

# ARDS AND NORTH DOWN BOROUGH COUNCIL

## Policy Screening Form

1.	Policy Reference (Equality use only)	E 16
2.	Policy Name	Good Relations Strategy and Action Plan
3.	<del>Existing / Revised</del> / 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
	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 Community Relations Unit (Office of the First Minister and Deputy First Minister) 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.</p> <p>The Good Relations 2015-2018 Strategy and subsequent annual Action Plan have been developed to reflect, as far as is practical, the change in geographic boundaries. However, over the course of the three year implementation of the strategy and, as the new Council progresses, the annual Action Plan will be reviewed to reflect the emerging Good Relations priorities within the Borough.</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 action plan. In particular younger and older people of both genders will benefit.
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7.	Factors which could contribute to / detract from the intended aims / outcomes of the policy when being implemented.	Where the 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.
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8. The main stakeholders on which the policy will impact. For example, employees, potential service users and community groups
- Community Groups, Council, Elected Members, schools within the Borough, Council employees, local groups that do not normally engage with Council, OFDFM.
- Consider the internal and external impacts (either actual or potential) and comment, or list, information where appropriate.
- Improved communication between communities and Council.
- Awareness raising of the need to promote good relations and the benefits derived from these programmes.

9.	Please provide details of other policies which have a bearing on this one.	
	Policies: Community Development Grants Arts Grants Community Development Grants PCSP Strategy and Action Plan	Owned by : Director of Community and Wellbeing

10. Available evidence (quantitative and qualitative) considered as important to encourage completion in relation to :

Religious Belief	Borough profile
Political Opinion	Local Council election results by Ward and Council profile
Racial Group	Borough profile
Age	Borough profile
Marital Status	Borough profile
Sexual orientation	Little data available on Borough profile
Men & Women generally	Borough profile
Disability	Local knowledge and information from Borough profile
Dependents	Local knowledge and information from Borough profile

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	The promotion of good relations is to address the issues that have been identified both from inter or intra community conflicts.
Political Opinion	
Racial Group	Although the legislation addresses Good Relations for those with different Religious Belief, Political Opinion, and Racial Group any work undertaken requires to meet the needs of the range of dimensions.
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	Relations will improve as understanding of needs are developed through the training and events detailed in the action plan.	Major
Political Opinion		Major
Racial Group		Major
Age		Minor
Marital Status		Minor
Sexual orientation		Minor
Men & Women generally		Minor
Disability		Minor
Dependents		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 – the programmes will address and provide opportunities to better promote equality of opportunity.
	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?			
		<table border="1"> <tr> <th>Details of Impact</th> <th>Level of Impact Minor/Major/None</th> </tr> </table>	Details of Impact	Level of Impact Minor/Major/None
	Details of Impact	Level of Impact Minor/Major/None		
	Religious Belief	Major –this action plan addresses the areas identified during the consultation that those consulted considered it significant and necessary to be addressed to improve good relations between people of different religious belief, political opinion or racial group. It addresses the issues through introducing and developing existing positive actions		
Political Opinion				
Racial Group				

4.	Are there opportunities to better promote Good Relations between people of different religious belief, political opinion or racial group?			
		<table border="1"> <tr> <th>If “Yes” provide details</th> <th>If “No” provide details</th> </tr> </table>	If “Yes” provide details	If “No” provide details
	If “Yes” provide details	If “No” provide details		
	Religious Belief	No – as the strategy and action plan address the identified issues		
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)	All programmes will ensure that participation is suitable for people with disabilities and will be arranged to suit the dimensions of those attending, including age, gender or racial group.
	Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.	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 the public consultation and audits.

	Does this proposed policy provide an opportunity to:	Yes / No	Explain your reasoning:
	- <u>better promote positive attitudes</u> towards disabled people  <u>increase participation</u> by disabled people in public life	Yes	This policy and associated activities is accessible to those with a disability and the information is available in a range of formats where a need is identified.
		Yes	

## 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.

	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>	Attendance at programmes and relevant monitoring data of attendees.  Evaluation of programmes and outcome actions to improve good relations.
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## Formal Record of Screening Decision

Policy Reference	E 16
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I can confirm that the proposed policy / decision has 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: 15 April 2015  
Signature:

Director/Head of Service decision approved by:

Name: Graeme Bannister  
Title: Director of Community and Wellbeing  
Date: 15 April 2015  
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 :		
	Jan Nixey Head of Community and Culture	15 April 2015
Approved by:	Graeme Bannister Director of Community and Wellbeing	15 April 2015



## 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	