

ARDS AND NORTH DOWN BOROUGH COUNCIL

**Policy Screening Form**

1.	Policy Reference (Equality use only)	E 222
2.	Policy Name	ANDBC events for 100 <sup>th</sup> Anniversary of Northern Ireland
3.	Existing / Revised / New Policy	New policy
4.	Responsible Officer	Director of Organisational Development and Administration
5.	Description of policy to be screened	2021 is the 100 <sup>th</sup> anniversary of the establishment of Northern Ireland. The policy is to have a range of events that are of interest and informative and appeal to a breadth of residents, ratepayers and visitors to the Borough that may be accessed in a range of ways over a period of time.
	Aims and Expected Outcomes – what is the Policy expected to achieve?	To have a breadth of information and education that has an appeal and of interest to a broad range of residents and ratepayers of the borough and that is also of interest and available to access by visitors in a range of media. Through funding arrangements from a number of sources including Heritage Funding and central government it is anticipated this will demonstrate the breadth of bodies that are engaged in ensuring the programme is inclusive.
6.	Section 75 categories which might be expected to benefit and how they may benefit.	All Section 75 dimensions should benefit as the range of events and information are planned and will be delivered in a breadth of formats to engage as wide an audience as possible.
7.	Factors which could contribute to / detract from the intended aims / outcomes of the Policy when being implemented	If the events or the budget are not supported either by the Council, central government funding or by potential attendees. If they are not suitable or not accessible for a range of reasons. If the cost to the Council is not considered as good value to ratepayers or if the range of events are considered not to show a breadth of the history of that period. If the programme is considered to be narrow in its appeal and perspective of the period.
8.	The main stakeholders on whom the policy will impact. For example, Employees, Potential Service Users and Community Groups	The Council, Elected Members, employees, residents and ratepayers of the Borough. Visitors to the Borough, businesses and employees within the Borough, service providers and potential

	Consider the internal and external impacts (either actual or potential) and comment, or list, information where appropriate	providers and attendees at events. Tourism NI, SERC, Web Theatre, Translink, Local Schools, Comber Historical Society, individuals with interest in the subject matter, touring professional productions, supporting Departments and local community groups.
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9.	Please provide details of other policies which have a bearing on this one.	
	<p>E 14 Sustainability and Environmental Policy</p> <p>E 28 Corporate Complaints policy and procedure</p> <p>E 42 Battle of Britain event September 2015</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 73 Commemorative events for Somme centenary</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 103 North Down Museum Documentation Policy Statement</p> <p>E 105 North Down Museum Collections Development Policy</p> <p>E 130 Integrated Tourism, Regeneration and Development Strategy</p> <p>E 155 Ards and North Down Borough Council Veterans Event</p> <p>E 162 Integrated Arts and Heritage Development Strategy (IAHDS) 2018-2023</p> <p>E 189 ANDBC Borough Events Strategy and Action Plan</p> <p>E 191 Homecoming Parade - Royal Irish Regiment – December 2019</p> <p>E 196 Ards and North Down Borough Council Corporate Plan 2020-2024</p> <p>E199 Final Borough Events Strategy</p> <p>E 203 Good Relations Strategy and Action Plan 2019 - 2022</p>	Ards and North Down Borough Council

10.	Available evidence (quantitative and qualitative) considered as important to encourage completion in relation to:	
	Religious Belief	<p><b>Summary:</b></p> <p>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>

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

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	CCIA
Northern Ireland	1,305,553	687,733 (52.7%)	122	105	75	59	53	24	6	8	3	1	1
Ards and North Down Borough Council	112,077	47,161 (42.1%)	14		8	1	10	3	1	3			
Ards Peninsula (DEA)	16,656	7,369 (44.2%)	3		1	1	1						
Bangor Central (DEA)	17,194	6,678 (38.8%)	2		1		1	1		1			
Bangor East and Donaghadee (DEA)	16,956	6,915 (40.8%)	2		2		1	1					
Bangor West (DEA)	13,479	5,448 (40.4%)	1		1		2			1			
Comber (DEA)	13,681	6,272 (45.8%)	2		1		1		1				

Hollywood and Clondeboyne (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	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 Clondeboyne	18,382	20,061	65 (0%)	31	23	81	81	56	10	61

Clandeboye	(100%)	(98%)		(0%)	(0%)	(0%)	(0%)	(0%)	(0%)	1	(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 shows that:

<b>Ethnic Group</b>	<b>Total</b>	<b>Percentage</b>
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%)	<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 Down	126,945 (100%)	36,730 (29%)	67,866 (54%)	123 (0%)	4,328 (3%)	8,548 (7%)	9,350 (7%)

Borough Council			(53 %)	%			
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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	1	0.12%
Left Blank	207	23.88%

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%



		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%.)											
	<b>Disability Living Allowances, 2015</b>											
		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										
	<a href="#">Northern Ireland Census 2011 Long-term health problem or disability by long-term problem or disability</a>											
	The ANDBC employment Profile shows:											
	<table border="1"> <thead> <tr> <th>Disabled</th> <th>Total</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>35</td> <td>4.04%</td> </tr> <tr> <td>No</td> <td>832</td> <td>95.96%</td> </tr> </tbody> </table>			Disabled	Total	Percentage	Yes	35	4.04%	No	832	95.96%
Disabled	Total	Percentage										
Yes	35	4.04%										
No	832	95.96%										
	Data on agency employees is held by the recruitment agency.**											
Dependents	<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											

		<p>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).</p> <p>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).</p> <p><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>Dependant 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%	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%
Family Status	Total	Percentage																					
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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>All individuals require to have the opportunity to attend any event that interests them in a location or format that suits their needs and the event.</p> <p>The events planned will include the creation of a park including community in the process of planting of trees, watching a drama, experiencing exhibitions, some with music and food as well as parades, a church service and school learning events in a range of formats with a focus on local history.</p> <p>Events will be accessible to all ages, those with a disability and the information will be widely circulated using all Council social media channels. The events are planned to be based on historical facts and will not be to promote one opinion and in particular of one religious belief, political opinion and or racial group.</p> <p>All events are available to any interested party irrespective of their religious belief, political opinion, racial group, age unless an age restriction is applied with a qualifying reason, age, marital status, sexual orientation, gender, disability or dependents status.</p>
	Political Opinion	
	Racial Group	
	Age	
	Marital Status	
	Sexual orientation	
	Men & Women generally	
	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	The events are planned to commemorate Northern Ireland. They are to be a breadth of events that tell the history in many forums and formats and to engage with as broad a range of individuals as possible in manners that suit the audience and the medium being used.	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 breadth of the events are to engage as broad a range of individuals as possible. This is intended to enable the history of the period to be raised and understanding increased thus enable a full picture of the time and subsequent events that have affected all across the island of Ireland and beyond. The mediums to be used also enable attendance by a range of individuals with multiple identities at times that suit them and with support of carers when required.	
	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	Major in a positive manner to raise the history of the period in a range of educational and other forums that will appeal to a breadth of audiences and specifically focus on and commemorate Northern Ireland since its establishment.	
	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 the calendar and range of events are broad and planned to appeal to many who regularly or who do not generally engage in this type of event.	
	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>The programme and the breadth of individuals it is aimed at will include a myriad of multiple identities as the programme involves indoor and outdoor events, those for all ages and will engage many from within Northern Ireland and those who may not have, as well as events for some who wish to attend a religious service and those who do not want to attend these type of events.</p>

### Disability Discrimination Order (NI) 2006

	<p>Does this proposed policy provide an opportunity to?</p> <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>	<p>Yes / No</p> <p>Yes</p>	<p>Explain your reasoning:</p> <p>The programme will be advertised in a breadth of formats using the Councils communication channels. Access for those with a disability will be made available as will the arrangements for carers where appropriate including the Buddycard system. Where reasonable adjustments are required the method of requesting these will be advertised.</p>
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### Monitoring Arrangements

Section 75 places a requirement on the Council to have equality monitoring arrangements in place to assess the impact of policies and services, help identify barriers to fair participation and to better promote equality of opportunity.

	<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>Complaints and comments on the programme. Comments and comments on accessing the various programmes. Complaints and comments on the events themselves Attendance at booked and non-booked events.</p>
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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: -

	Screened Out – No EQIA necessary (no impacts)
X	Screened Out – Mitigating Actions (minor impacts) Although there is a range of events and educational events across a period of time that individuals and groups may or may not attend some may consider the commemoration as a waste of public money. Others may consider it inappropriate to commemorate the 100 <sup>th</sup> anniversary on political or religious grounds as there continue to be disagreements in sectarian and violent manifestations across Northern Ireland.
<input type="checkbox"/>	Screened In – Necessary to conduct a full EQIA
	Please detail actions to be taken:

Screening assessment completed by: -

Name: Alison Curtis  
Title: Head of Administration  
Date: 24 November 2020  
Signature: *Alison Curtis*

Director/Head of Service decision approved by:

Name: Wendy Swanston  
Title: Director of Organisational Development and Administration  
Date: 24 November 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 Administration	24 November 2020
	Approved by:	Director of Organisational Development and Administration	24 November 2020