

ARDS AND NORTH DOWN BOROUGH COUNCIL

Policy Screening Form

1.	Policy Reference (Equality use only)	E 184
2.	Policy Name	Local Economic Development GCSE Support programme
3.	Existing / Revised / New Policy	New policy
4.	Responsible Officer	Director of Regeneration, Development and Planning
5.	Description of policy to be screened	<p>Building upon the highly successful Easter School operating in West Belfast for over 20 years, Ards and North Down Borough Council has been approached by Belfast City Council as it is currently exploring extending this provision outside the city. The intention of the project would be to engage young people (Year 12) who have the potential to achieve GCSE in grade C in English and Maths but who are at risk of not achieving.</p> <p>Changing labour market dynamics highlights the growing trend by employers for high skilled labour; in the future less than 1 in 10 jobs will be available to people with Level 2 attainment or below. Significant growth opportunities are at Levels 3 and above, and as our Integrated Strategy outlines, we wish to be proactive in ensuring that our resident population can access these jobs; reliance on commuting diminishes and employers can access a local skilled labour force.</p> <p>The Economic Development Section has approached the schools in the Borough, where GCSE levels of achievement from A* to C in Math's and English falls below 50% of the regional average, in order to assess their interest in the programme. Two schools have responded and it is proposed to carry out a pilot project with them involving around 50 young people at risk of falling out of the system if they do not succeed in their English and Maths GCSEs by providing an Easter School support and twilight revision classes.</p> <p><u>Outcomes expected</u></p> <p>The expected outcomes for the project would be as follows:</p> <ul style="list-style-type: none"> • 45% of young people to maintain their GCSE Grade C • 55% young people improving on their

		<p>projected grade to a GCSE Grade C or higher</p> <ul style="list-style-type: none"> • Increase in numbers of young people accessing training and apprenticeship opportunities • Increased return rate to school / further education and/or employment • Reduced risk of young people becoming NEET and/or getting involved in anti-community activity. <p>The impact of this investment would be measured in August following the completion of each academic year, when GCSE attainment levels are released.</p> <p>This project is in line with the Council's ITRDS, Community Plan and the work of the Belfast Region City Deal's Employability and Skills group.</p>
	<p>Aims and Expected Outcomes – what is the Policy expected to achieve?</p>	<p>The Council's Corporate Plan to 2015-19 seeks to</p> <ul style="list-style-type: none"> <input type="checkbox"/> Support better education resulting in obtaining a job which will have to pay more to rent/own your own home. <input type="checkbox"/> support business start-up, develop and growth by providing an environment where entrepreneurs can flourish and young people are able to access training and employment. <p>As far as the Councils' Community Plan, the Big Plan, is concerned, outcome 1's expected outcomes are to see all people in Ards and North Down fulfil their lifelong potential.</p> <p>Outcome 1 states that it is an objective to improve early years' experience for children as it is key to addressing some of the most challenging problems such as poor academic attainment.</p> <p>Outcome 1 goes on stating that everyone has the right to a good education and it should be an important aspiration for everyone, young and old. Educational attainment has a strong impact on wellbeing and opportunities that people have to fulfil their potential.</p> <p>Outcome 4 of the Big Plan states that, in order to create employment, we need to ensure that the skills of the available workforce match the needs of local businesses today and in the future. We also need to work with schools, further education and the business community to join up the dots locally.</p>

6.	Section 75 categories which might be expected to benefit and how they may benefit.	This programme is specifically targeted at young people in year 12 (about 15 years old) as it has been proven through research that they are more likely to fall out of the education system and labour market if not supported at school level. Maths and English GCSEs are the door to training and further education and this is a key point in their lives which must be supported in partnership with other stakeholders in order to ensure that they enter the labour market with some form of qualification. There is a need to address the gap in our policies.
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7.	Factors which could contribute to / detract from the intended aims / outcomes of the Policy when being implemented	If the programme is not implemented as intended.
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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, Elected members, relevant council officers, Belfast City Council, local schools with results at GCSE level in Maths and English reaching less than 50% success at A* to C levels, work with the Employability and Skills Group of the Belfast Region City Deal.
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9.	Please provide details of other policies which have a bearing on this one.	
	<p>Policies:</p> <p>E 15 Ards and North Down Borough Council - Corporate Plan</p> <p>E 16 Good Relations Strategy and Action Plan Performance improvement Plan 2017-18 for the Development Department.</p> <p>Integrated Tourism Regeneration and Economic Development Strategy</p> <p>Belfast City Region: Future Skills Needs</p> <p>Employability and Skills Pillar: Belfast Region City Deal action plan</p>	<p>Owned by :</p> <p>Ards and North Down Borough Council</p> <p>Ulster University Economic Policy Centre</p> <p>Belfast Region City Deal</p>

10.	Available evidence (quantitative and qualitative) considered as important to encourage completion in relation to :	
	Religious Belief	<p>Summary: 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.</p>

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](#)

Data is not collated in relation to individuals (owners, employers or employees) religious belief due to the size of all SME's which tend to be micro companies.

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 local council election of 2nd May 2015 outcome:

	Eligible Electorate	Votes Polled (% Turnout)	Elected Candidate							
			DUP	Sinn Féin	UUP	SDLP	Alliance	Independent	TUV	Green
Northern Ireland	1,311,323	681,887 (52.2%)	122	105	75	59	53	24	6	8
Ards and North Down Borough Council	116,536	50,866 (44%)	14		8	1	9	2	1	3

	Ards Peninsula (DEA)	17,582	7,956 (45%)	3	1	1	1			
	Bangor Central (DEA)	18,166	7,450 (41%)	2	1		1			1
	Bangor East and Donaghadee (DEA)	17,416	7,696 (44%)	2	2		1	1		
	Bangor West (DEA)	13,585	5,794 (43%)	1	1		1			1
	Comber (DEA)	14,244	6,587 (46%)	2	1		1		1	
	Hollywood and Clondeboye (DEA)	15,052	6,904 (46%)	1	1		2			1
	Newtownards (DEA)	20,491	8,479 (41%)	3	1		2	1		

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

During the period from the election in May 2015 the political makeup changed to: 18 DUP, 8 UUP, 3 Independents, 2 Greens with 7 Alliance, 1 SDLP and 1 TUV. In May 2019 a local government election was held and the outcome for the make up of the Council is:

14 DUP, 10 Alliance, 8 UUP, 3 Independents, 3 Greens with 1 SDLP and 1 TUV
The breakdown of data in relation to turnout and %age votes is currently not available for the province or Borough.

Data is not collated in relation to individuals (owners, employers or employees) political opinion due to the size of all SME's which tend to be micro companies.

Racial Group	<p>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)</p>
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	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%)	170 (0%)	415 (0%)	130 (0%)	132 (0%)	556 (0%)	199 (0%)
Ards Peninsula	156,672 (100%)	23,367 (99%)	26 (0%)	19 (0%)	50 (0%)	190 (0%)	60 (0%)	20 (0%)	510 (0%)	290 (0%)
Bangor Central	23,524 (100%)	24,469 (98%)	105 (0%)	43 (0%)	170 (0%)	430 (0%)	260 (0%)	320 (0%)	119 (0%)	380 (0%)
Bangor East and Donaghadee	24,892 (100%)	22,648 (99%)	56 (0%)	27 (0%)	100 (0%)	910 (0%)	110 (0%)	20 (0%)	820 (0%)	190 (0%)
Bangor West	22,946 (100%)	17,763 (98%)	19 (0%)	135 (0%)	20 (0%)	116 (0%)	30 (0%)	260 (0%)	730 (0%)	150 (0%)
Comber	18,152 (100%)	18,216 (99%)	30 (0%)	8 (0%)	90 (0%)	350 (0%)	40 (0%)	80 (0%)	550 (0%)	170 (0%)
Hollywood and Clondeboye	18,382 (100%)	20,061 (98%)	65 (0%)	31 (0%)	230 (0%)	810 (0%)	810 (0%)	560 (0%)	101 (0%)	610 (0%)
Newtownards	20,560 (100%)	27,841 (99%)	105 (0%)	20 (0%)	110 (0%)	300 (0%)	80 (0%)	60 (0%)	750 (0%)	200 (0%)

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

Data is not collated in relation to individuals (owners, employers or employees) racial group due to the size of all SME's which tend to be micro companies.

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.

However, it has a smaller population of young people between the ages of 0 to 16 years old being educated in 12 schools across the Borough.

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%)

Sources: [Demography and Methodology Branch, NISRA](#)
[World Health Organization](#)

Data is not collated in relation to individuals (owners, employers or employees) age due to the size of all SME's which tend to be micro companies. However, any individual with an appropriate proposal will be considered from the age of 16 years and there is no upper limit. 16 years is the recognized working age.

In the present case, the programme is assisting young people under the age of 16 and research has been conducted to prove that this population group, just at the cusp of the working age, is key to addressing the challenges of inactivity and unemployment in Northern Ireland.

The Borough has a post-primary population of young people between the ages of 11 to 18 years old being educated in 12 schools across the Borough.

4 of these schools see less than 50% of their students not obtaining 5+ GCSE at grades A* to C including GCSE in Math's and English.

The findings of the Belfast Region City Deal Employability and Skills Group points out that:

- 34% pupils in this region leave school not achieving 5 GCSEs
- 16% of the workforce in the region has no qualification versus 8% in the Mainland UK
- Higher than UK mainland average youth unemployment reaching 14.4%
- 11% of the population in AND have no qualifications
- 28% of the population in the region is economically inactive versus 7% in the mainland UK,

The employability and Skills group specifically highlighted that, unless the Councils and its partners provide early school intervention, the cycle of unemployment and inactivity will not be broken, hence the value of this programme and its potential to change young peoples' lives and keep them in education and training with a view to ensure that they enter the labour market.

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%)	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%)

Source: [Northern Ireland 2011 Census, Marital Status](#)

Data is not collated in relation to individuals (owners, employers or employees) marital status due to the size of all SME's which tend to be micro companies.

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](#)

Data is not collated in relation to individuals (owners, employers or employees) sexual orientation due to the size of all SME's which tend to be micro companies

Men & Women generally

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

Data:

	Males	Females	All
Northern Ireland	887,323 (49%)	923,540 (51%)	1,870,834 (100%)
Ards and North Down Borough Council	77,607 (48%)	82,491 (52%)	160,098(100%)

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

[Review of statistical classification and delineation of settlements, NISRA](#)
[Population Totals, 2017, NISRA](#)

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>Disability Living Allowances</p>	<table border="1"> <thead> <tr> <th data-bbox="349 373 865 1033"></th> <th data-bbox="865 373 1156 1033">2018 (Disability Living Allowance Recipients)</th> <th data-bbox="1156 373 1430 1033">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</th> </tr> </thead> <tbody> <tr> <td data-bbox="349 1033 865 1087">Northern Ireland</td> <td data-bbox="865 1033 1156 1087">159,050</td> <td data-bbox="1156 1033 1430 1087">251,490</td> </tr> <tr> <td data-bbox="349 1087 865 1161">Ards and North Down Borough Council</td> <td data-bbox="865 1087 1156 1161">10,930</td> <td data-bbox="1156 1087 1430 1161">18,080</td> </tr> <tr> <td data-bbox="349 1161 865 1203">Ards Peninsula</td> <td data-bbox="865 1161 1156 1203">2,270</td> <td data-bbox="1156 1161 1430 1203">n/a</td> </tr> <tr> <td data-bbox="349 1203 865 1245">Bangor Central</td> <td data-bbox="865 1203 1156 1245">1,840</td> <td data-bbox="1156 1203 1430 1245">n/a</td> </tr> <tr> <td data-bbox="349 1245 865 1287">Bangor East and Donaghadee</td> <td data-bbox="865 1245 1156 1287">1,360</td> <td data-bbox="1156 1245 1430 1287">n/a</td> </tr> <tr> <td data-bbox="349 1287 865 1329">Bangor West</td> <td data-bbox="865 1287 1156 1329">1,290</td> <td data-bbox="1156 1287 1430 1329">n/a</td> </tr> <tr> <td data-bbox="349 1329 865 1371">Comber</td> <td data-bbox="865 1329 1156 1371">1,060</td> <td data-bbox="1156 1329 1430 1371">n/a</td> </tr> <tr> <td data-bbox="349 1371 865 1413">Holywood and Clondeboy</td> <td data-bbox="865 1371 1156 1413">910</td> <td data-bbox="1156 1371 1430 1413">n/a</td> </tr> <tr> <td data-bbox="349 1413 865 1455">Newtownards</td> <td data-bbox="865 1413 1156 1455">2,200</td> <td data-bbox="1156 1413 1430 1455">n/a</td> </tr> </tbody> </table> <p>Northern Ireland Census 2011 Long-term health problem or disability by long-term problem or disability Disability Living Allowance, 2018</p> <p>Data is not collated in relation to individuals (owners, employers or employees) disability due to the size of all SME's which tend to be micro companies. Only declared disabilities for reasonable adjustment are collated.</p>		2018 (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	159,050	251,490	Ards and North Down Borough Council	10,930	18,080	Ards Peninsula	2,270	n/a	Bangor Central	1,840	n/a	Bangor East and Donaghadee	1,360	n/a	Bangor West	1,290	n/a	Comber	1,060	n/a	Holywood and Clondeboy	910	n/a	Newtownards	2,200	n/a	
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Newtownards	2,200	n/a																															
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).</p> <p>According to the 2011 Census, 7,474 households in Ards and North Down had a</p>																															

	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 Data is not collated in relation to individuals (owners, employers or employees) who have caring responsibilities due to the size of all SME's which tend to be micro companies, unless these are declared for reasonable adjustment.
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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 who apply for participation on this programme will be assessed and accepted where the criteria of the programme is met. It is specifically targeted at young people in year 12 as explained in section 10 but has no impact of the other categories of section 75.
	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	Individuals who apply for participation on this programme will be assessed and accepted where the criteria of the programme are met. It is specifically targeted at young people in year 12 as explained in section 10 but has no impact of the other categories of section 75. Requests for reasonable adjustments will be considered and met where reasonable and proportionate to the need identified.	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	
	Political Opinion	Individuals who apply for participation on this programme will be assessed and accepted where the criteria of the programme are met. It is specifically targeted at young people in year 12 as explained in section 10 but has no impact of the other categories of Section 75.	
	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 this programme is accessible to all young people in year 12 who meet the criteria. Where information is required in an alternative language this request will be met in a proportionate manner.	
	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 this programme is applicable to all young people who meet the criteria.	
	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.	No as the programme is accessible to all young people in Year 12 meeting who meet the criteria. Reasonable adjustments will be made where a need is identified and proportionate.

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"> - <u>better promote positive attitudes</u> towards disabled people - <u>increase participation</u> by disabled people in public life 	Yes	This programme is open to all young people in year 12 who meet the criteria and any identified reasonable adjustments will be provided.
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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>	<p>Comments and complaints in relation to accessing the programme.</p> <p>Collate data on disability, age and gender of applicants and successful applicants.</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: Karine McGuckin
 Title: Economic Development Manager
 Date: 13 May 2019
 Signature:

Director/Head of Service decision approved by:

Name: Clare McGill
 Title: Head of Economic Development
 Date: 14 May 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 Screened by :	Position/Job Title:	Date:
	Economic Development Manager	13/05/2019
Approved by:	Head of Economic Development	14/05/2019

