

ARDS AND NORTH DOWN BOROUGH COUNCIL

Policy Screening Form

1.	Policy Reference (Equality use only)	E 191
2.	Policy Name	Homecoming Parade - Royal Irish Regiment – December 2019
3.	Existing / Revised / New Policy	New Policy
4.	Responsible Officer	Director of Organisational Development and Administration
5.	Description of policy to be screened	<p>The Council has been approached by the Regimental Secretary of the Royal Irish Regiment (based at Palace Barracks) asking if it would be willing to host a Homecoming Parade for the 1st Battalion Royal Irish Regiment on its return from a tour of duty, Operation Toral, in Afghanistan at the end of November 2019. The Borough has strong links with the Royal Irish Regiment, with significant numbers recruited from its towns and villages. Further, legacy North Down Borough Council conferred the Freedom of the Borough on the Royal Irish Regiment in 2004 and a parade was held in Bangor at the time of the conferment.</p> <p>The date proposed for the Parade and associated proceedings was Saturday, 14 December 2019, commencing in the morning (all times to be confirmed in due course). It was further proposed that the Parade be held in Newtownards as the RIR is keen to extend its engagement throughout the Borough.</p> <p>It is envisaged that the Parade, led by the Band of the Royal Irish Regiment, will form up at St Mark's Church, Newtownards; follow a route around the town passing the saluting dias at Frances Street; and return to the Church for a service of Thanksgiving. (The rector has tentatively included the Service in the Church calendar, subject to Council approval to proceed). It is further suggested that the Service will be followed by a Civic Lunch in the Queen's Hall, Newtownards.</p>
	Aims and Expected Outcomes – what is the Policy expected to	In 2015 the Council signed up to an Armed Forces Community Covenant, one of the key principles of which is to encourage support for the Armed Forces Community

	achieve?	working and residing in the Borough. The Covenant undertook to focus on those issues that were not devolved and could be accessed through civilian/military partnerships as part of local government. It cited measures which achieved that aim as "Recognition, Understanding and Communications" and "Local Community Activities and Community Integration". It is anticipated that the parade will create a spectacle, attracting additional visitors to Newtownards and boosting Christmas trading in the town.
6.	Section 75 categories which might be expected to benefit and how they may benefit.	It is expected that all visitors and residents of the Borough and Newtownards in particular, will benefit from the intended welcome home the regiment will receive. This should bring additional trade to the town and raise the profile of the area as well as the regiment and all serving and non-serving personnel bringing footfall to the Borough.
7.	Factors which could contribute to / detract from the intended aims / outcomes of the Policy when being implemented	If the residents, visitors and/or ratepayers of the Borough considered this an inappropriate location and time for this event; that it has the potential to disrupt a normal working or shopping day and also could cause concern or offense to the public preparing for, during the event or after the event in the tidy up operation. It also may offend individuals as some individuals may see this as not a proper use of local government monies and an expense that is not appropriate for their rates. (It is acknowledged that others will be pleased to see the Council acting to promote and raise the profile of the return of the Regiment and its officers and families.)
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, employees of the council, residents, ratepayers, businesses, local schools, visitors to the Borough, local schools, council invitees, Local Reserve Units, Lord Lieutenant, MLA's, Local MP's, PSNI, those providing catering for the event, security personnel, serving officers attending and not attending.
9.	Please provide details of other policies which have a bearing on this one.	
	E 15 Ards and North Down Borough Council - Corporate Plan E 16 Good Relations Strategy and Action Plan E 27 Lands and Property Policy	Ards and North Down Borough Council

<p>E 29 Freedom of the Borough Policy</p> <p>E 35 Good Relations supported banners for the period around 12th July 2015 in Holywood Town Centre</p> <p>E 38 Dignity at Work Policy and Procedure</p> <p>E 42 Battle of Britain event September 2015</p> <p>E 54 206 (Ulster) Battery Royal Artillery - 300th Anniversary and 25th Anniversary of Conferral of Freedom of the Borough</p> <p>E 57 ANDBC Armed Forces Covenant</p> <p>E 79 Request from Seafarers UK to fly the Red Ensign on 3 September 2016</p> <p>E 108 Flying of Additional Armed Forces Day Flag on 24 June 2017, Armed Forces Day</p> <p>E 125 Gun Salute at the Town Hall, Bangor</p> <p>E 148 Gun Salutes at the Town Hall, Bangor</p> <p>E 155 Ards and North Down Borough Council Veterans Event</p> <p>E 171 To Light Up the Ards Arts Centre Red for the Remembrance Period in 2018 as a mark of respect for the centenary of Armistice</p> <p>E 183 Request to erect two soldier silhouettes at either side of the war memorial in Millisle</p> <p>E 190 Request for Ulster Defence Regiment CGC Regimental Association Bangor Branch to use the Display Bed at Abbey Street Bangor</p>	
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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> <p>See table below</p> <p>Data: Religion or Religion Brought up in (Numbers with % in brackets)</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <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 style="text-align: center;">1,810,863 (100%)</td> <td style="text-align: center;">817,385 (45%)</td> <td style="text-align: center;">875,717 (48%)</td> <td style="text-align: center;">16,592 (1%)</td> <td style="text-align: center;">101,169 (6%)</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%)
	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%)
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Source: [Religion or religion brought up in. Census 2011, NISRA](#)

The ANDBC employee profile shows that

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

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%)
Totals	243(75%)	70(22%)	11(3%)	324(100%)

Total Emp	606(80%)	105(14%)	46(60%)	757(100%)
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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 (2nd May 2019) showed:

	Eligible Electorate	Votes Polled (% Turnout)	Elected Candidate											
			DUP	Sinn Féin	UUP	SDLP	Alliance	Independent	TUV	Green	PUP	Aontu	CCIA	

		Northern Ireland	1,305,553	687,733 (52.7%)	122	105	75	59	53	24	6	8	3	1	1
		Ards and North Down Borough Council	112,077	47,161 (42.1%)	14		8	1	10	3	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		1		1	1		1			
		Bangor East and Donaghadee (DEA)	16,956	6,915 (40.8%)	2		2		1	1					
		Bangor West (DEA)	13,479	5,448 (40.4%)	1		1		2			1			
		Comber (DEA)	13,681	6,272 (45.8%)	2		1		1		1				
		Holywood and Clondeboy (DEA)	14,158	6,229 (44.0%)	1		1		2			1			
		Newtownards (DEA)	19,953	8,250 (41.4%)	3		1		2	1					

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

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</p> <p>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%)	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%)	9 (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%)	11 (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 Clondeboye	18,382 (100%)	20,061 (98%)	65 (0%)	31 (0%)	23 (0%)	81 (0%)	81 (0%)	56 (0%)	1 (0%)	61 (0%)
Newtownards	20,560 (100%)	27,841 (99%)	105 (0%)	20 (0%)	11 (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%)	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%)
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Sources: [Demography and Methodology Branch, NISRA](#)
[World Health Organization](#)

The council has an older age profile of employees as only a small number of new recruitment exercises have been carried out from 2014. The younger population may not identify with such an event as the older population would. 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 75(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%)

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%)	12,303 (0%)	4,328 (3%)	8,548 (7%)	9,350 (7%)
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Source: [Northern Ireland 2011 Census, Marital Status](#)

Sexual orientation	<p>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%).</p> <p>Source: Northern Ireland 2011 Census, Marital Status ONS 2015 Sexual Identity</p>
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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>Data:</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> <p>Source: Age Structure, Census 2011, NISRA Review of statistical classification and delineation of settlements, NISRA</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%)
	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%)										

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, 2015</p>
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		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 Clandeboye	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		
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). 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>Sources: 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 policy is to recognise the contribution of all men and women from within the Borough who serve or have served in Afghanistan and in other conflicts. It also is to acknowledge the families of these individuals and to welcome them home after their tour of duty. Many will become residents of the Borough and it is to acknowledge they are welcome to the
	Political Opinion	
	Racial Group	
	Age	
	Marital Status	
	Sexual orientation	

	Men & Women generally	Borough.
	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	The arrangements of the venue and programme are similar to previous homecoming parades within the Borough and will be publicised for the appropriate time for those that wish to watch or participate. The parade will not exclude people from the area who require to pursue their own activities.	Minor
	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	Yes. Although the event has followed previous formats and all comments and complaints received previously have been addressed it is necessary to be aware some individuals may find this style of event to not be inclusive of certain dimensions. As the event is not about engaging people in the armed forces – it is to show support for individuals and their families. Some people may consider the event not to promote equality of opportunity because of the history of armed forces in Northern Ireland, however others may consider it does demonstrate support for those who have recently returned from serving in Afghanistan, as well as their families. Families of servicing personnel and their families do have multiple identities. It is necessary to ensure the promotion of the event and its purpose is clear.	
	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	Some people may consider the event not to promote good relations because of the history of armed forces in	
	Political Opinion		

	Racial Group	Northern Ireland, however others may consider it to promote good relations as it supports those who serve, have served and their families, irrespective of their multiple identity and where they have served.
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4.	Are there opportunities to better promote Good Relations between people of different religious belief, political opinion or racial group?			
		<table border="1"> <tr> <td>If "Yes" provide details</td> <td>If "No" provide details</td> </tr> </table>	If "Yes" provide details	If "No" provide details
	If "Yes" provide details	If "No" provide details		
	Religious Belief	Yes, through all means of communications around the purpose and extent of the parade that are available by the Council.		
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 has considered the range of attendees and potential attendees. In the design and delivery of the programme it has considered the breadth of needs and taken appropriate reasonable action to anticipate and address these multiple identity needs.</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"> - <u>better promote positive attitudes</u> towards disabled people - <u>increase participation</u> by disabled people in public life 	Yes	<p>Arrangements to encourage the participation of individuals with a disability have been carried out and include a disability audit being arranged in advance, a quiet area being provided and higher noise levels being notified for anyone who may be affected. All the information will be made aware to prospective participants and prospective attendees in the promotional material that will be made widely available in a range of formats by the Council.</p>

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 during and after the event including in relation to those who do not consider they are comfortable to have the event in Newtownards town centre or for the Council to use ratepayer's money to support the event. Issues identified by employees and attendees in the planning, organisation and delivery of the event.
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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
<input type="checkbox"/>	Please detail actions to be taken:

Screening assessment completed by:-

Name: Amanda Martin
 Title: Head of Administration
 Date: 30 August 2019
 Signature:

Director/Head of Service decision approved by:

Name: Wendy Monson
 Title: Director of Organisational Development and Administration
 Date: 30 August 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:	Head of Administration	30 August 2019
	Approved by:	Director of Organisational Development and Administration	30 August 2019