

## +ARDS AND NORTH DOWN BOROUGH COUNCIL

### Policy Screening Form

1.	Policy Reference (Equality use only)	E 174
2.	Policy Name	Ards and North Down Borough Council Events Support Review
3.	Existing / Revised / New Policy	Revised
4.	Responsible Officer	Director of Finance and Performance
5.	Description of policy to be screened	<p>The council currently delivers and/or supports a wide range of events across a number of its functions including Tourism, Regeneration, Arts, Leisure and Democratic Services. These events require support from other Council Services including, but not limited to, Waste and Cleansing, Assets and Property, Corporate Communications and Administration.</p> <p>It also recommends additional risk resources though this should be delayed, pending further consideration of the role of the council in risk management of third party events. Should resource changes be required a further report will be brought forward for consideration.</p> <p>It was further recommended that Council adopts a consistent level of support for events.</p>
	Aims and Expected Outcomes – what is the Policy expected to achieve?	<p>Due to the impact of events on the range of services, the Corporate Leadership Team (CLT) initiated an internal review of the events support approach to ensure these could be supported in the most effective and efficient manner.</p> <p>The report recommends transformation of Assets and Property resourcing, to provide for a squad that primarily covers events and weekends – typically when events are scheduled. This would have a net cost of approximately £20k per annum, significantly reduce overtime and also provide for greater maintenance cover during these periods.</p>

6.	Section 75 categories which might be expected to benefit and how they may benefit.	All Section 75 categories are expected to benefit as the service will be operated more efficiently and employees, volunteers and casual staff involved in events will have improved time management and work life balance.
7.	Factors which could contribute to / detract from the intended aims / outcomes of the Policy when being implemented	If the agreed policy is not enacted as intended including the availability of financial support from the council to implement the agreed changes.
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, existing employees, potential employees, residents, visitors and businesses within the Borough, event attendees, service providers, potential providers and attendees at events. Tourism NI, Department of Agriculture, Environment and Rural Affairs (DAERA), Royal Scottish Pipe Band Association and Ulster Scots Agency as potential funders
9.	Please provide details of other policies which have a bearing on this one. E 4 Tourism Events Grant Policy E 14 Sustainability and Environmental Policy E 42 Battle of Britain Event September 2015 E 48 Performance Management Policy E 61 Ards and North Down Borough Council Tourism Event Plan 2016-2017 E 62 ANDBC Grants Policy E 63 ANDBC Corporate Health and Safety Management Systems Policy E 66 Safeguarding policy for children, young people and adults who may be vulnerable E 72 Performance Improvement Plan E 85 Draft Volunteer Policy E 90 Draft Behaviour Charter for Employees E 95 ANDBC Tourism Event Plan 2016-2017 E 130 Integrated Tourism, Regeneration and Development Strategy E 152 Tourism Events 2018 - 2019 E 166 Work Experience Placement Policy and Procedures	Ards and North Down Borough Council
10.	Available evidence (quantitative and qualitative) considered as important to encourage completion in relation to :	
	Religious Belief	<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

**Data:**

**Religion or Religion Brought up in** (Numbers with % in brackets)

	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 Council	156,672 (100%)	20,550 (13%)	117,589 (75%)	1,729 (1%)	16,804 (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**

Males	Protestant	Roman Catholic	Other	Total
Full Time	358 (84%)	33(8%)	34(8%)	425 (100%)
Part Time	*(63%)	*(25%)	*(13%)	*8 (100%)
<b>Totals</b>	<b>363(84%)</b>	<b>35(8%)</b>	<b>35(8%)</b>	<b>433(100%)</b>

Females	Protestant	Roman Catholic	Other	Total
Full Time	223(78%)	58(20%)	6(2%)	287(100%)
Part Time	20(54%)	12(32%)	5(14%)	37(100%)
<b>Totals</b>	<b>243(75%)</b>	<b>70(22%)</b>	<b>11(3%)</b>	<b>324(100%)</b>

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

\* No figures have been given as low figures may serve to identify individuals

Political

**Summary:**

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 (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 Clondeboyne (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
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**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	18,216	30	8	9	35	4	8	55	17

	(100%)	(99%)	(0%)	(0%)	(0%)	(0%)	(0%)	(0%)	(0%)	(0%)	(0%)
Hollywood and Clondeboye	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>

**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(6%)
	30 - 39	Total 5(23%)
	40 - 49	Total 105 (33%)
	50 - 59	Total 80 (25%)
	60 – 70+	Total 42 (13%)
		322 (100%)
Male		
	16 - 29	Total 26 (6%)
	30 - 39	Total 83(19%)
	40 - 49	Total 121(27%)
	50 - 59	Total 176 (39%)
	60 – 70+	Total 41 (9%)
		447 (100%)
	769	Total employee on 30/08/2017

Marital Status	<p>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.</p> <p>See table below</p> <p><b>Data:</b></p> <p><b>Marital Status (All aged 16+)</b> (Numbers with % in brackets)</p>	<table border="1"> <thead> <tr> <th></th> <th>All usual residents</th> <th>Single (never married or never registered a same-sex civil partnership)</th> <th>Married</th> <th>In a registered same-sex civil partnership</th> <th>Separated but still legally married or still legally in a same-sex civil partnership</th> <th>Divorced or formerly in a same-sex civil partnership which is now legally dissolved</th> <th>Widowed or surviving partner from a same-sex civil partnership</th> </tr> </thead> <tbody> <tr> <td>Northern Ireland</td> <td>1,431,540 (100%)</td> <td>517,393 (36%)</td> <td>680,831 (48%)</td> <td>1,243 (0%)</td> <td>56,911 (4%)</td> <td>78,074 (5%)</td> <td>97,088 (7%)</td> </tr> <tr> <td>Ards and North Down Borough Council</td> <td>126,945 (100%)</td> <td>36,730 (29%)</td> <td>67,866 (53%)</td> <td>123 (0%)</td> <td>4,328 (3%)</td> <td>8,548 (7%)</td> <td>9,350 (7%)</td> </tr> </tbody> </table> <p><b>Source:</b> <a href="#">Northern Ireland 2011 Census, Marital Status</a></p>		All usual residents	Single (never married or never registered a same-sex civil partnership)	Married	In a registered same-sex civil partnership	Separated but 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%)
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Sexual orientation	<p><b>Summary:</b></p> <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> <a href="#">Northern Ireland 2011 Census, Marital Status</a>  <a href="#">ONS 2015 Sexual Identity</a></p>																									
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"> <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> </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%)												
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**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 (22%)	
Part time		
Female	150 (20%)	
Full time		
Male	408 (53%)	
Part time		
Male	39 (5%)	
	769 (100%)	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	2,920	n/a
Bangor Central	2,250	n/a
Bangor East and Donaghadee	1,740	n/a
Bangor West	1,650	n/a
Comber	1,270	n/a
Holywood and Clondeboy	1,180	n/a
Newtownards	2,840	n/a

[Northern Ireland Census 2011 Long-term health problem or disability by long-term problem or disability](#)

Number of Ards and North Down Borough Council Employees who have declared

		themselves as disabled: 4.29% in January 2018
	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).</p> <p><b>Sources:</b> Continuous Household Survey Number of Ards and North Down Borough Council Employees who have declared themselves as having dependents: 32.64% in January 2018</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	None identified as the policy is to improve efficiency of the events service and support.
	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	None as the policy is to improve the service provision	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 as the policy is in relation to improving the service.	
	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 policy is in relation to service improvement.
	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 policy is in relation to the support for events
	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). Where appropriate provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.	Any service changes will impact on a range of individuals each with their individual identity. but the policy is about the service itself and not those providing or receiving the service.

**Disability Discrimination Order (NI) 2006**

	Does this proposed policy provide an opportunity to:	Yes / No	Explain your reasoning:
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	<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	The needs of those with a disability will be considered in all aspects of the implementation of the policy
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### 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>	Comments and complaints received in the development and delivery of the policy
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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: Denise McConnell  
 Title: Performance Improvement Officer  
 Date: 15 January 2019  
 Signature:

Director/Head of Service decision approved by:

Name: Andrew Scott

Title: Head of Performance and Projects

Date: 15 January 2019

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:	Performance Improvement Officer	15 January 2019
Approved by:	Head of Performance and Projects	15 January 2019