

ARDS AND NORTH DOWN BOROUGH COUNCIL

Policy Screening Form

1.	Policy Reference (Equality use only)	E245
2.	Policy Name	Conlig Community War Memorial Proposal
3.	Existing / Revised / New Policy	New policy
4.	Responsible Officer	Director of HR & OD
5.	Description of policy to be screened	<ul style="list-style-type: none"> • Council has received a proposal from the Conlig War Memorial Group [a sub-committee of Conlig Community Regeneration Group (CCRG)] who would like to erect a permanent War Memorial in Conlig. • They have advised that in virtually every town and village across Northern Ireland, memorials to the fallen exist as a reminder and emblem of gratitude from the local community, and there is not one in Conlig village. • They are passionate about recognising, remembering and marking the local people who lost their lives in the Great War between 1914 to 1918.
	Aims and Expected Outcomes – what is the Policy expected to achieve?	<ul style="list-style-type: none"> • Create an accessible and tangible way for residents and visitors to explore and understand their history better, as well as giving people the opportunity to share their different perspectives of the War across genders, class and tradition. • Both communities in Northern Ireland fought side by side in the War, and they believe this Memorial will highlight that despite the difference of backgrounds, people were united together for a common purpose of equality; and see this as being a catalyst for a greater sense of tolerance and respect across the communities. • They advise that they have completed a great deal of community consultation over the years, and they believe that creating a memorial is not only the right and moral thing to do to honour and commemorate the sacrifice made but will also be an important asset in connecting and linking the

		<p>past, present and future generations, in order to create a stronger sense of community.</p> <ul style="list-style-type: none"> • One of the key aims of the CCRG is to enhance the lives of local people in the area now, as well as future generations, and by learning more about their heritage, as well as the lessons learnt which include the importance of inclusivity, tolerance, connection and working together, they would very much see lives being enhanced.
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6.	Section 75 categories which might be expected to benefit and how they may benefit.	All residents of the local community and visitors to the Borough.
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7.	Factors which could contribute to / detract from the intended aims / outcomes of the Policy when being implemented	If there are sections of the local community or visitors who are not supportive of this proposal or war memorials in general.
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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. Existing employees, potential employees, officers of the Council, local residents, visitors and businesses in Conlig, Community Groups in Conlig, Royal British Legion.
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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 E 15 Ards and North Down Borough Council - Corporate Plan E 16 Good Relations Strategy and Action Plan E 27 Lands and Property Policy E 28 Corporate Complaints policy and procedure E 57 ANDBC Armed Forces Covenant E 68 Policy for the Provision of Memorial Benches 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 E 112 N of M – memorial benches in towns and villages E 130 Integrated Tourism, Regeneration and Development Strategy E 136 Ards and North Down Borough Council War</p>	<p>Ards and North Down Borough Council</p> <p>Any other bodies</p>

Memorial Refurbishment programme E143 Conlig Village Plan E 155 Ards and North Down Borough Council Veterans Event E 171 To Light Up the Ards Arts Centre Red for the Remembrance Period in 2018 as a mark of respect for the centenary of Armistice E 175 VC Plaques E183 Millisle War Memorial	
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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%)

[*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	<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%)	12,710 (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%)	41 (0%)	13 (0%)	13 (0%)	55 (0%)	19 (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%)	11 (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	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%)		
Holywood and Clondeboy	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 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%)	68,031 (48%)	1,243 (0%)	56,911 (4%)	78,074 (5%)	97,088 (7%)
Ards and North Down Borough Council	126,945 (100%)	36,730 (29%)	67,866 (53%)	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](#)

<p>Men & Women generally</p>	<p>According to census (NISRA) almost half of the population of Northern Ireland were male (49%) and this was similar throughout Ards and North Down Borough Council (48%). See table below</p> <p>Data:</p> <table border="1" data-bbox="467 338 1576 562"> <thead> <tr> <th></th> <th>Males</th> <th>Females</th> <th>All</th> </tr> </thead> <tbody> <tr> <td>Northern Ireland</td> <td>887,323 (49%)</td> <td>923,540 (51%)</td> <td>1,810,863 (100%)</td> </tr> <tr> <td>Ards and North Down Borough Council</td> <td>75,920 (48%)</td> <td>80,752 (52%)</td> <td>156,672(100%)</td> </tr> </tbody> </table> <p>Source: Age Structure, Census 2011, NISRA Review of statistical classification and delineation of settlements, NISRA</p> <p>The ANDBC employment Profile shows that:</p> <table border="1" data-bbox="467 709 1479 829"> <thead> <tr> <th>Gender</th> <th>Total</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>511</td> <td>58.94%</td> </tr> <tr> <td>Female</td> <td>356</td> <td>41.06%</td> </tr> </tbody> </table> <p>Data on agency employees is held by the recruitment agency.**</p>		Males	Females	All	Northern Ireland	887,323 (49%)	923,540 (51%)	1,810,863 (100%)	Ards and North Down Borough Council	75,920 (48%)	80,752 (52%)	156,672(100%)	Gender	Total	Percentage	Male	511	58.94%	Female	356	41.06%
	Males	Females	All																			
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Gender	Total	Percentage																				
Male	511	58.94%																				
Female	356	41.06%																				
<p>Disability</p>	<p>The 2011 Census (NISRA) showed that 20% of the population in Ards and North Down area had a health issue or disability (including those related to old age) which has lasted or expected to last at least 12 months. (This was similar to the Northern Ireland figure of 21%.)</p> <p>Disability Living Allowances, 2015</p> <table border="1" data-bbox="467 1121 1539 1875"> <thead> <tr> <th></th> <th>2015 (Disability Living Allowance Recipients)</th> <th>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</th> </tr> </thead> <tbody> <tr> <td>Northern Ireland</td> <td>209,280</td> <td>251,490</td> </tr> <tr> <td>Ards and North Down Borough Council</td> <td>13,840</td> <td>18,080</td> </tr> <tr> <td>Ards Peninsula</td> <td>2,920</td> <td>n/a</td> </tr> <tr> <td>Bangor Central</td> <td>2,250</td> <td>n/a</td> </tr> </tbody> </table>		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						
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Bangor Central	2,250	n/a																				

Bangor East and Donaghadee	1,740	n/a
Bangor West	1,650	n/a
Comber	1,270	n/a
Hollywood and Clandeboye	1,180	n/a
Newtownards	2,840	n/a

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

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

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

The ANDBC employment Profile shows that:

Family Status	Total	Percentage
Child or Children	270	31.14%
Dependant Elderly Person	19	2.19%
Physical/ Mental/ Ill Health/ Disability	5	0.58%
Other	5	0.58%
None	203	23.41%
Left Blank	365	42.1%

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

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	Those in the area have to date not raised any objections, however we have not been furnished with any local consultation details. War memorials across the Borough were all refurbished with local consultation in 2018. In relation to the dimensions of the local population the only category it is anticipated may not support a war memorial are the younger generation or older generation who in surveys across Northern Ireland are stating that the province should leave the past behind and move forward. Explanation that sets the historical context of the commemorative stone should be provided. Accessibility of the proposed war memorial should be a consideration.
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	As the Conlig War Memorial group are part of the Conlig Community Regeneration Group, and therefore they are representatives of the village. They have indicated that they have consulted with the community over the years and they feel that the memorial will be an important asset in connecting and linking the past, present and future generations, in order to create a stronger sense of community. Any local residents who do not support or have a concern about the appropriateness of the memorial should be given an opportunity to put their concerns forward.	Minor
	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	Yes - Where individuals within the Borough do not wish to engage with this Memorial, they may choose not to visit the site. However, it may be appropriate for the Conlig War Memorial Group to offer a local consultation in Millisle to give interested residents and constituted	
	Political Opinion		
	Racial Group		
	Age		
	Marital Status		

Sexual orientation	groups the opportunity to submit their comments, confidentially if possible.
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 the CCRG group is representative of the village make up. However, this proposal has the potential to impact on a breadth of multiple identities as the population of Conlig will have many dimensions.	
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	The promotion of good relations has been a major consideration of the CCRG but may require community consultation.	
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 range of needs of potential visitors and local residents has been considered to ensure information and access is inclusive of all multiple identities.

Disability Discrimination Order (NI) 2006

Does this proposed policy provide an opportunity to?	Yes / No	Explain your reasoning:
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	<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 - The need for slopes instead of steps to access the memorial should be considered in order that persons in wheelchairs, motorized wheelchairs or persons with buggies / prams can access.</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 received before, during and after this proposal is implemented, or declined. These could also be collected by the Conlig Community Regeneration Group as part of a consultation process.</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	<p>Screened Out – Mitigating Actions (minor impacts)</p> <p>Any local residents who do not support or have a concern about the appropriateness of the memorial should be given an opportunity to put their concerns forward.</p>
	<p>Screened In – Necessary to conduct a full EQIA</p> <p>Please detail actions to be taken: Consultation by CCRG within the local community.</p>

Screening assessment completed by: -

Name: Lesley Dobie

Title: Compliance Officer - Lands
 Date: 5th November 2021
 Signature: *Lesley Dobie*

Director/Head of Service decision approved by:

Name: Alison Curtis
 Title: Head of Administration
 Date: 5 November 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 and Authorisation	Position/Job Title:	Date:
Screened by:	Lesley Dobie / Compliance Officer – Lands	5 th November 2021
Approved by:		