

ARDS AND NORTH DOWN BOROUGH COUNCIL

**Policy Screening Form**

1.	Policy Reference (Equality use only)	E 209
2.	Policy Name	Request to recognise the 100th anniversary of the forming of the RUC with an event in June 2022 and afterwards to locate the Newtownards RUC Station Plaque in a suitably agreed public location to mark the centenary of the forming of the RUC.
3.	Existing / Revised / New Policy	New policy
4.	Responsible Officer	Director of Organisational Development and Administration
5.	Description of policy to be screened	<p>June 2022 will be the Centenary of the formation of the RUC. As there was an original station on the Comber Road in Newtownards which opened on 4 June 1922 as a training facility for new recruits until 1936, a request has been received from The RUC George Cross Association in Newtownards to have an event and exhibition in the Borough, specifically in the Newtownards area. Both Ards Borough Council and North Down Borough Council had conferred the Freedom of the Borough on the RUC.</p> <p>The proposal being put to the Council is:</p> <ul style="list-style-type: none"> <li>• To have a parade and launch of an exhibition on Friday 10 June 2022.</li> <li>• It is proposed the parade would start at The Royal British Legion, Court Square with a wreath laying at the RUC memorial. The route would be to Conway Square and then to the Queens Hall. It is hoped the parade will be led by the Band of the Royal Irish Regiment.</li> <li>• Following the parade an exhibition will be held in the Queens Hall, Newtownards where the plaque with crest from the gates of the RUC Station in Newtownards will have been placed on a temporary plinth. The plaque will be unveiled to open the exhibition for the weekend of Friday 10 – Sunday 12 June 2022.</li> <li>• The exhibition will include memorabilia and photographs over the weekend of 10 to 12 June</li> </ul>

		<p>2022. Some of the items will be from the Police Museum, Belfast whilst other items are personal to a resident of the Borough.</p> <ul style="list-style-type: none"> <li>• Following the exhibition, the Station Plaque will be on display for 12 weeks in the Ards Arts Centre, ground floor between the portraits where it will be set in context with explanation of its origin.</li> <li>• Ards and North Down Borough Council are to make an application to be given and place the RUC Station plaque from the Police Museum on permanent display. The location will be determined by the Councils commitment to contextualise all relevant memorabilia across the Borough in public buildings.</li> </ul>
	Aims and Expected Outcomes – what is the Policy expected to achieve?	To acknowledge the role the RUC had in their policing responsibilities in Northern Ireland in the centenary year of its formation. To recognise the local link with the training depot located on Comber Road, Newtownards between 1922 and 1936.
6.	Section 75 categories which might be expected to benefit and how they may benefit.	No one S75 category is expected to benefit as the history of Northern Ireland and the RUC over the last 100 years and more recent past has positive memories for some individuals and negative memories for others irrespective of their Section 75 dimensions.
7.	Factors which could contribute to / detract from the intended aims / outcomes of the Policy when being implemented	<p>Individuals who have an interest in the history of Northern Ireland and/or RUC may be interested in this display. However, it does need to be balanced by those who wish to see Northern Ireland look to the future and not to the past. The exhibition and parade require to be set in context and relevant to the town and Borough to ensure all who wish to attend or not, have the information on which to base their decision.</p> <p>The location and purpose of the plaque must be contextualised and cannot be a standalone display in the long term. The long-term plan for this display must be in accordance with the Council's existing policies and therefore ensuring that it is displayed in an appropriate location.</p>
8.	The main stakeholders on whom the policy will impact. For example, Employees, Potential Service Users and Community Groups Consider the internal and external	The Council, Elected Members, employees, residents, businesses and visitors to the Ards Arts Centre and Borough. Members of RUC, serving and past members. Businesses and visitors to the town centre of

	impacts (either actual or potential) and comment, or list, information where appropriate	Newtownards if an event/parade is held in the town centre and the weekend of the exhibition. Visitors and employees of the building where the plaque will be permanently located.
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9.	Please provide details of other policies which have a bearing on this one.	
	<p>E 21 Cultural Expressions Policy (2015)</p> <p>E 28 Corporate Complaints policy and procedure</p> <p>E 29 Freedom of the Borough Policy</p> <p>E 38 Dignity at Work Policy and Procedure</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 70 Orange Order banners for identified areas of Bangor in July period</p> <p>E 71 Street parties to celebrate HRM the Queens 90th Birthday</p> <p>E 73 Commemorative events for Somme centenary</p> <p>E 74 Blair Mayne Bursary and arrangements to administer the bursary</p> <p>E 79 Request from Seafarers UK to fly the Red Ensign on 3 September 2016</p> <p>E 80 Request to support a range of commemorative events on Council land for the centenary of the Battle of the Somme in July 2016</p> <p>E 93 Criteria for Civic Receptions</p> <p>E 103 North Down Museum Documentation Policy Statement</p> <p>E 104 North Down Museum Access Policy Statement</p> <p>E 105 North Down Museum Collections Development Policy</p> <p>E 106 North Down Museum Conservation and Collections Care Policy</p> <p>E 107 Memorial Plaque - J S Dunville VC</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 151 Royal Wedding Fund</p> <p>E 158 Ulster Scots Agency Request to Ards and North Down Borough Council to Erect/Install Commemorative Plaques at Bangor and Donaghadee Harbours to identify Operation Lion</p>	Ards and North Down Borough Council

<p>(April 1914) landing sites.  E 162 Integrated Arts and Heritage Development Strategy (IAHDS) 2018-2023  E 175 Ards and North Down Borough Council support for placing of VC recipient memorial stones and associated Ulster History Circle plaques within the Borough  E 183 Request to erect two soldier silhouettes at either side of the war memorial in Millisle  E 188 Ulster History Circle Plaques – General  E 190 Request for Ulster Defence Regiment CGC Regimental Association Bangor Branch to use the Display Bed at Abbey Street Bangor  E 191 Homecoming Parade - Royal Irish Regiment – December 2019  E 196 Ards and North Down Borough Council Corporate Plan 2020-2024  E 201 ANDBC revised flags policy  E 203 Good Relations Strategy and Action Plan 2019 – 2022</p> <p>EQIA : Ulster Scots Agency Request to Ards and North Down Borough Council to Erect/Install Commemorative Plaques at Bangor and Donaghadee Harbours to identify Operation Lion (April 1914) landing sites</p>	
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10.	Available evidence (quantitative and qualitative) considered as important to encourage completion in relation to:																
Religious Belief	<p><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</p> <p><b>Data:</b>  <b>Religion or Religion Brought up in</b> (Numbers with % in brackets)</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 20%;"></th> <th style="width: 15%;">All usual residents</th> <th style="width: 15%;">Catholic</th> <th style="width: 20%;">Protestant and Other Christian (including Christian related)</th> <th style="width: 15%;">Other Religions</th> <th style="width: 15%;">None</th> </tr> </thead> <tbody> <tr> <td>Northern</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>						All usual residents	Catholic	Protestant and Other Christian (including Christian related)	Other Religions	None	Northern					
	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%)
Ards (DEA)	28,216 100%	2,353 8%	22,466 80%	340 1%	3,057 11%
Ards Peninsula DEA	23 ,524 (100%)	5 ,894 (25%)	15,590 (66%)	220 (1%)	1,865 (8%)

**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%)
<b>Totals</b>	<b>363(84%)</b>	<b>35(8%)</b>	<b>35(8%)</b>	<b>433(100%)</b>

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

<b>Total Emp</b>	<b>606(80%)</b>	<b>105(14%)</b>	<b>46(6%)</b>	<b>757(100%)</b>
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[\\*Small numbers removed as individuals could be identifiable](#)

[Data on agency employees is held by the recruitment agency.\\*\\*](#)

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	CC/FA
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							
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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	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	22,797 (100%)	22,641 (99%)	29 (0%)	17 (0%)	5 (0%)	17 (0%)	6 (0%)	2 (0%)	54 (0%)	26 (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%)	116 (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%)	111 (0%)	30 (0%)	8 (0%)	6 (0%)	75 (0%)	20 (0%)

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

The ANDBC employee profile shows that:

<b>Ethnic Group</b>	<b>Total</b>	<b>Percentage</b>
White	682	78.66%
Black	*	*
Chinese	*	*
Other	4	0.46%
Did not want to answer	2	0.23%
Left Blank	176	20.3%

[\\*Small numbers removed as individuals could be identifiable](#)

Data on agency employees is held by the recruitment agency.\*\*

Age

NISRA have published population projections for the Borough which show that the proportion of those aged 85 and over are expected to more than double within the next 25 years.

ANDBC has the highest % population of older people in Northern Ireland.

See table below

**Data:**

**Age Groups** (Numbers with % in brackets)

	0-15	16-39	40-64	65+	Total
Northern Ireland	385,200 (21%)	583,116 (31%)	591,481 (32%)	291,824 (16%)	<b>1,851,621</b> <b>(100%)</b>
Ards and North Down Borough Council	29,801 (19%)	43,239 (27%)	54,094 (34%)	31,663 (20%)	<b>158,797</b> <b>(100%)</b>

**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%)

Data on agency employees is held by the recruitment agency.\*\*

#### 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	126,945 (100%)	36,730 (29%)	67,86	123	4,328 (3%)	8,548 (7%)	9,350 (7%)

Down Borough Council			6 (53 %)	(0 %)			
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**Source:** [Northern Ireland 2011 Census, Marital Status](#)

The ANDBC employee profile shows that:

Marital Status	Total	Percentage
Single	180	20.76%
Married	405	46.71%
Divorced	35	4.04%
Co Habiting	14	1.61%
Separated	25	2.88%
Civil Partnership	*	*
Left Blank	207	23.88%

\*Small numbers removed as individuals could be identifiable

Data on agency employees is held by the recruitment agency.\*\*

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 & 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%)	1,810,863 (100%)
Ards and North Down Borough Council	75,920 (48%)	80,752 (52%)	156,672(100%)

**Source:** [Age Structure, Census 2011, NISRA](#)  
[Review of statistical classification and delineation of settlements, NISRA](#)

The ANDBC employment Profile shows that:

Gender	Total	Percentage
Male	511	58.94%

Female	356	41.06%
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Data on agency employees is held by the recruitment agency.\*\*

**Disability**

The 2011 Census (NISRA) showed that 20% of the population in Ards and North Down area had a health issue or disability (including those related to old age) which has lasted or expected to last at least 12 months. (This was similar to the Northern Ireland figure of 21%.)

**Disability Living Allowances, 2015**

	2015 (Disability Living Allowance Recipients)	2015 (Multiple Disability Benefits) *MDB is aggregated data from Attendance Allowance, Disability Living Allowance, Incapacity Benefit and Severe Disablement Allowance data, and data for Employment and Support allowance
Northern Ireland	209,280	251,490
Ards and North Down Borough Council	13,840	18,080
Ards Peninsula	2,920	n/a
Bangor Central	2,250	n/a
Bangor East and Donaghadee	1,740	n/a
Bangor West	1,650	n/a
Comber	1,270	n/a
Hollywood 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](#)

The ANDBC employment Profile shows:

Disabled	Total	Percentage
Yes	35	4.04%
No	832	95.96%

Data on agency employees is held by the recruitment agency.\*\*

Dependents	<p><b>Summary:</b>          In considering this dimension the following have been included: persons with responsibility for the care of a child, children, a person with a disability and or an older person. According to the Continuous Household Survey, 2013-2016, 37% of Ards and North Down claimed to have a dependent (This did not differentiate on the type of dependent).          According to the 2011 Census, 7,474 households in Ards and North Down had a dependent child under the age of 4 (This might give an indication on the numbers who would have buggies or prams).  <b>Sources:</b> Continuous Household Survey</p> <p>The ANDBC employment Profile shows that:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Family Status</th> <th style="text-align: center;">Total</th> <th style="text-align: center;">Percentage</th> </tr> </thead> <tbody> <tr> <td>Child or Children</td> <td style="text-align: center;">270</td> <td style="text-align: center;">31.14%</td> </tr> <tr> <td>Dependent Elderly Person</td> <td style="text-align: center;">19</td> <td style="text-align: center;">2.19%</td> </tr> <tr> <td>Physical/ Mental/III Health/Disability</td> <td style="text-align: center;">5</td> <td style="text-align: center;">0.58%</td> </tr> <tr> <td>Other</td> <td style="text-align: center;">5</td> <td style="text-align: center;">0.58%</td> </tr> <tr> <td>None</td> <td style="text-align: center;">203</td> <td style="text-align: center;">23.41%</td> </tr> <tr> <td>Left Blank</td> <td style="text-align: center;">365</td> <td style="text-align: center;">42.1%</td> </tr> </tbody> </table> <p>Data on agency employees is held by the recruitment agency.**</p>	Family Status	Total	Percentage	Child or Children	270	31.14%	Dependent 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%
Family Status	Total	Percentage																				
Child or Children	270	31.14%																				
Dependent 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	<p>The population of Northern Ireland, the Borough and Newtownards all need to be considered within this request. Many people from a Roman Catholic/Nationalist/Republican background are more likely to not support such an event and/or touring exhibition or permanent exhibition due to the history for many.</p> <p>Some individuals, particularly but not solely from the younger age groups wish to move forward and have less reflection on the past to ensure there is a positive future for the province. Users of Ards Arts Centre represent a range of dimensions including younger people for arts classes and summer schemes, and older people for the range of events. Individuals from different racial groups and/or sexual orientation as well as gender may have different needs and experiences that may support or not support this request. The Arts and Heritage Strategy also acknowledges that the Arts Centre is to promote the Arts and should be a shared space for all users and potential users who are from all</p>
	Political Opinion	
	Racial Group	
	Age	
	Marital Status	
	Sexual orientation	
	Men & Women generally	
	Disability	
	Dependents	

	<p>Section 75 dimensions.</p> <p>Individuals with a disability and their carers use the Ards Arts Centre as a quiet space at events.</p> <p>It should be noted that all users use the facility as an Arts venue and not as a museum. Thus, it should be considered within the scope of the purpose of the building and the Equality Action Plan that ‘the display of memorabilia....in any council building may cause a chill factor...’ and that the Council is committed to ‘ensure all Council facilities and their environs demonstrate a welcoming and shared space for users.’ This does not mean it cannot be displayed in the buildings but that it must be sensitively and appropriately displayed to ensure all users are comfortable when visiting these spaces.</p>
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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?		
		Detail of Impact	Level of Impact Minor/Major/None
	Religious Belief	<p>There are three strands to this request, and each has the potential to adversely impact on at least one of the dimensions of the S75 categories – although not all individuals of a category will have the same reasons.</p> <p>This request does need to be cognisant of the concerns of the Roman Catholic/Nationalist/Republican categories, although some from the Protestant/Unionist/Loyalist categories will also not support the request.</p> <p>People with a disability may not support the request where they may consider their disability as a consequence of the RUC while others may support it where their disability is from their service.</p> <p>The issues noted have the potential to affect employees, residents and visitors to the Borough. Any expense of this event may be seen by some as</p>	Minor
	Political Opinion		
	Racial Group		
	Age		
	Marital Status		
	Sexual orientation		
	Men & Women generally		
	Disability		
	Dependents		

		<p>not a good use of public funds. Whilst some may appreciate the public support of local government in their area. A permanent display of a plaque with the RUC crest is not within the long-term ethos of the Arts Centre and thus a short term (possibly) three month display could be considered. This is because such a display has the potential to discourage some visitors to and users of the Arts Centre to not attend if they consider the building to be political in any way and no longer a shared space with memorabilia being added. A more appropriate location will ensure that those who wish to view the plaque will be able to do so in context with other memorabilia and in a suitable building.</p>	
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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	
	Political Opinion	The Council could explain the needs and concerns of the employees, residents and visitors of the Borough and propose the centenary is advertised in a range of publications and media and those interested in the longer term may go to the Police Museum, Belfast. Talks could be arranged by the Arts and Heritage Section and through the Good Relations initiatives as there is time to	
	Racial Group		
	Age		
	Marital Status		
	Sexual orientation		
	Men & Women generally		
Disability			

Dependents	<p>put these into their annual programmes to request budget support from their external funders. This would support and add value to the request from the RUC.</p> <p>The plaque displaying the crest could be considered for location on a wall on the ground floor of the Arts Centre for a short term (proposed 12 weeks) where there are portraits of local individuals. This could be considered with the relevant information to contextualise the plaque and have it in a location that can be accessed by those in the Town Centre and has access for those with a disability.</p> <p>The plaque could then be moved to a more permanent home identified within the Council facilities that ensures local history and artefacts are not lost, but are collated and displayed in a meaningful manner for all who use the public buildings owned and managed by the Council.</p> <p>The Equality Action Plan is committed to ensuring all memorabilia in Council public buildings is contextualised to ensure all users and potential users including employees are comfortable in all shared spaces across the Borough.</p>
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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>Minor. The RUC is not viewed by some from the Roman Catholic/Nationalist/Republican communities as supportive of their communities. Individuals from racial groups can interpretate such support of one organisation as supporting one community over others. The make up of the population of the local area is not necessarily representative of all across the province due to the experiences of those in these areas, both living and working.</p>	
	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	<p>Yes. By addressing the centenary in the provision of Good Relations initiatives including drama, workshops and talks, as well as relevant Arts and heritage events all subject to budget availability and agreement of budget holders. By accepting the plaque for a three month short term period and locating it in the Ards Arts Centre in the town centre and providing Council support for the parade</p>	
	Political Opinion		
	Racial Group		

	and weekend exhibition as well as enabling the events to be contextualised for all who may wish to attend or those who require information on events within the Borough. Should the plaque remain the property of the Council to ensure its display is appropriate for the building, where the building is located within the Borough and all other memorabilia displayed along with it. Explanatory information must be immediately available to ensure all memorabilia is contextualised for all visitors to the premises.
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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 proposal has the potential to negatively impact on a breadth of multiple identities including those from a range of different religious beliefs, political opinions, racial groups, age, marital status, sexual orientation, men and women generally, those with a disability and those with dependents. It has also the potential to demonstrate positively the role of the RUC in the area over this period and in managing local issues across their responsibilities.</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"> <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	<p>Any event, exhibition and parade are advertised and delivered cognisant of the needs of those with a disability and to encourage participation as appropriate to their needs.</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>	Complaints and comments on the request. Complaints and comments on the request and what are agreed to be delivered. Complaints and comments on this request and all other requests the Council supports in relation to supporting the Roman Catholic/Nationalist/Republican communities and Protestant/Unionist/Loyalist communities. Any Section 75 monitoring information collated at any of the events or correspondence or representation in support or concerns about any of the events.
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I can confirm that the proposed policy / decision has 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)  Education is required and clear information on the plaque and reason and activities for the weekends events.
<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: 10 February 2021  
Signature:

Director/Head of Service decision approved by:

Name: Jan Nixey  
Title: Head of Community and Culture  
Date: 10 February 2021  
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)	10 February 2021
Approved by:	Head of Community and Culture	10 February 2021