

ARDS AND NORTH DOWN BOROUGH COUNCIL

Policy Screening Form

1.	Policy Reference (Equality use only)	E 223
2.	Policy Name	Ards and North Down Innovation Hub Outline Business Case
3.	Existing / Revised / New Policy	New policy
4.	Responsible Officer	Director of Regeneration, Development and Planning
5.	Description of policy to be screened	<p>The Belfast Regional City Deal (“BRCD”) executive body comprises the six councils of Ards and North Down Borough Council, Antrim and Newtownabbey Borough Council, Belfast City Council, Lisburn and Castlereagh City Council, Mid and East Antrim Borough Council and Newry, Mourne and Down District Council as well as the two NI Universities (Queen’s and Ulster) and three Regional Colleges (Northern, South Eastern and Southern).</p> <p>In November 2017, the Chancellor of the Exchequer announced that BRCD negotiations would be opened, and a major programme of work to develop a detailed, ambitious proposition commenced. The objective of BRCD is to deliver a step change in the region’s economic fortunes and help achieve inclusive growth. To deliver this, four “pillars” for the BRCD proposition have been established:</p> <ol style="list-style-type: none"> 1. Innovation 2. Digital 3. Infrastructure 4. Tourism and Regeneration <p>These four pillars are all underpinned by Employability and Skills targets.</p> <p>The first step in the delivery of the Programme was for each partner body to prepare a Strategic Outline Case (“SOC”) for the projects for which it would be seeking funding through BRCD. These SOC’s were prepared in the summer of 2018 and on 29 October 2018, the Chancellor of the Exchequer announced in the Autumn Budget that £350m would be provided by HM Treasury towards BRCD based on these SOC’s. As part of the</p>

		deal, the NI Executive is expected to add at least a further £350m and BRCD partners will contribute around £150m. Therefore, BRCD represents an £850m co-investment package to create up to 20,000 new and better jobs alongside delivering a 10-year programme of inclusive economic growth.
	Aims and Expected Outcomes – what is the Policy expected to achieve?	This Outline Business Case (“ OBC ”) has been prepared to assist the members of Ards and North Down Borough Council and the members of the Executive Board of the BRC Deal programme consider the economic value that could be created for the Belfast Region through public investment in the development of a Digital Innovation Hub in the Borough (the “ AND Innovation Hub ”). It considers the need for public intervention to achieve the objectives of both bodies and appraises a number of different options to determine the investment approach that will represent the greatest value for money for the taxpayer.
6.	Section 75 categories which might be expected to benefit and how they may benefit.	All Section 75 dimensions are expected to benefit as the BRCD will bring a breadth of employment opportunities and educational opportunities to support these positions as well as the benefits for all residents, visitors, employers and employees of this type of investment.
7.	Factors which could contribute to / detract from the intended aims / outcomes of the Policy when being implemented	If the funding is not supported in the main project or the objectives cannot be met due to a number of issues including cooperation of bodies or certain elements not being viable.
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 corporate Belfast Regional City Deal (“ BRCD ”) executive body, Ards and North Down Borough Council, Antrim and Newtownabbey Borough Council, Belfast City Council, Lisburn and Castlereagh City Council, Mid and East Antrim Borough Council and Newry, Mourne and Down District Council. Queens University, Ulster University and the three Regional Colleges of Northern, South Eastern and Southern. Employees of the Council, residents and ratepayers of the Borough as well as employers, employees and visitors, both existing and potential within the Borough and across the BRCD region. Central Government and Government Departments and HM Treasury.
9.	Please provide details of other policies which have a bearing on this one.	
	E 14 Sustainability and Environmental Policy	Ards and North Down Borough

<p>E 27 Lands and Property Policy</p> <p>E 28 Corporate Complaints policy and procedure</p> <p>E 56 Ards and North Down Rural Partnership Interim Rural Development Strategy</p> <p>E 62 ANDBC Grants Policy</p> <p>E 64 Business Continuity Policy</p> <p>E 65 Information, Communications and Technology Policy</p> <p>E 75 Investors in People Accreditation</p> <p>E 89 ANDBC Planning Section Statement of Community Involvement</p> <p>E 97 Ards and North Down Borough Council Sports Facility Strategy 2016 - 2026</p> <p>E 123 Ards and North Down Borough Council Procurement Policy</p> <p>E 130 Integrated Tourism, Regeneration and Development Strategy</p> <p>E 132 Policy on dealing with alleged and asserted Public Rights of Way</p> <p>E 157 Economic Development Social Entrepreneurship Programme</p> <p>E 172 Local Development Plan – Preferred Options Paper</p> <p>E 189 ANDBC Borough Events Strategy and Action Plan</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> <p>E 218 ANDBC Car Parking Strategy</p> <p>ANDBC Digital Strategy “Digitally Connected 2019-2022”</p> <p>Economic Development Strategy 2018- 2030 (“ITRDS”)</p> <p>Belfast Region City Deal – Heads of Terms</p> <p>NI Executive - Draft Programme for Government (“PfG”)</p> <p>DfE Northern Ireland Innovation Strategy (2014-2025)</p> <p>Draft Industrial Strategy for NI</p> <p>Belfast Region City Deal: Industrial Strategic Framework</p>	<p>Council</p>
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10.	Available evidence (quantitative and qualitative) considered as important to encourage completion in relation to:																																																															
Religious Belief	<p>Summary: The Northern Ireland Census 2011 (NISRA) statistics for the Borough area showed that 75% are or have been brought up in Protestant and Other Christian (including Christian related) religions. While this varied across the borough from 17% in Portaferry ward to 87% in Carrowdore ward this does not have any relation to this policy. These compared to 48% for Northern Ireland as a whole. See table below</p> <p>Data: Religion or Religion Brought up in (Numbers with % in brackets)</p> <table border="1" data-bbox="467 653 1422 1150"> <thead> <tr> <th></th> <th>All usual residents</th> <th>Catholic</th> <th>Protestant and Other Christian (including Christian related)</th> <th>Other Religions</th> <th>None</th> </tr> </thead> <tbody> <tr> <td>Northern Ireland</td> <td>1,810,863 (100%)</td> <td>817,385 (45%)</td> <td>875,717 (48%)</td> <td>16,592 (1%)</td> <td>101,169 (6%)</td> </tr> <tr> <td>Ards and North Down Borough Council</td> <td>156,672 (100%)</td> <td>20,550 (13%)</td> <td>117,589 (75%)</td> <td>1,729 (1%)</td> <td>16,804 (11%)</td> </tr> </tbody> </table> <p>Source: Religion or religion brought up in. Census 2011, NISRA</p> <p>The ANDBC employee profile shows that</p> <table border="1" data-bbox="472 1329 1406 1556"> <thead> <tr> <th>Males</th> <th>Protestant</th> <th>Roman Catholic</th> <th>Other</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Full Time</td> <td>358 (84%)</td> <td>33(8%)</td> <td>34(8%)</td> <td>425 (100%)</td> </tr> <tr> <td>Part Time</td> <td>*(63%)</td> <td>*(25%)</td> <td>*(13%)</td> <td>*8 (100%)</td> </tr> <tr> <td>Totals</td> <td>363(84%)</td> <td>35(8%)</td> <td>35(8%)</td> <td>433(100%)</td> </tr> </tbody> </table> <table border="1" data-bbox="472 1591 1406 1818"> <thead> <tr> <th>Females</th> <th>Protestant</th> <th>Roman Catholic</th> <th>Other</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Full Time</td> <td>223(78%)</td> <td>58(20%)</td> <td>6(2%)</td> <td>287(100%)</td> </tr> <tr> <td>Part Time</td> <td>20(54%)</td> <td>12(32%)</td> <td>5(14%)</td> <td>37(100%)</td> </tr> <tr> <td>Totals</td> <td>243(75%)</td> <td>70(22%)</td> <td>11(3%)</td> <td>324(100%)</td> </tr> </tbody> </table> <table border="1" data-bbox="472 1864 1406 1932"> <tbody> <tr> <td>Total Emp</td> <td>606(80%)</td> <td>105(14%)</td> <td>46(6%)</td> <td>757(100%)</td> </tr> </tbody> </table>		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%)	Males	Protestant	Roman Catholic	Other	Total	Full Time	358 (84%)	33(8%)	34(8%)	425 (100%)	Part Time	*(63%)	*(25%)	*(13%)	*8 (100%)	Totals	363(84%)	35(8%)	35(8%)	433(100%)	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%)	Totals	243(75%)	70(22%)	11(3%)	324(100%)	Total Emp	606(80%)	105(14%)	46(6%)	757(100%)
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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 (2nd May 2019) showed:

	Eligible Electorate	Votes Polled (% Turnout)	Elected Candidate										
			DUP	Sinn Féin	UUP	SDLP	Alliance	Independent	TUV	Green	PUP	Aontu	CC/A
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%)

)	%)	%)	%)	(0%)	%)
Bangor East and Donaghadee	24,892 (100%)	22,648 (99%)	56 (0%)	27 (0%)	10 (0%)	91 (0%)	11 (0%)	2 (0%)	82 (0%)	19 (0%)
Bangor West	22,946 (100%)	17,763 (98%)	19 (0%)	135	2 (0%)	11 (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%)

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

The ANDBC employee profile 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	legally married or still legally in a same-sex civil partnership)	Divorced or formerly in a same-sex civil partnership which is now legally dissolved	Widowed or surviving partner from a same-sex civil partnership
Northern Ireland	1,431,540 (100%)	517,393 (36%)	680,831 (48%)	1,243 (0%)	56,911 (4%)	78,074 (5%)	97,088 (7%)

Ards and North Down Borough Council	126,945 (100%)	36,730 (29%)	67,866 (53%)	12,003 (10%)	4,328 (3%)	8,548 (7%)	9,350 (7%)
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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%
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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 Clondeboy	1,180	n/a
Newtownards	2,840	n/a

[Northern Ireland Census 2011 Long-term health problem or disability by long-term problem or disability](#)

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>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%
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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	Every individual who will access the benefits of the Innovation Hub will require access to all elements both through physical access and any online access available including information of the range of services available. They will require the facilities to be shared space that offers access to all irrespective of their religious belief, political opinion. Racial group, age, marital status, sexual orientation, gender or where they have a disability or not , or have dependents or not. All facilities and information will require access to meet these needs, experiences and priorities.

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 Political Opinion Racial Group	As this Innovation Hub is being planned and delivered by the Council and BRCD across a	None

	Age	range of Council areas each has a responsibility to ensure their duties and responsibilities meet Section 75 of the NI Act 1998 and their Equality Scheme. Thus the needs of all, irrespective should meet and not adversely impact on any of the S75 dimensions. Where private bodies are involved they also have a responsibility to ensure that no adverse or potential adverse impact is identified and if so – that it is addressed as they are reporting to the public sector and must meet their conditions of all relevant legislation.	
	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 needs, expectations and experiences of all involved and benefiting from this initiative will be considered by all bodies and through all stages of the process to delivery. All organisations involved in any stage of the process will be required to demonstrate how they have considered the responsibilities on all them, as a public body needs to ensure equality of opportunity is made available in planning and delivery.	
	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	This will ensure good relations will be considered in all aspects of the development and delivery.	
	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 any actual or potential good relations issues that are identified in any part of the process will be addressed and mitigated against throughout the planning and initial implementation stage.	
	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>As this initiative involves a myriad of individuals and organisations to create a hub for a variety of users this will impact on many multiple identities. As the Innovation Hub is being planned and delivered all needs will be considered to ensure multiple identities will be supported.</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 Innovation Hub will include consultation and experiences that will require to be addressed to enable all those with a disability to ensure their input throughout the process and thus enable full participation in the delivery of the aim of the innovation hub.</p> <p>The arrangements and all consultations will be widely advertised and those with a disability will be encouraged to participate with reasonable adjustments implemented as anticipated and identified.</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 in relation to accessing the needs of users and potential users throughout the consultation and draft proposals periods. Amendments to plans and arrangements to take account of comments received to ensure participation in the process and/or delivery of the Innovation Hub.</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: -

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: Alison Stobie
 Title: Development Projects Manager
 Date: 18.12.2020
 Signature: *Alison Stobie*

Director/Head of Service decision approved by:

Name: Susie McCullough
 Title: Director of Regeneration, Development and Planning
 Date:
 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	<input type="checkbox"/>
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	Approval and Authorisation	Position/Job Title:	Date:
	Screened by: <i>Alison Stobie</i>	Development Projects Manager	
	Approved by:	Director of Regeneration, Development and Planning	