

# ARDS AND NORTH DOWN BOROUGH COUNCIL

## Policy Screening Form

1.	Policy Reference (Equality use only)	E 196
2.	Policy Name	Ards and North Down Borough Council Corporate Plan 2020 - 2024
3.	Existing / Revised / New Policy	Revised policy
4.	Responsible Officer	Director of Finance and Performance
5.	Description of policy to be screened	Draft Corporate Plan 2020-24 which sets out the Council's strategic ambitions for the next four years.
	Aims and Expected Outcomes – what is the Policy expected to achieve?	<p>Clarity of focus for the Council for 2020-24, providing a sense of direction which will guide Council decisions and will be underpinned by supporting plans within Council Services.</p> <p>The Plan, as drafted, proposes a greater emphasis on improving economic prosperity in the Borough, creating and sustaining more local job opportunities, growing the rates base (i.e. the number and scale of businesses) to provide for further opportunities for investment without significant increases in future rates to sustain this.</p> <p>The draft Plan does not envisage any reduction in other services to facilitate the greater emphasis on prosperity. It recognises how co-dependent the economic, social and environmental health are on each other, joining out priorities together under the acronym PEOPLE – Prosperity, Environment, Opportunity, Pride, Life and Excellence (supporting the other priorities through a high performing Council).</p> <p>High level actions are set out under each of these priorities. Under 'Opportunity', the Plan does envisage greater support, in partnership with others, for our young people but also for being a great place to grow older.</p>

6.	Section 75 categories which might be expected to benefit and how they may benefit.	<p>In general, all residents should benefit from a clear focus from the Council, regardless of Section 75 category.</p> <p>It is not envisaged that the Plan will impact on particular categories more than others.</p>
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7.	Factors which could contribute to / detract from the intended aims / outcomes of the Policy when being implemented	Risk of lack of strategic alignment during Plan period e.g. due to (1) underpinning Plans not sufficiently aligned (2) events during 2020-24 period requiring a strategic change in direction and/or (3) financial pressures not providing opportunity to realise the ambitions of the Plan.
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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	Employees, Service users including residents, visitors, businesses and community groups. The Council, Elected Members and potential service users, visitors, businesses and community groups.
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9.	<p>Please provide details of other policies which have a bearing on this one.</p> <p>E 14 Sustainability and Environmental Policy  E 15 Ards and North Down Borough Council - Corporate Plan  E 16 Good Relations Strategy and Action Plan  E 130 Integrated Tourism, Regeneration and Development Strategy  E 153 Customer Care Strategy  E 156 Organisational Development Strategy  E 162 Integrated Arts and Heritage Development Strategy (IAHDS) 2018-2023  E 172 Local Development Plan – Preferred Options Paper  E 185 Ards &amp; North Down Age Friendly Action Plan 2019/2022  E 189 ANDBC Borough Events Strategy and Action Plan  Community Plan 2017-2032  Medium Term Financial Plan</p>	Ards and North Down Borough Council
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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](#)

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 (2<sup>nd</sup> 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><b>Summary:</b>  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><b>Data:</b>  <b>Ethnic Group</b> (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
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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](#)

**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](#)

**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](#)

**Men &** According to census (NISRA) almost half of the population of Northern Ireland

Women generally	<p>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="467 302 1572 527"> <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><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%)																		
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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> <table border="1" data-bbox="467 785 1539 1738"> <thead> <tr> <th></th> <th>2015 (Disability Living Allowance Recipients)</th> <th>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>Northern Ireland</td> <td>209,280</td> <td>251,490</td> </tr> <tr> <td>Ards and North Down Borough Council</td> <td>13,840</td> <td>18,080</td> </tr> <tr> <td>Ards Peninsula</td> <td>2,920</td> <td>n/a</td> </tr> <tr> <td>Bangor Central</td> <td>2,250</td> <td>n/a</td> </tr> <tr> <td>Bangor East and Donaghadee</td> <td>1,740</td> <td>n/a</td> </tr> <tr> <td>Bangor West</td> <td>1,650</td> <td>n/a</td> </tr> <tr> <td>Comber</td> <td>1,270</td> <td>n/a</td> </tr> <tr> <td>Hollywood and Clondeboye</td> <td>1,180</td> <td>n/a</td> </tr> <tr> <td>Newtownards</td> <td>2,840</td> <td>n/a</td> </tr> </tbody> </table> <p><a href="#">Northern Ireland Census 2011 Long-term health problem or disability by long-term problem or disability</a></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	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	Hollywood and Clondeboye	1,180	n/a	Newtownards	2,840	n/a
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Dependents	<p><b>Summary:</b>  In considering this dimension the following have been included: persons with</p>																														

	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
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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?										
	<table border="1"> <tr> <td>Religious Belief</td> <td rowspan="9"> <p>The draft Corporate Plan is largely silent on specific section 75 categories, seeking to have a positive impact on our population with all its dimensions in general.</p> <p>Current indicators under the 'Opportunity' priority seek to focus on young people (including reducing those not in education, employment or training) and being an age-friendly Borough, considered a great place to grow older.</p> </td> </tr> <tr> <td>Political Opinion</td> </tr> <tr> <td>Racial Group</td> </tr> <tr> <td>Age</td> </tr> <tr> <td>Marital Status</td> </tr> <tr> <td>Sexual orientation</td> </tr> <tr> <td>Men &amp; Women generally</td> </tr> <tr> <td>Disability</td> </tr> <tr> <td>Dependents</td> </tr> </table>	Religious Belief	<p>The draft Corporate Plan is largely silent on specific section 75 categories, seeking to have a positive impact on our population with all its dimensions in general.</p> <p>Current indicators under the 'Opportunity' priority seek to focus on young people (including reducing those not in education, employment or training) and being an age-friendly Borough, considered a great place to grow older.</p>	Political Opinion	Racial Group	Age	Marital Status	Sexual orientation	Men & Women generally	Disability	Dependents
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**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?														
	<table border="1"> <thead> <tr> <th></th> <th>Detail of Impact</th> <th>Level of Impact Minor/Major/None</th> </tr> </thead> <tbody> <tr> <td>Religious Belief</td> <td rowspan="9">None, other than potentially 'age' as above. As age is a dimension for all Section 75 dimensions this Corporate Plan should have a positive impact on all residents, visitors and all it does and has the potential to impact upon.</td> <td rowspan="9">Potential positive impact on 'age', though as this Plan sets general direction the impact is considered minor. No negative impact envisaged.</td> </tr> <tr> <td>Political Opinion</td> </tr> <tr> <td>Racial Group</td> </tr> <tr> <td>Age</td> </tr> <tr> <td>Marital Status</td> </tr> <tr> <td>Sexual orientation</td> </tr> <tr> <td>Men &amp; Women generally</td> </tr> <tr> <td>Disability</td> </tr> <tr> <td>Dependents</td> </tr> </tbody> </table>		Detail of Impact	Level of Impact Minor/Major/None	Religious Belief	None, other than potentially 'age' as above. As age is a dimension for all Section 75 dimensions this Corporate Plan should have a positive impact on all residents, visitors and all it does and has the potential to impact upon.	Potential positive impact on 'age', though as this Plan sets general direction the impact is considered minor. No negative impact envisaged.	Political Opinion	Racial Group	Age	Marital Status	Sexual orientation	Men & Women generally	Disability	Dependents
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Disability															
Dependents															

2.	Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?											
	<table border="1"> <tr> <td></td> <td>If "Yes", provide details</td> <td>If "No", provide details</td> </tr> <tr> <td>Religious Belief</td> <td colspan="2" rowspan="6">No – This draft Plan seeks to improve all services and facilities for the whole affected population, regardless of any individuals Section 75 category.</td> </tr> <tr> <td>Political Opinion</td> </tr> <tr> <td>Racial Group</td> </tr> <tr> <td>Age</td> </tr> <tr> <td>Marital Status</td> </tr> <tr> <td>Sexual orientation</td> </tr> </table>		If "Yes", provide details	If "No", provide details	Religious Belief	No – This draft Plan seeks to improve all services and facilities for the whole affected population, regardless of any individuals Section 75 category.		Political Opinion	Racial Group	Age	Marital Status	Sexual orientation
	If "Yes", provide details	If "No", provide details										
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Political Opinion												
Racial Group												
Age												
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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	Under 'Pride' priority, it is envisaged that the Council will continue to improve good relations in communities, including those of differing religion, political opinion and racial group. No negative impact envisaged.
	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 above
	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.	This draft Corporate Plan provides focus for the Council for the period 2020-24. It will provide a sense of direction which will guide Council decisions underpinned by supporting plans within the Council Services. As such it will impact on a breadth of individuals, groups and businesses. The Plan will therefore affect a breadth of individuals and potential users each with their unique multiple identities.

#### **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 draft Corporate Plan will impact though the Council's proposed priorities including 'Opportunity', 'Pride' and 'Life'. These should encourage further improvements in positive attitudes towards disabled people and participation of these with a disability in public life.
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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>	Performance information will be gathered based on the indicators and measures in the Corporate Plan and underpinning Service Plans. Section 75 monitoring considerations will be included in future resident surveys and/or focus groups if useful.
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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: Andrew Scott  
Title: Head of Strategic Transformation and Performance  
Date: 2/1/2020

Signature: 

Director/Head of Service decision approved by:

Name: Simon Christie  
 Title: Director of Finance and Performance  
 Date: 3/1/2020

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 Strategic Transformation and Performance	3/1/2020
Approved by:	Director of Finance and Performance	3/1/2020