

ARDS AND NORTH DOWN BOROUGH COUNCIL

**Policy Screening Form**

1.	Policy Reference (Equality use only)	E 232
2.	Policy Name	Policy and procedures for exhibition selection at Ards Arts Centre
3.	Existing / Revised / New Policy	Revised policy
4.	Responsible Officer	Director of Community and Wellbeing
5.	Description of policy to be screened	<p>Ards and North Down Arts and Heritage Services (AND Arts and Heritage) aim to cultivate the profile and provision for the arts and heritage in the Borough of Ards and North Down through the sustained development of an appropriate programme of arts/culture and heritage events, festivals, exhibitions and outreach activities.</p> <p>The policy and procedures document sets out the role of the Manager and panels as well as the criteria for submission and selection of exhibitions.</p> <p>AND Arts and Heritage Visual Arts Sub-Panel, under the direction of the Arts and Heritage Manager for Ards and North Down Borough Council, are responsible for recommending exhibitions at Ards Arts Centre. The Sub-Panel meet annually, or as required, to review exhibition proposals and select work based on consideration of criteria outlined in this Policy.</p> <p>The Arts and Heritage Manager maintains the ability to directly commission and select exhibitions that complement and meet the needs of the diverse Arts and Heritage Programme on offer.</p>
	Aims and Expected Outcomes – what is the Policy expected to achieve?	The aim of this policy and accompanying procedures is to provide guidance for individuals or groups applying to exhibit in one of the two gallery spaces at Ards Arts Centre. The policy explains how to apply and how exhibitions are selected.
6.	Section 75 categories which might be expected to benefit and how they may benefit.	All Section 75 categories are expected to benefit as the space is for residents, ratepayers and visitors to enjoy viewing a breadth of arts and for individuals and groups to use for the opportunity to display their creative arts.

7.	Factors which could contribute to / detract from the intended aims / outcomes of the Policy when being implemented	If the policy and procedure is not adhered to and the exhibitions are not selected on the agreed criteria within the policy.
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8.	The main stakeholders on whom the policy will impact. For example, Employees, Potential Service Users and Community Groups Consider the internal and external impacts (either actual or potential) and comment, or list, information where appropriate	The Council, Council employees of the Ards Arts centre, Members of the AND Arts and Heritage Visual Arts Sub-Panel, all Council employees, Elected Members, residents and ratepayers within the Borough, visitors to the exhibitions, attendees at any Arts event in the Arts centre, users of Ards Arts centre for any purpose. All visitors to the Borough who visit the Centre or use the facilities within the building.
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9.	Please provide details of other policies which have a bearing on this one.	
	<ul style="list-style-type: none"> <li>E 14 Sustainability and Environmental Policy</li> <li>E 20 Arts Grant Aid</li> <li>E 28 Corporate Complaints policy and procedure</li> <li>E 47 Multi-Annual Arts Funding Criteria</li> <li>E 62 ANDBC Grants Policy</li> <li>E 63 ANDBC Corporate Health and Safety Management Systems Policy</li> <li>E 85 Draft Volunteer Policy</li> <li>E 153 Customer Care Strategy</li> <li>E 162 Integrated Arts and Heritage Development Strategy (IAHDS) 2018-2023</li> <li>E 166 Work Experience Placement Policy and Procedures</li> <li>E 180 Review of Ards Crafts and Ards VIC</li> <li>E 196 Ards and North Down Borough Council Corporate Plan 2020-2024</li> <li>E 203 Good Relations Strategy and Action Plan 2019 - 2022</li> </ul>	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> 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>

**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	CCJA
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%)	119 (0%)	38 (0%)
Bangor East and Donaghadee	24,892 (100%)	22,648 (99%)	56 (0%)	27 (0%)	10 (0%)	91 (0%)	11 (0%)	2 (0%)	82 (0%)	19 (0%)
Bangor West	22,946 (100%)	17,763 (98%)	19 (0%)	135 (0%)	2 (0%)	116 (0%)	3 (0%)	26 (0%)	73 (0%)	15 (0%)
Comber	18,152 (100%)	18,216 (99%)	30 (0%)	8 (0%)	9 (0%)	35 (0%)	4 (0%)	8 (0%)	55 (0%)	17 (0%)
Hollywood and Clondeboyne	18,382	20,061	65 (0%)	31	23	81	81	56	10	61

Clandeboyne	(100%)	(98%)		(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:

Ethnic Group	Total	Percentage
White	682	78.66%
Black	2	0.23%
Chinese	*	*
Other	*	*
Did not want to answer	2	0.23%
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%)	<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	126,945 (100%)	36,730 (29%)	67,86	123	4,328 (3%)	8,548 (7%)	9,350 (7%)

Down Borough Council			6 (53 %)	(0 %)			
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**Source:** [Northern Ireland 2011 Census, Marital Status](#)

The ANDBC employee profile shows that:

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

[\\*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%
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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
Hollywood and Clondeboye	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><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 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).  <b>Sources:</b> Continuous Household Survey</p> <p>The ANDBC employment Profile shows that:</p> <table border="1" data-bbox="464 701 1479 1052"> <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																					
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%																					

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	<p>The needs, experiences and priorities for all users and potential users – whether exhibitors or those visiting the Arts Centre to attend events, classes or view the exhibitions is to enjoy the experience.</p> <p>The access and means to experience the whole activity are important as is the need to be of interest to as broad an audience as possible.</p> <p>Physical access as well as support may be required for individuals and this will be through the Buddy Scheme or availability of reasonable adjustment where needs are identified in advance.</p>

**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 policy addresses the issue of works which may be deemed to be potentially contentious, of an overtly political nature, offensive, of an overtly adult nature, or unsuitable for audiences of all ages. It will ensure such works will be considered on individual content/merit and where required will be referred to the Council for approval and where these are deemed appropriate actions will be taken to ensure all potential users of the Arts Centre are made aware of their content and dates on display.	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 policy and procedures addresses the breadth of needs of users and potential users in relation to physical access, access to information before and during an event and ensures the reasonable adjustments are in place for these users. The policy also addresses the need for consideration of all events that meet the criteria for this centre and ensure those of a potentially contentious, of an overtly political nature, offensive, of an overtly adult nature, or unsuitable for audiences of all ages are scrutinised and seek Council approval and where this is deemed acceptable will be advertised in all media appropriately. Artists with a disability are encouraged to apply for an exhibition.	
	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	Minor as some exhibitions and events will promote good relations and address some issues and encourage education through the medium of Arts.	
	Political Opinion		
	Racial Group		

4.	Are there opportunities to better promote Good Relations between people of different		
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	religious belief, political opinion or racial group?	
	If "Yes" provide details	If "No" provide details
Religious Belief	No as the programme of Good Relations works in partnership with the Arts Centre when appropriate.	
Political Opinion		
Racial Group		

### Additional Considerations

	Multiple Identity Considerations	Details of Impact or potential impact (Positive/Negative)
	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.	The use of the Arts Centre and its myriad of exhibitions and events throughout the year will impact on a breadth of users and as such the events, access and information are all available in a range of formats and reasonable adjustments are met on request in advance.

### **Disability Discrimination Order (NI) 2006**

	Does this proposed policy provide an opportunity to?	Yes / No	Explain your reasoning:
	<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>	Yes	<p>This policy encourages those with a disability to visit the Centre as a spectator and as an exhibitor in any of the events and ensures children with a disability are encouraged to partake in the schemes. The Buddy card scheme is a positive action to encourage independence for those who wish to attend and require assistance.</p> <p>The Arts and Heritage Working Group is also looking to actively encourage those with a disability to submit proposals in relation to exhibiting their work.</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 on the events and attendance.
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	the impact of this policy / decision on <u>equality, good relations, and disability duties</u>	Monitoring information collated on attendees and on those delivering any events in the Ards Arts centre. Monitoring information collated on the number of artists with a disability exhibiting and applying to exhibit.
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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: Emily Crawford  
 Title: Arts and Heritage Manager  
 Date: 10 February 2021  
 Signature:

Director/Head of Service decision approved by:

Name: Jan Nixey  
 Title: Head of Community and Culture  
 Date: 10 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	
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	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:		
	Approved by:		