

**These all need proof read and ready for the website when ARDS AND
NORTH DOWN BOROUGH COUNCIL**

Policy Screening Form

1.	Policy Reference (Equality use only)	E 201
2.	Policy Name	Ards and North Down Borough Council Flags Policy 2020
3.	Existing / Revised / New Policy	Revised policy
4.	Responsible Officer	Director of Organisational Development and Administration
5.	Description of policy to be screened	<p>Current policy is that the Union flag is flown as per the Equality Impact Assessment of each legacy Council. This was developed to take cognisance of The Flags Regulations (NI) 2000 (as amended) that regulates the display of the Union Flag at “government buildings” and courthouses in Northern Ireland. A draft Ards and North Down Borough Council Flags Policy 2020 (which is effectively the result of the merging of the two legacy Flags policies) has been drafted to embed this practice as the Council policy as these practices have been followed from April 2015.</p> <p>This practice is:</p> <ol style="list-style-type: none"> 1. The Union Flag to be flown permanently (365/6 days) at seven designated sites i.e. Castle Park, Bangor; Conway Square, Newtownards (Beside Blair Mayne Memorial); Ballygowan [adjacent to War Memorial]; The Square, Comber; The Maypole, Holywood; The Moat, Donaghadee; and Queen’s Hall, Holywood. 2. The Union Flag to be flown only on designated days (currently 15) at Church Street, Newtownards. 3. The Union Flag to be flown at war memorials for the period of remembrance (around 11 November) or for the Remembrance Service in line with existing local custom and practice but for a period which must not exceed two weeks. 4. Flags commemorating specific days or events (to include Commonwealth Flag, Armed Forces Day Flag or

		Red Ensign) to be flown at Castle Park, Bangor and Conway Square, Newtownards. Additional flags may also be considered that have a national significance at one or both sites. (Council approval will be required for these on a case by case basis). Each flag to be maintained and serviced at regular intervals by Council staff
	Aims and Expected Outcomes – what is the Policy expected to achieve?	The policy will provide clarity and enable decisions on the flying of flags commemorating specific days or events (to include Commonwealth Flag, Armed Forces Day Flag or Red Ensign) on significant dates at Castle Park, Bangor and Conway Square, Newtownards. It also provides for additional flags to be considered to be flown at either or both Castle Park, Bangor and Conway Square, Newtownards where these flags have a national significance. It recognises the flying of the Union flag is a council decision and it is not to be flown in a manner or at a time that is inappropriate or not identified within the policy. The policy identifies that the agreed practices of each legacy council will be adhered to and describes how ad hoc events and flying at half-mast are to be treated.
6.	Section 75 categories which might be expected to benefit and how they may benefit.	All Section 75 categories should benefit from the clarity of this policy and the rationale for the decision taken in relation to each location.
7.	Factors which could contribute to / detract from the intended aims / outcomes of the Policy when being implemented	If the policy is not adhered to by the Council and any circumstances that require a decision outside the policy are taken without cognisance of the policy and its reporting procedure.
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, community representatives, Department for Communities, Royal British Legion, Statutory bodies, Local Government, serving members and veterans of the Armed Forces.
9.	Please provide details of other policies which have a bearing on this one.	
	Policies: EQIA on the Flying of Flags EQIA on the Flying of the Union Flag	Owned by : Ards Borough Council North Down Borough Council

<p>E 16 Good Relations Strategy and Action Plan E 27 Lands and Property Policy E 29 Freedom of the Borough Policy E 35 Good Relations supported banners for the period around 12th July 2015 in Holywood Town Centre E 38 Dignity at Work Policy and Procedure E 42 Battle of Britain event September 2015 E 54 206 (Ulster) Battery Royal Artillery - 300th Anniversary and 25th Anniversary of Conferral of Freedom of the Borough E 57 ANDBC Armed Forces Covenant E 70 Orange Order banners for identified areas of Bangor in July period E 79 Request from Seafarers UK to fly the Red Ensign on 3 September 2016 E 108 Flying of Additional Armed Forces Day Flag on 24 June 2017, Armed Forces Day E 112 N of M – memorial benches in towns and villages E 113 Requests to Light Up Buildings - Policy Review E 125 Gun Salute at the Town Hall, Bangor E 148 Gun Salutes at the Town Hall, Bangor E 155 Ards and North Down Borough Council Veterans Event E 191 Homecoming Parade - Royal Irish Regiment – December 2019 E 196 Ards and North Down Borough Council Corporate Plan 2020-2024</p>	<p>Ards and North Down Borough Council</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>				
		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 data January 2020](#)

Community Background	Total	Percentage
Protestant	677	78.08%
Roman Catholic	123	14.19%
Non Determined	66	7.61%
Left blank	1	0.12%

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:

			Elected Candidate										
			DUP	Sinn Féin	UUP	SDLP	Alliance	Independent	TUV	Green	PUP	Aontu	CCJA
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					
Hollywood 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

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%)	12,710 (0%)	6,014 (0%)	3,654 (0%)
Ards and North Down Borough	156,672	154,365	406 (0%)	283 (0%)	177	415	139	132	556	199

Council	(100%)	(99%)			(0 %)	(0 %)	(0 %)	(0 %)	(0 %)	(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 %)	11 9	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	2 (0 %)	11 6	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 Clandeboyne	18,382 (100%)	20,061 (98%)	65 (0%)	31 (0%)	23 (0 %)	81 (0 %)	81 (0 %)	56 (0 %)	1 61	61 (0 %)
Newtownards	20,560 (100%)	27,841 (99%)	105 (0%)	20 (0%)	11 1	30 (0 %)	8 (0 %)	6 (0 %)	75 (0 %)	20 (0 %)

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

Employee data January 2020

Ethnic Origin	Total	Percentage
White	682	78.66%
Black	2	0.23%
Chinese	1	0.12 %
Other	4	0.46%
Did not want to answer	2	0.23%
Left Blank	176	20.3%

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	29,801	43,239	54,094	31,663	158,797

Down Borough Council	(19%)	(27%)	(34%)	(20%)	(100%)
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Sources: [Demography and Methodology Branch, NISRA](#)
[World Health Organization](#)

Employee data 2020

Age in Years	Total	Percentage
Under 18	0	0
19 - 30	59	6.81%
31 – 49	440	50.75
50 – 65	345	39.79%
66+	23	2.65%

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](#)

Employee data January 2020

Marital Status	Total	Percentage
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		Single	180	20.76%																					
		Married	405	46.71%																					
		Divorced	35	4.04%																					
		Co Habiting	14	1.61%																					
		Separated	25	2.88%																					
		Civil Partnership	1	0.12%																					
		Left Blank	207	23.88%																					
	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>																							
	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> <p>Employee data January 2020</p> <table border="1"> <thead> <tr> <th>Gender</th> <th>Total</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>511</td> <td>58.94%</td> </tr> <tr> <td>Female</td> <td>356</td> <td>41.06%</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%)	Gender	Total	Percentage	Male	511	58.94%	Female	356	41.06%
	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%)																						
Gender	Total	Percentage																							
Male	511	58.94%																							
Female	356	41.06%																							
	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>																							

	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](#)

Employee data January 2020

Disabled	Total	Percentage
Yes	35	4.04%
No	832	95.96%

Dependents

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).

Sources: Continuous Household Survey

Employee data 2020

Family Status	Total	Percentage
Child or Children	270	31.14%

	Dependant Elderly Person	19	2.19%
	Physical/ Mental/III Health/Disability	5	0.58%
	Other	5	0.58%
	None	203	23.41%
	Left Blank	365	42.1%

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	Some people do not support the flying of the Union flag due to their religious belief. This may be that they prefer not to support it flying 365 days per year and some support it to fly on the designated days only. Some individuals, based on their religious belief do support the flying of the Union flag both 365 days or on designated days.
	Political Opinion	Some people do not support the flying of the Union flag due to their political opinion. This may be that they prefer not to support it flying 365 days per year and some support it to fly on the designated days only. Some individuals, based on their political opinion do support the flying of the Union flag both 365 days or on designated days.
	Racial Group	Some people do not support the flying of the Union flag due to their racial group. Some individuals, based on their racial group do support the flying of the Union flag both 365 days or on designated days.
	Age	Individuals have personal preference towards the flying of the Union flag but this does not appear to be consistent with their age, marital status, gender or sexual orientation.
	Marital Status	
	Sexual orientation	
	Men & Women generally	
	Disability Dependents	Individual's personal preference towards the flying of the Union flag does not tend to reflect if they have a disability or 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	This policy will adversely affect some individuals. However, the buildings and flag poles are owned and managed by the council which is a place of local political democracy within the local council area. There is a	Minor
	Political Opinion		
	Racial Group		
	Age		
	Marital Status		
	Sexual orientation		
	Men & Women generally		

	Disability	recognition that the majority of councillors and residents are from the community background that supports the symbolism of the Union flag. At identified places of work the Union flag will only be flown on designated days to recognise the promotion of good and harmonious working relationships and at war memorials to recognise the significance of the period.	
	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	<p>Yes, through a broad range of consultations with the Royal British Legion and individuals and community groups that have responsibility for war memorials in some villages and towns within the borough in relation to the arrangements at each war memorial at significant anniversaries.</p> <p>Through meaningful engagement with communities and political representatives across the council area.</p> <p>Through open and meaningful engagement with employees of council.</p> <p>These discussions and consultations will give the opportunity to explain the purpose of the policy and to ensure any concerns or misunderstandings are addressed. The discussions will include issues of identity, role and function of the council and will ensure they address the need to respect individual's views and be mindful of the local population, location, and profile of the council and Borough area.</p>	
	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	<p>This policy will have a minor impact as it is to maintain the status quo of the two legacy councils and embed the practice followed from 2015. However, it must engage with employees, individuals and communities to ensure any profile changes that are identified since the two EQIA's were agreed are addressed in an appropriate manner. Possible changes include employee profile and local and regional changes in relation to identity and</p>	
	Political Opinion		
Racial Group			

	culture.
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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	Yes, by continually engaging with employees and residents to clarify why the status quo has been retained and inviting comments and ensuring any concerns are addressed in an appropriate manner.
	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 policy will impact on all residents of the Borough, Elected Members, all employees of the council and visitors to the Borough irrespective of their unique multiple identity.

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	The policy considers the legislation but does not impact on those with a disability. The policy to fly the Union flag at the war memorials within the Borough acknowledges that some veterans and serving members of the Armed Forces are disabled, but so also are those who have not served. Access to the flag poles will be made accessible for those requiring reasonable adjustments when required.

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	Comments and complaints received from employees. Comments and complaints received from visitors to the
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	the impact of this policy / decision on <u>equality, good relations and disability duties</u>	Borough. Comments and complaints received from internal and external screening panel members. Comments and complaints received from residents, visitors to the Borough and Royal British Legion. Individuals or bodies who request to fly an organisational flag on a significant date. Comments and complaints received from Elected Members and political representatives.
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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:-

<input type="checkbox"/>	Screened Out – No EQIA necessary (no impacts)
X	Screened Out – Mitigating Actions (minor impacts) This policy is the adoption of two EQIA's of legacy Councils and will require to be reviewed annually to be cognizant of the comments and complaints received about this practice and any proposed changes to it.
<input type="checkbox"/>	Screened In – Necessary to conduct a full EQIA Please detail actions to be taken:

Screening assessment completed by:-

Name: Shirley Poxon
Title: Compliance Officer (Equality and Safeguarding)
Date: 31 January 2020
Signature:

Director/Head of Service decision approved by:

Name: Wendy Swanson
Title: Director of Organisational Development and Administration
Date: 31 January 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:	Compliance Officer (Equality and Safeguarding)	31 January 2020
Approved by:	Director of Organisational Development and Administration	31 January 2020