB and T community.
7.	Factors which could contribute	If the request to the Council is not enacted as intended or

	to / detract from the intended aims / outcomes of the Policy when being implemented	if the request is rejected whilst the request is within the current Council policy.
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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	This policy will impact on the Council, Elected Members and employees as well as individuals and family and friends of those who identify with members of the LGB and T community. All residents, businesses and visitors to the Borough, including those visiting or living in the vicinity of Ards Arts Centre on 13 May 2019. The Rainbow Project, Cara-Friend and HEReNI. SAIL, TransgenderNI and other statutory, voluntary and community groups that support the LGB and T communities and their families.
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9.	Please provide details of other policies which have a bearing on this one.	
	E 49 Lighting up buildings policy E 78 Request to light Ards Town Hall in national or recognised colours in memory of Orlando Shooting June 2016 E 113 Requests to Light Up Buildings - Policy Review	Ards and North Down Borough Council

10.	Available evidence (quantitative and qualitative) considered as important to encourage completion in relation to :																							
	Religious Belief	<p><b>Summary:</b> 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><b>Data:</b> <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 Borough</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>						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	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	156,672 (100%)	20,550 (13%)	117,589 (75%)	1,729 (1%)	16,804 (11%)																			

Council					
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](#)

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 preferences 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](#)

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.

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%)	3,654 (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	156,672 (100%)	23,367 (99%)	26 (0%)	19 (0%)	5 (0%)	19 (0%)	6 (0%)	2 (0%)	51 (0%)	29 (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%)	116 (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 Clandeboye	18,382 (100%)	20,061 (98%)	65 (0%)	31 (0%)	23 (0%)	81 (0%)	81 (0%)	56 (0%)	101 (0%)	61 (0%)
Newtownards	20,560 (100%)	27,841 (99%)	105 (0%)	20 (0%)	111 (0%)	30 (0%)	8 (0%)	6 (0%)	75 (0%)	20 (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%)	<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>

**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	Separately (not still 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	<p><b>Summary:</b> 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> <a href="#">Northern Ireland 2011 Census, Marital Status</a> <a href="#">ONS 2015 Sexual Identity</a></p> <p>Data received from The Rainbow project: The Rainbow Project in 2017-2018 delivered:</p> <ul style="list-style-type: none"> <li>- Over 100 counselling sessions to clients in the Ards and North Down area</li> <li>- 40 rapid HIV and Syphilis tests to clients in the Ards and North Down area</li> <li>- Supported 15 clients who were victims of homophobic or transphobic hate crimes or hate incidents</li> <li>- Held workshops with LGBT people in the Ards and North Down area around positive mental health</li> <li>- Delivered a personal development programme for LGBT people in the Ards and North Down area</li> <li>- Carried out 14 interventions with LGBT people from the Ards and North Down area</li> <li>- Delivered LGBT awareness training to 68 professionals</li> </ul> <p>Research carried out by The Rainbow Project has found that:</p>
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		<ul style="list-style-type: none"> <li>- 35.3% of LGBT people in Northern Ireland have self-harmed</li> <li>- 46.9% of LGBT people in Northern Ireland have experienced suicidal ideation</li> <li>- 25.7% of LGBT people have made at least one attempt at suicide</li> <li>- 70.9% of LGBT people have experienced depression.</li> </ul> <p>These mental health inequalities are explained by the Rainbow project as not experienced by LGBT people because of who they are or their identity but rather due to experiences of homophobia, biphobia and transphobia and experiences of invisibility and isolation.</p> <p>Further research carried out by The Rainbow Project has found that specifically among LGBT people in the North Down and Ards area that:</p> <ul style="list-style-type: none"> <li>- 95% of LGBT people in NDA heard homophobic language while in school</li> <li>- 1/4 have experienced physical abuse</li> <li>- 7/10 have experienced verbal abuse</li> </ul>																
	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><b>Data:</b></p> <table border="1" data-bbox="464 852 1572 1115"> <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><b>Source:</b> <a href="#">Age Structure, Census 2011, NISRA</a>  <a href="#">Review of statistical classification and delineation of settlements, NISRA</a></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%)
	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%)															
	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><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	2,920	n/a
<a href="#">Northern Ireland Census 2011 Long-term health problem or disability by long-term problem or disability</a>			
Dependents	<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). <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	Ards Arts Centre has been selected as it is one of two sites across the Borough where buildings can support the lighting arrangement requested. There are a range of opinions across the Borough on the purpose and expected outcomes of lighting up the Ards Arts Centre in the rainbow colours on the date requested. Some individuals, religious groups, cultures and political opinions support the idea of awareness raising and celebrating the LGB and T community whilst others do not agree that the LGB and T community should have their diverse needs identified in this public manner.
	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	Some religious beliefs do not support recognising those individuals who are LGB or T	Minor for some religious beliefs
	Political Opinion	Some political opinions do not support recognising those individuals who are LGB or/and T	Minor for some political opinions
	Racial Group	Some racial groups do not support recognising those individuals who are LGB or/and T	Minor for some racial groups
	Age	There are a range of opinions as to those from the LGB and T community but those who do not support their needs may be from the older age groups – but not entirely	Minor
	Marital Status	Based on the views of the requests to legalise same sex marriage and it not being agreed to in Northern Ireland	Minor
	Sexual orientation	Many from the LGB and T community and their families feel marginalised	Minor
	Men & Women generally	The adverse and potential adverse impact of the decision to light up or not light up affects both male and female	Minor
	Disability	Disabled people may also be from the LGB and T community and may therefore be or feel discriminated against in relation to the opinions and views of those opposed to their sexual orientation as well as their disability.	Minor
	Dependents	People with dependents may also themselves be from the LGB and T community and may therefore be or feel discriminated against in relation to the opinions and views for themselves or for those they have responsibility for.	Minor

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	By ensuring this request is considered within the Council Light Up Policy for the one day in 2019.	
	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 request, if not agreed to sends a message that the Ards and North Down Borough Council do not support individuals or the family and friends of those who are lesbian, gay, bisexual and/or transgender. Minor if the Council supports this request as it demonstrates the Council is welcoming and supportive of individuals who identify with the LGB and T community and their families	
	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, by ensuring this request is considered within the Councils Light Up Policy.	
	Political Opinion		
Racial Group			

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>This policy impacts on all individuals as each has a multiple identity, everyone has a sexual orientation and whether the individual supports or does not support the request their multiple identity is part of their reason for their decision.</p>

## Disability Discrimination Order (NI) 2006

Does this proposed policy provide an opportunity to:  - <u>better promote positive attitudes</u> towards disabled people  - <u>increase participation</u> by disabled people in public life	Yes / No	Explain your reasoning:
	Yes	The policy will not directly affect people with a disability within the DDO. The lighting up will be visual for those who can see it and there is access to and around the Ards Arts Centre. If this is carried out there will information available to inform people of the arrangement.

### 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.

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>	Data on requests to light up buildings received by Ards and North Down Borough Council and those agreed to and requests not agreed to with reasons. Requests for lighting up of the buildings, from whom the requests are received, dates of requests for action. Section 75 data where possible of those organisations requesting or having requested lighting up are representing.
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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	Screened Out – Mitigating Actions (minor impacts)
	Screened In – Necessary to conduct a full EQIA
	Please detail actions to be taken: The lighting up is for one building only in one location within the Borough and for one day.

Screening assessment completed by:-

Name: Amanda Martin  
Title: Head of Administration  
Date: 31 December 2018  
Signature:

Director/Head of Service decision approved by:

Name: Wendy Monson  
Title: Director of Organisational Development and Administration  
Date: 31 December 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:	Head of Administration	31 December 2018
Approved by:	Director of Organisational Development and Administration	31 December 2018