

ARDS AND NORTH DOWN BOROUGH COUNCIL

Policy Screening Form

1.	Policy Reference (Equality use only)	E 219
2.	Policy Name	Community Recovery Action Plan
3.	Existing / Revised / New Policy	New policy
4.	Responsible Officer	Chief Executive
5.	Description of policy to be screened	To work with all Statutory, voluntary and community partners to develop a recovery plan for the Borough that addresses the legacy of the Covid 19 changes to all services across the Borough.
	Aims and Expected Outcomes – what is the Policy expected to achieve?	To collate actions (short, medium and long) that address the challenges brought about by Covid-19 and to put in place long-term sustainable solutions improving the resilience of communities and individuals across the borough
6.	Section 75 categories which might be expected to benefit and how they may benefit.	All Section 75 dimensions should benefit as the recovery plan will provide arrangements and support for services that have been affected at various stages of managing through the pandemic and work in partnership to rebuild services to the communities across the borough.
7.	Factors which could contribute to / detract from the intended aims / outcomes of the Policy when being implemented	If the recovery plan is not implemented as intended, if some partners do not engage as anticipated or if the recovery plan does not meet the needs as identified at the planning stages.
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, Council employees, residents of the Borough, their families and carers, all agencies that refer individuals and families to the services including South Eastern Health and Social Care Trust, NIHE, GP's, community groups, places of worship, schools. Department for Communities, Department for Infrastructure, department for Education, Department for Environment and Rural Affairs. All voluntary and community groups that work in one or many locations across the Borough.

9.	Please provide details of other policies which have a bearing on this one. E 14 Sustainability and Environmental Policy E 28 Corporate Complaints policy and procedure E 38 Dignity at Work Policy and Procedure E 63 ANDBC Corporate Health and Safety Management Systems Policy E 64 Business Continuity Policy E 65 Information, Communications and Technology Policy E 90 Draft Behaviour Charter for Employees E 153 Customer Care Strategy E 185 Ards & North Down Age Friendly Action Plan 2019/2022 E 196 Ards and North Down Borough Council Corporate Plan 2020-2024 E 203 Good Relations Strategy and Action Plan 2019 – 2022 E 205 Community Support Hub E 207 Rent Rebate Scheme for Covid -19 Due Diligence Scheme E 213 Budget review September 2020 – March 20	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	<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. 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	156,672 (100%)	20,550 (13%)	117,589 (75%)	1,729 (1%)	16,804 (11%)

		Council														
		Source: Religion or religion brought up in. Census 2011, NISRA														
Political Opinion	<p>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</p> <p>Data: Council Election results The most recent local council election (2nd May 2019) showed:</p>															
				Elected Candidate												
	Eligible Electorate	Votes Polled (% Turnout)	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	
Holywood and Clandeboye (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%)	12,71 (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	24,892 (100%)	22,648 (99%)	56 (0%)	27 (0%)	10 (0%)	91 (0%)	11 (0%)	2 (0%)	82 (0%)	19 (0%)

Donaghadee											
					2 (0%)	11 (6%)	3 (0%)	26 (0%)	73 (0%)	15 (0%)	
Bangor West	22,946 (100%)	17,763 (98%)	19 (0%)	135							
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 Clandeboye	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%)	

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

Age
NISRA have published population projections for the Borough which show that the proportion of those aged 85 and over are expected to more than double within the next 25 years.
ANDBC has the highest % population of older people in Northern Ireland.
See table below

Data:

Age Groups (Numbers with % in brackets)

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

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%)	68,031 (48%)	1,243 (0%)	56,911 (4%)	78,074 (5%)	97,088 (7%)
	Ards and North Down Borough Council	126,945 (100%)	36,730 (29%)	67,866 (53%)	12,303 (0%)	4,328 (3%)	8,548 (7%)	9,350 (7%)

Source: [Northern Ireland 2011 Census, Marital Status](#)

Sexual orientation	<p>Summary: It should be noted that no reliable data is available on sexual orientation-NISRA are currently examining methodology on how to measure this. However, the 2011 census indicates that less than 1% of the Northern Ireland adult population (those aged 16 years and over) were in a registered same-sex civil partnership. This was similar to the borough as a whole. The Continuous Household Survey in Northern Ireland estimated this figure between 0.9% and 1.9% in 2015-2016. The Office for National Statistics estimates a similar range for the United Kingdom (1.7%).</p> <p>Source: Northern Ireland 2011 Census, Marital Status ONS 2015 Sexual Identity</p>
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Men & Women generally	<p>According to census (NISRA) almost half of the population of Northern Ireland were male (49%) and this was similar throughout Ards and North Down Borough Council (48%). See table below</p> <p>Data:</p> <table border="1"> <thead> <tr> <th></th> <th>Males</th> <th>Females</th> <th>All</th> </tr> </thead> <tbody> <tr> <td>Northern Ireland</td> <td>887,323 (49%)</td> <td>923,540 (51%)</td> <td>1,810,863 (100%)</td> </tr> <tr> <td>Ards and North Down Borough Council</td> <td>75,920 (48%)</td> <td>80,752 (52%)</td> <td>156,672(100%)</td> </tr> </tbody> </table> <p>Source: Age Structure, Census 2011, NISRA Review of statistical classification and delineation of settlements, NISRA</p>		Males	Females	All	Northern Ireland	887,323 (49%)	923,540 (51%)	1,810,863 (100%)	Ards and North Down Borough Council	75,920 (48%)	80,752 (52%)	156,672(100%)
	Males	Females	All										
Northern Ireland	887,323 (49%)	923,540 (51%)	1,810,863 (100%)										
Ards and North Down Borough Council	75,920 (48%)	80,752 (52%)	156,672(100%)										

Disability	<p>The 2011 Census (NISRA) showed that 20% of the population in Ards and North Down area had a health issue or disability (including those related to old age) which has lasted or expected to last at least 12 months. (This was similar to the Northern Ireland figure of 21%.)</p> <p>Disability Living Allowances, 2015</p>
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		2015 (Disability Living Allowance Recipients)	2015 (Multiple Disability Benefits) *MDB is aggregated data from Attendance Allowance, Disability Living Allowance, Incapacity Benefit and Severe Disablement Allowance data, and data for Employment and Support allowance
	Northern Ireland	209,280	251,490
	Ards and North Down Borough Council	13,840	18,080
	Ards Peninsula	2,920	n/a
	Bangor Central	2,250	n/a
	Bangor East and Donaghadee	1,740	n/a
	Bangor West	1,650	n/a
	Comber	1,270	n/a
	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		
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>		

11.	Based on data previously provided what are the needs, experiences and priorities for each of the following categories, in relation to this policy/decision?	
	Religious Belief	This policy is to provide a structure and support arrangement including practical support for individuals/their families and those they care for across the Borough and working with all partner agencies to identify and address the breadth of issues identified following and during the Covid 19 pandemic. Irrespective of any individual or group S75 dimension this
	Political Opinion	
	Racial Group	
	Age	
	Marital Status	
	Sexual orientation	

Men & Women generally	policy will provide an outline of how agencies will work independently and collectively to address the range of identified issues. Reasonable adjustments will be made to ensure all contact that is required is relevant to meet the individual or group needs. This will involve face to face and online contact. Using data collected by the Big Conversation Panel (Survey ONE undertaken October 2020) actions and support taken forward by the Action Plan will be about equity and making sure that people have the support they need not that all interventions will be equally available.
Disability	
Dependents	

Does this Policy require an Equality Impact Assessment?

1.	What is the likely impact on equality of opportunity for each of the Section 75 categories?		
		Detail of Impact	Level of Impact Minor/Major/None
	Religious Belief	All identified issues will be addressed irrespective of any individuals or groups identity. Where reasonable adjustments are required this will be addressed but not at the detriment of any other category or dimension.	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 Recovery Plan is to address all the needs of individuals that are as a consequence of the last 8 months at the time of drafting the arrangements. They will be addressed as issues from the pandemic and not in relation to any individuals Section 75 dimension, although this may be relevant in arranging how to best accommodate and meet their needs. It may be necessary to work through a carer or attend to issues when children are at school.	
	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	Good Relations and its promotion are an integral part of service delivery by all agencies involved in the Community planning process and as such will have an impact as the recovery plan addresses all the needs	
	Political Opinion		
	Racial Group		

	identified to ensure all needs are met.
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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	No as all information will be made available in a breadth of languages and formats if required to ensure all individuals are engaged as appropriate to their needs.
	Political Opinion	
Racial Group		

Additional Considerations

Multiple Identity Considerations	Details of Impact or potential impact (Positive/Negative)
<p>Are there any potential impacts of the policy decision on people with multiple identities? (e.g. disabled minority ethnic persons). Where appropriate provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.</p>	<p>This will impact on a breadth of individuals with their unique multiple identities.</p> <p>It is anticipated that people from the older and younger age groups, those from ethnic minority backgrounds and those with a disability are more likely to require some or all the services as well as their carers of all ages.</p>

Disability Discrimination Order (NI) 2006

Does this proposed policy provide an opportunity to:	Yes / No	Explain your reasoning:
<ul style="list-style-type: none"> - <u>better promote positive attitudes</u> towards disabled people - <u>increase participation</u> by disabled people in public life 	Yes	<p>The Recovery plan is being written and delivered by a breadth of agencies and as such will ensure that it is widely advertised and engages at all stages with those with a disability. This will ensure it is relevant and meaningful to those to whom it will apply.</p> <p>Reasonable adjustments in relation to meeting individuals needs is an integral part of the development of this plan.</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	Comments and complaints received in the drafting and delivery of the plan.
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	the impact of this policy / decision on <u>equality, good relations and disability duties</u>	Monitoring in relation to the S75 dimensions of those making comments and complaints. Monitoring of the take up of the various elements of the Recovery Plan to ensure it is meaningful.
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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: -

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: Patricia Mackey
Title: Community Planning Manager
Date: 28 October 2020
Signature:

Director/Head of Service decision approved by:

Name: Stephen Reid
Title: Chief Executive
Date: 28 October 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:	Community Planning Manager	28 October 2020
	Approved by:	Chief Executive	28 October 2020