

ARDS AND NORTH DOWN BOROUGH COUNCIL

Policy Screening Form

1.	Policy Reference (Equality use only)	E 231
2.	Policy Name	Ards and North Down Borough Council Roadmap to Sustainability 2021-2028
3.	Existing / Revised / New Policy	New policy
4.	Responsible Officer	Director of Organisational Development and Administration
5.	Description of policy to be screened	<p>Since the introduction of the Statutory Duty on Sustainable Development in 2006, as a result of the Northern Ireland (Miscellaneous Provisions) Act 2006 (Section 25), councils have a statutory duty to carry out their functions in a way that contributes to sustainable development. The Council also has a Sustainability and Environmental Policy, which was introduced in 2015. The Policy outlines the Council's commitment to integrate sustainability throughout its activities. The Council has developed key strategies in recent years and is developing and currently updating several of its other key strategy documents. It has recognised the need for a Sustainability Roadmap to be developed to formally outline how it aims to progress towards the goal of becoming more sustainable. This Roadmap document is therefore regarded as a key enabler for a more sustainable Borough.</p> <p>The Council recognises that there can be no more 'business as usual' and must fundamentally change the way it plans, manages and operates so that both the Council and the Borough as a whole can become more sustainable. The Council's main aspiration for this Roadmap is to enable the Borough to become an exemplar in sustainability. For this to be achieved, the Council recognises that improvements need to be made on the implementation of actions associated with its strategies.</p> <p>The prevailing Covid-19 pandemic has highlighted, as never before in recent times, the critical need for a</p>

		sustainable approach to how we move forward as a society both locally and globally.
	Aims and Expected Outcomes – what is the Policy expected to achieve?	<p>This Roadmap has been developed to formalise the Council’s commitment to becoming more sustainable. The Council, through its implementation of other key strategies and partnerships such as The Big Plan and ongoing initiatives to improve waste management practices within the Borough, has been steadily improving its sustainability performance.</p> <p>This Roadmap is for the period 2021 to 2028 and will be updated periodically, with the accompanying Action Plan reviewed and updated on an annual basis.</p> <p>The Council’s sustainability commitments are being completed within other Council strategies and plans. The current main strategies contributing to the Council and Borough becoming more sustainable are:</p> <ol style="list-style-type: none"> 1. The Big Plan 2017-32 2. The Corporate Plan 2020-24 3. The Integrated Tourism, Regeneration and Economic Development Strategy 2018-2030 <p>This document has been developed to present what sustainability benefits these main strategies will deliver, setting out the key strategic background.</p>
6.	Section 75 categories which might be expected to benefit and how they may benefit.	All Section 75 dimensions are expected to benefit from the Councils commitment to becoming more sustainable.
7.	Factors which could contribute to / detract from the intended aims / outcomes of the Policy when being implemented	<p>If the Council or any partners do not deliver on their commitments within the Roadmap and subsequent annual action plans.</p> <p>If funding is not sustained or committed to that will enable the commitment to be delivered.</p> <p>If there is any change in legislation that deters from the current arrangements.</p>
8.	The main stakeholders on whom the policy will impact. For example, Employees, Potential Service Users and Community Groups Consider the internal and external impacts (either actual or potential) and comment, or list, information where appropriate	The Council, Elected members, employees across the Council, ratepayers, residents of and visitors to the Borough and employers and employees of employers within the Borough. United Nations, Central Government, local legislature, Community Planning partners, schools, colleges and universities, Health and Social care providers and all environmental organisations that do not currently feed into the community planning process.

Please provide details of other policies which have a bearing on this one.	
<p>E 14 Sustainability and Environmental Policy E 28 Corporate Complaints policy and procedure E 44 Litter & Dog Waste Bin Provision Policy E 46 Graffiti Policy E 53 Cycle to Work Scheme E 59 Provision of kerbside household waste collection service E 72 Performance Improvement Plan E 75 Investors in People Accreditation E 83 Commercial Waste Controls at Household Recycling Centres E 84 Rescinding notice of motion to permit certain commercial waste to be accepted at HRC's E 88 Release of Sky lanterns and balloons E 90 Draft Behaviour Charter for Employees E94 Containers for Sandbags - Ards Peninsula E 100 Feasibility to provide Greenways in three locations within the Borough E 111 Policy for the provision of kerbside household waste collection services E 123 Ards and North Down Borough Council Procurement Policy E 130 Integrated Tourism, Regeneration and Development Strategy E 162 Integrated Arts and Heritage Development Strategy (IAHDS) 2018-2023 E 172 Local Development Plan – Preferred Options Paper E 187 Pilot project funded by Ards and North Down Borough Council and Recycling Investment Fund for The Big Plan Participatory Budgeting E 196 Ards and North Down Borough Council Corporate Plan 2020-2024 E 202 Ards and North Down Borough Council Parks and Cemeteries “In Bloom” Funding Policy E 204 Project Management Policy E 228 2021/22 Arts and Tourism Events Transition Plan</p> <p>The 2030 Agenda for Sustainable Development The Big Plan 2017 to 2032</p>	<p>Ards and North Down Borough Council</p> <p>Any other bodies</p> <p>Adopted by all United Nations Member States in 2015 ANDBC Community Planning Partners</p>

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

Religious Belief

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

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%)
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	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 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	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%)	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	*	*
Chinese	*	*
Other	*	*
Did not want to answer	*	*
Left Blank	176	20.3%

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

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

Age

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

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

See table below

Data:

Age Groups (Numbers with % in brackets)

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

Council

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%)	68 0,8 31	1,2 43 (0	56,91 1 (4%)	78,074 (5%)	97,088 (7%)

			(48 %)	%			
Ards and North Down Borough Council	126,945 (100%)	36,730 (29%)	67,866 (53%)	123 (0%)	4,328 (3%)	8,548 (7%)	9,350 (7%)

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

The ANDBC employee profile shows that:

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

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

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

Sexual orientation

Summary:

It should be noted that no reliable data is available on sexual orientation-NISRA are currently examining methodology on how to measure this. However, the 2011 census indicates that less than 1% of the Northern Ireland adult population (those aged 16 years and over) were in a registered same-sex civil partnership. This was similar to the borough as a whole. The Continuous Household Survey in Northern Ireland estimated this figure between 0.9% and 1.9% in 2015-2016. The Office for National Statistics estimates a similar range for the United Kingdom (1.7%).

Source: [Northern Ireland 2011 Census, Marital Status](#)
[ONS 2015 Sexual Identity](#)

Men & Women generally

According to census (NISRA) almost half of the population of Northern Ireland were male (49%) and this was similar throughout Ards and North Down Borough Council (48%). See table below

Data:

	Males	Females	All
Northern Ireland	887,323 (49%)	923,540 (51%)	1,810,863 (100%)
Ards and North Down Borough Council	75,920 (48%)	80,752 (52%)	156,672(100%)

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

The ANDBC employment Profile shows that:

Gender	Total	Percentage
Male	511	58.94%
Female	356	41.06%

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>The ANDBC employment Profile shows that:</p> <table border="1"> <thead> <tr> <th>Family Status</th> <th>Total</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Child or Children</td> <td>270</td> <td>31.14%</td> </tr> <tr> <td>Dependant Elderly Person</td> <td>19</td> <td>2.19%</td> </tr> <tr> <td>Physical/ Mental/III Health/Disability</td> <td>5</td> <td>0.58%</td> </tr> <tr> <td>Other</td> <td>5</td> <td>0.58%</td> </tr> <tr> <td>None</td> <td>203</td> <td>23.41%</td> </tr> <tr> <td>Left Blank</td> <td>365</td> <td>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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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	All Section 75 categories will experience the same needs, experiences and priorities from the roadmap to sustainability. Irrespective of any individuals Section 75 dimensions they will experience the same needs to ensure the Borough contributes to the wider need to ensure the aims to encourage and achieve our actions to ensure the sustainability objectives are achieved for all both in the shorter and more immediate term and with planning for the long term.
	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	Some individuals will experience and contribute differently to the challenges of this roadmap because of their religious belief, racial group, age or disability or if they have dependents. This is in relation to practices to ensure the goal is achieved in a manner suitable to their needs and understanding of the aim.	None
	Political Opinion		
	Racial Group		
	Age		
	Marital Status		
	Sexual orientation		
	Men & Women generally		
	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	
	Political Opinion	The roadmap explains clearly what the goals are and through the action plans how these are to be achieved. Where needs are identified to explain or change how some of the actions will achieve the same goals these will be met through consultation and reasonable adjustments being put in place having held appropriate consultation with the individuals/groups.	
	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.	
	Political Opinion	Where an individual due to their religious belief or racial group is unable to embrace these goals they will be explained and appropriate alternative methods identified to ensure the goals are worked at to be achieved.	
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 roadmap explains clearly what the goals are and through the action plans how these are to be achieved. Where needs are identified to explain or change how some of the actions will achieve the same goals these will be met through consultation and reasonable adjustments being put in place having held appropriate consultation with the individuals/groups.	
	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 roadmap will impact on all residents, ratepayers and visitors to and in the Borough it will impact on a breadth of individuals with multiple identities. This has been considered in the delivery mechanisms of the road map and will be revisited as necessary in the annual review of the action plans and how they are to be delivered and actions achieved.</p>

Disability Discrimination Order (NI) 2006

	<p>Does this proposed policy provide an opportunity to?</p> <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 	<p>Yes / No</p> <p>Yes</p>	<p>Explain your reasoning:</p> <p>The roadmap and all the actions will be explained where necessary and the roadmap will be shared widely on all media forums and meetings appropriate to all enquirers will be arranged to ensure all residents, ratepayers and visitors to and in the Borough and all on whom this impacts will be included in its delivery.</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>Comments and complaints on the roadmap and its delivery. Comments and complaints on the delivery of the action plan. Monitoring information on the involvement of individuals and groups on actions to deliver the roadmap action plan and review of this data to ensure as broad a representation as possible can be engaged in appropriate actions.</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: Emma Adair
 Title: Compliance Officer - Sustainability
 Date: 3 February 2021
 Signature:

Director/Head of Service decision approved by:

Name: Alison Curtis
 Title: Head of Administration
 Date: 3 February 2021
 Signature:

If an Equality Impact Assessment is required

	Priority Rating for Timetabling an Equality Impact Assessment. (1-3)	Priority Criterion	Rating
		Effect on equality of opportunity and good relations	
		Social need	
		Effect on people's daily lives	
		Relevance to a public authority's functions	

Is this Policy Affected by Timetables established by other relevant Public Authorities?	
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Monitoring Recommendation	
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Approval <input type="checkbox"/> Authorisation	Position/Job Title:	Date:
Screened by:		
Approved by:		

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