

ARDS AND NORTH DOWN BOROUGH COUNCIL

Policy Screening Form

1.	Policy Reference (Equality use only)	E 213
2.	Policy Name	Ards and North Down Borough Council Budget Review September 2020 – March 2021
3.	Existing / Revised / New Policy	New policy
4.	Responsible Officer	Director of Finance and Performance
5.	Description of policy to be screened	<p>The Covid-19 pandemic made a significant change to the range of Council services that are delivered. This put additional costs on some service areas, a significant income deficiency in a range of council services and staff and overhead costs that were not sustainable in the long term. The Council had a £2.5 million deficiency up until August 2020 and with a breadth of measures this was addressed but the long term impact to the end of the financial year will mean a £3.5 million deficit if budget and service reviews are not carried out and implemented when agreed by the Council.</p> <p>TO enable this budget deficit to be met the range of savings has been realised from across Council services – the majority of which were unable to be delivered due to the restrictions on services and individuals.</p>
	Aims and Expected Outcomes – what is the Policy expected to achieve?	<p>To enable Ards and North Down Borough Council to function to provide its breadth of statutory duties and other relevant services whilst remaining in budget and making a surplus where possible to ensure the Council does not become insolvent. To ensure any impact on services or residents was restricted to minimum disruption whilst delivering all statutory services within any imposed restrictions.</p>
6.	Section 75 categories which might be expected to benefit and how they may benefit.	All Section 75 categories should benefit through the provision of a breadth of Council services.

7.	Factors which could contribute to / detract from the intended aims / outcomes of the Policy when being implemented	If the budget is not implemented as intended, if other events occur including additional changes to local arrangements through Covid 19 or some services do not attract the take up as anticipated to offset costs.
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8.	The main stakeholders on whom the policy will impact. For example, Employees, Potential Service Users and Community Groups Consider the internal and external impacts (either actual or potential) and comment, or list, information where appropriate	The Council, Elected Members, employees, residents of and visitors to the Borough. Businesses in the Borough and those supplying services to the Borough.
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9.	Please provide details of other policies which have a bearing on this one.	
<ul style="list-style-type: none"> E 26 Anti-Fraud Bribery and Corruption Policy E 64 Business Continuity Policy E 72 Performance Improvement Plan E 75 Investors in People Accreditation E 76 Organisational Development Plan E 86 Honorarium and Acting Up Allowances E 115 Overtime, Stand By and Call out Payments Policy E 123 Ards and North Down Borough Council Procurement Policy E 149 Community Festivals Fund 2018/2019 E 169 Policy for the Provision & Maintenance of Play Areas E 196 Ards and North Down Borough Council Corporate Plan 2020-2024 E 206 Ards and North Down Borough Council Employee Furlough Arrangements E 207 Rent Rebate Scheme for Covid -19 Due Diligence Scheme Risk Management Strategy 	Ards and North Down Borough Council	

10.	Available evidence (quantitative and qualitative) considered as important to encourage completion in relation to :	
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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>	
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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](#)

The ANDBC employee profile shows that

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

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

<u>Total Emp</u>	<u>606(80%)</u>	<u>105(14%)</u>	<u>46(6%)</u>	<u>757(100%)</u>
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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	CCLA
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	<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>														
		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%)	119 (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%)	10 (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%)	

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

The ANDBC employee profile of 2019 shows that:

Ethnic Group	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%

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%)	1,851,621 (100%)
Ards and North Down Borough Council	29,801 (19%)	43,239 (27%)	54,094 (34%)	31,663 (20%)	158,797 (100%)

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

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	Separated (but still 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	126,945 (100%)	36,730 (29%)	67,886 (54%)	123 (0%)	4,328 (3%)	8,548 (7%)	9,350 (7%)

Borough Council			(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%

Numbers too small and 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
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](#)

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>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</p> <p>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 Political Opinion Racial Group Age Marital Status Sexual orientation Men & Women generally Disability Dependents	Ards and North Down Borough Council has statutory requirements to meet in relation to the services it provides. These are required to be met irrespective of the dimensions of those receiving any service or anyone delivering the services on behalf of the Council. The budget revision has been made for this period to the end of the financial year of 31 March 2021 in the main through the savings of non-provision of services during lockdown, the provision of only essential training and that already committed to and started, the savings in transport costs and no catering at any meetings or events. This has impacted on all dimensions as the services would have been available to a broad range of participants.

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 savings have been made across all services and this will not adversely impact on any one of the dimensions as the services were not delivered and all others are applied to all employees and service users.	None
	Political Opinion		
	Racial Group		
	Age		
	Marital Status		
	Sexual orientation		
	Men & Women generally		
	Disability		
	Dependents		

2.	Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?		
		If "Yes", provide details	If "No", provide details
	Religious Belief	No as the budgetary savings are based on the non-provision of services and expenses due to the imposing of lockdown restrictions that have affected the breadth of council services.	
	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	None as all services that are not or were not provided are based on the lockdown restrictions imposed by national and regional government.	
	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 restrictions imposed affected all services and where local arrangements could be made to deliver services this was carried out.	
	Political Opinion		
	Racial Group		

Additional Considerations

	Multiple Identity Considerations	Details of Impact or potential impact (Positive/Negative)
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<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>The restrictions and subsequent budget savings have impacted on a breadth of dimensions as they represent the employees, service users and residents of and potential visitors to the Borough.</p>
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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>Information was made and will continue to be made widely available to all residents and potential visitors to the Borough through a breadth of communication methods.</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.

<p>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></p>	<p>Comments and complaints received from April 2020 and in relation to the reduction in services through the necessity to deliver the identified services.</p>
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I can confirm that the proposed policy / decision have been screened for:-

X	Equality of opportunity and good relations
X	Disabilities duties

On the basis of the answers to the screening questions, I recommend that this policy / decision is:-

X	Screened Out – No EQIA necessary (no impacts)
<input type="checkbox"/>	Screened Out – Mitigating Actions (minor impacts)

<input type="checkbox"/>	Screened In – Necessary to conduct a full EQIA
	Please detail actions to be taken:

Screening assessment completed by:-

Name: Stephen Grieve
 Title: Head of Finance
 Date: 30 September 2020
 Signature:

Director/Head of Service decision approved by:

Name: Simon Christie
 Title: Director of Finance and Performance Improvement
 Date: 30 September 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 Finance	30 September 2020
Approved by:	Director of Finance and Performance Improvement	30 September 2020