

# ARDS AND NORTH DOWN BOROUGH COUNCIL

## Policy Screening Form

1.	Policy Reference (Equality use only)	E261
2.	Policy Name	Local Labour Market Partnership Action Plan 2021- 23
3.	<del>Existing / Revised</del> / New Policy	New policy
4.	Responsible Officer	Director of Regeneration, Development and Planning
5.	Description of policy to be screened	<p>Following the Department for Communities confirmation in respect of making funding available to establish Labour Market Partnerships (LMP), approval was sought from Ards and North Down Borough Council in respect of its support and willingness to be the governing body and secretariat for the Ards and North Down LMP. Approval was granted by Council at its meeting on 30<sup>th</sup> June, 2021. Work was then started to undertake a Strategic Assessment as required under the Department for Communities Interim Labour Market Partnership Planning Guidance 2021-2023 (V.4). The Strategic Assessment highlighted the key statistics for the labour market in Ards and North Down as understanding the current outlook of Ards and North Down's labour market, and analysing it effectively, was a crucial first step to establish a successful Labour Market Partnership. It is expected that there will be enormous challenges in AND's local labour market in the wake of COVID-19 (coronavirus) pandemic, with unavoidable increases in the unemployment rate and redundancies, followed by detrimental impacts to health and even reduced demands for services and goods. It is difficult to quantify currently the exact magnitude of the impact on AND's economy as not all the data were available and up to date.</p> <p>The findings from the Strategic Assessment were presented to LMP members at the first meeting of the Ards and North Down Labour Market Partnership on 17<sup>th</sup> August, 2021, and this was followed up by one-to-one consultation with LMP members by a Consultant appointed to help shape and inform the Action Plan. The Draft Action Plan was created and a finalised document</p>

reflecting the priorities identified in the Strategic Assessment, as well as issues identified by the partners, has been presented to the LMP and submitted to DfC. It is now awaiting approval (January 2022).

As a result of the Strategic Assessment and consultations with the key stakeholders, the following themes have been identified as local priorities:

- Supporting people into employment and employment enhancement
- Young People with employment challenges
- Covid-19 related labour market disruption

(the Action Plan is available for more details on the programmes proposed under each themes).

Following a detailed strategic assessment analysis of the labour market in AND, consultations with partners with local businesses, local community representatives, the Jobs and Benefits Offices (JBOs), the Labour Market Partnership has agreed that the above listed themes are the urgent and critical issues to tackle in the local area.

In addition, the Partnership recognised there are many barriers faced by individuals in obtaining employment or training, such as no suitable qualification, poor skill-sets, no or little work experience, disability or other health problems, potential in reduction or loss in benefits; difficulties in childcare arrangements; cost of transport to attend training or work placement and others. Individuals with these problems are more likely to move into temporary jobs or have difficulty in finding sustainable employment.

With this information in mind, the LMP understands the challenges to provide support for local residents and putting in place systems of care to help people in need. It is its aim to ensure that participants feel supported to reach their full potential. The LMP also recognises there is no one solution to address the challenges. Thus, the LMP wishes to ensure correct programmes are implemented and supports are provided to address the outlined themes identified as high priority for the AND area.

<p>Aims and Expected Outcomes – what is the Policy expected to achieve?</p>	<p>In developing the Draft Action Plan, consideration has also been taken of the Council’s Economic Recovery plans, the draft Programme for Government, and Ards and North Down’s Corporate Plan 2020 – 2024 and the borough’s Community Plan 2017 – 2032.</p> <p>The Strategic Assessment addresses each PfG indicator, noted below, using relevant data from NISRA, Labour Market Survey, DfC and other data sources.</p> <ul style="list-style-type: none"> <li>• 17 - Economic inactivity rate excluding students.</li> <li>• 32 - Employment rates for 16-64 year olds by deprivation quintile.</li> <li>• 33 - Percentage of people working part time who would like to work more hours.</li> <li>• 19 - % of population living in absolute and relative poverty.</li> </ul> <p>Ards and North Down Big Plan (also known as the Community Plan) and its outcomes and indicators are also relevant to the Strategic Assessment (SA). <b>Outcome 4 of the Big Plan</b> is that “All people in Ards and North Down benefit from a prosperous economy”. Progress towards this outcome will be monitored by reviewing the following indicators:</p> <ul style="list-style-type: none"> <li>➤ No. of VAT and PAYE registered businesses</li> <li>➤ Median weekly earnings of AND residents; median weekly earning of jobs located in AND</li> <li>➤ Working age population – Skills level</li> <li>➤ GVA – Value of Estimate (£m)</li> <li>➤ Proportion of working age population who are economically inactive</li> </ul> <p><b>Outcome 1 of the Big Plan</b> is that “All people in Ards and North Down fulfil their lifelong potential”. The indicator that is used to measure progress towards these outcomes that is relevant to a Labour Market Partnership is:</p> <ul style="list-style-type: none"> <li>➤ Number of further education regulated enrolments by age</li> </ul> <p>Ards and North Down’s Community Plan (The Big Plan) looks to the future and spans approximately the next 10</p>
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		<p>years, when it will continuously be reviewed and improved to ensure that its implementation makes a positive contribution to the lives of all the people who live, work, visit and do business in Ards and North Down. That will include working in partnership with the local LMP to develop and align plans to achieve the desired outcomes.</p> <p>In terms of Ards and North Down Borough Council's Corporate Plan "Growing Better Together" – it is committed to a sustainable future, ensuring that the activities and decisions taken forward within the plan advance the economic, social and environmental needs of future generations. Its vision and outcomes are aligned with the borough's Community Plan (the Big Plan).</p> <p><b>Its Vision:</b> Ards and North Down is a vibrant, connected, healthy, safe and prosperous place to be</p> <p><b>Its Outcomes:</b> All people in Ards and North Down will:</p> <ul style="list-style-type: none"> <li>➤ Fulfil their lifelong potential</li> <li>➤ Enjoy good health and wellbeing</li> <li>➤ Live in communities where they are respected, are safe and feel secure</li> <li>➤ Benefit from a prosperous economy</li> <li>➤ Feel pride from having access to a well-managed sustainable environment</li> </ul> <p><b>Its Focus:</b></p> <ul style="list-style-type: none"> <li>➤ Growing: progressing towards sustainable outcomes</li> <li>➤ Better: improving our services and functions</li> <li>➤ Together: working in partnership with statutory bodies, businesses, the community sector and residents</li> </ul>

<p>6. Section 75 categories which might be expected to benefit and how they may benefit.</p>	<p>The perception of Ards and North Down is one of affluence where people are well educated, live in large houses and enjoy an excellent quality of life. But this is not an accurate picture and statistical boundaries can mask inequalities that exist. The Strategic Assessment undertaken in July 2021, by the Council's Data and Evidence Analyst, shows that AND experiences a high rate of economic inactivity; the area was the only council district in NI that had a reduction in employee jobs in 2019 from 2018, has increased rates of underemployment, lower weekly earning for jobs located in AND, low GVA<sup>[1]</sup> and a decrease in VAT/PAYE registered businesses. A study of employment deprivation showed that within Scrabo_2 (SOA)<sup>[2]</sup> 35.5% of working age population were excluded from work while Bloomfield_2 (SOA), contained a small area<sup>[3]</sup> (also known as Bloomfield_2) with 48% of working age population considered employment deprived. Furthermore, current and projected qualification imbalances will present challenges for the future labour market. The percentage of HE qualifiers gaining qualification in maths, computing, engineering and technology is one of the metrics used to measure skill flow by DEA. In AND, two DEAs performed poorly, Holywood and Clondeboy ranked 79th out of 80 DEAs while Ards Peninsula ranked 74th out of 80 DEAs.</p> <p>Section 75 groups, such as people with disability, are disadvantaged within the labour market. In 2020, 15,510 individuals claimed for disability living allowances and Personal Independence Payment. In 2018, data from South Eastern HSCT area showed that the employment rate for people with disability was only 37% compared to the average 72.9% in AND in 2018.</p> <p>Consideration has also been given to gender imbalance within the labour market. The employment rate and number of self-employed males were higher than females. Higher economical inactive rate was also observed among females in AND (29.5% of female vs 20.8% of male). The NI Labour Force Survey showed that the common reason for economic inactivity for women was family and home commitments, while the most common reasons for men were sickness or disability. In NI, economic activity rates were lowest for women with young dependent children of pre-school age (Source:</p>
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		Women in Northern Ireland, 2020). While in NI, more females gained higher education qualifications compared to males, less females (14.8%) pursue further study of the core STEM subjects to tertiary level compared to males (35.6%). The apprenticeship programme showed that there were more male participants than female, possibly due to the popular framework of the apprenticeship are related to electrical, engineering or vehicle maintenance. The 4.1% gender pay gap further highlighted inequalities within AND's labour market.
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7.	Factors which could contribute to / detract from the intended aims / outcomes of the Policy when being implemented	If the programme is not implemented as intended.
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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	Local residents, young unemployed people, local school children, people with disabilities, people without disabilities, women, people affected economically and socially by the COVID pandemic, people needing reskilled or upskilled, long-term unemployed and economically inactive, students, disadvantaged people in our society.
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9.	Please provide details of other policies which have a bearing on this one.	
	Policies:  E Ards and North Down Borough Council - Corporate Plan E 16 Good Relations Strategy and Action Plan Performance improvement plan 2017-18 for the Development Department. E 30 Integrated Tourism Regeneration and Economic Development Strategy Belfast City Region: Future Skills Needs  Employability and Skills Pillar: Belfast Region City Deal action plan	Owned by :  Ards and North Down Borough Council   Ulster University Economic Policy Centre Belfast Region City Deal

10.	Available evidence (quantitative and qualitative) considered as important to encourage completion in relation to :
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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> <p><b>Data:</b> <b>Religion or Religion Brought up in</b> (Numbers with % in brackets)</p> <table border="1" data-bbox="389 514 1347 1029"> <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><b>Source:</b> <a href="#">Religion or religion brought up in. Census 2011, NISRA</a> Data is not collated in relation to individuals (owners, employers or employees) religious belief due to the size of all SME's which tend to be micro companies.</p>		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%)
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Political Opinion	<p><b>Summary:</b> 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 Ards and North Down tends 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 for Unionist parties. See table below.</p> <p><b>Data:</b> <b>Council Election results</b> The local council election of 2<sup>nd</sup> May 2019 outcome:</p> <table border="1" data-bbox="389 1575 1567 1827"> <thead> <tr> <th rowspan="2"></th> <th rowspan="2">Eligible Electorate</th> <th rowspan="2">Votes Polled (% Turnout)</th> <th colspan="7">Elected Candidate</th> </tr> <tr> <th>DUP</th> <th>Sinn Féin</th> <th>UUP</th> <th>SDLP</th> <th>Alliance</th> <th>Independent</th> <th>TUV</th> <th>Green</th> </tr> </thead> <tbody> <tr> <td></td> </tr> </tbody> </table>		Eligible Electorate	Votes Polled (% Turnout)	Elected Candidate							DUP	Sinn Féin	UUP	SDLP	Alliance	Independent	TUV	Green											
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Northern Ireland	1,305,553	687,733 (52.7%)	122	105	75	59	53	24	6	8
Ards and North Down Borough Council	116,536	50,866 (43.8%)	14	0	8	1	10	3	1	3
Ards Peninsula (DEA)	17,582	7,956 (45.3%)	3	0	1	1	1	0	0	0
Bangor Central (DEA)	18,166	7,450 (41.0%)	2	0	1	0	1	1	0	1
Bangor East and Donaghadee (DEA)	17,416	7,696 (44.2%)	2	0	2	0	1	1	0	0
Bangor West (DEA)	13,585	5,794 (42.7%)	1	0	1	0	2	0	0	1
Comber (DEA)	14,244	6,587 (46.2%)	2	0	1	0	1	0	1	0
Hollywood and Clondeboye (DEA)	15,052	6,904 (45.9%)	1	0	1	0	2	0	0	1
Newtownards (DEA)	20,491	8,479 (41.2%)	3	0	1	0	2	1	0	0

**Source:**

[The Electoral Office, NI](#)

During the period from the election in May 2019 the political makeup changed to: 14 DUP, 8 UUP, 3 Independents, 3 Greens with 10 Alliance, 1 SDLP and 1 TUV.

Data is not collated in relation to individuals (owners, employers or employees) political opinion due to the size of all SME's which tend to be micro companies.

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 Asian	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	156,672 (100%)	23,367 (99%)	26 (0%)	19 (0%)	5 (0%)	19 (0%)	6 (0%)	2 (0%)	51 (0%)	29 (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 Clandeboye	18,382 (100%)	20,061 (98%)	65 (0%)	31 (0%)	23 (0%)	81 (0%)	81 (0%)	56 (0%)	101 (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](#)

Data is not collated in relation to individuals (owners, employers or employees) racial group due to the size of all SME's which tend to be micro companies.

Age

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

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

However, it has a smaller population of young people between the ages of 0 to 16 years old being educated in 12 schools across the Borough.

See table below

**Data:**

**Age Groups- mid 2020 population estimates (Numbers with % in brackets)**

	0-15	16-39	40-64	65+	Total
Northern Ireland	395,816 (20.9%)	571,756 (30.2%)	607,989 (32.1%)	319,949 (16.9%)	1895510 <b>(100%)</b>
Ards and North Down Borough Council	29,999 (18.5%)	42,442 (26.2%)	54,518 (33.6%)	35,097 (21.7%)	162056 (100%)

**Sources:**

[Demography and Methodology Branch, NISRA](#)

[World Health Organization](#)

Data is not collated in relation to individuals (owners, employers or employees) age due to the size of all SME's which tend to be micro companies. However, any individual with an appropriate proposal will be considered from the age of 16 years and there is no upper limit. 16 years is the recognized working age.

In the present case, the programme is assisting young people under the age of 16 and research has been conducted to prove that this population group, just at the cusp of the working age, is key to addressing the challenges of inactivity and unemployment in Northern Ireland.

The Borough has a post-primary population of young people between the ages of 11 to 18 years old being educated in 12 schools across the Borough.

Labour Force Survey showed that:

- In 2019, 21% pupils in this region leave school not achieving 5 GCSEs (including GCSE Maths and GCSE English)
- In 2019, 8.4% of the workforce in the region has no qualification versus 13.8% in Northern Ireland
- NEET level reaching 11.5% in this region versus 12% in Northern Ireland (2015-2019).
- In 2020, 26.5% of the population in the region is economically inactive (including students) versus 27% in Northern Ireland

It's clear that unless Councils and its partners provide early school intervention, the cycle of unemployment and inactivity will not be broken, hence the value of this programme and its potential to change young peoples' lives and keep them in education and training with a view to ensure that they enter the labour market.

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	Separated (but still legally married or still legally in a same-sex 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%)	123 (0%)	4,328 (3%)	8,548 (7%)	9,350 (7%)

**Source:**

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

Data is not collated in relation to individuals (owners, employers or employees) marital status due to the size of all SME's which tend to be micro companies

Sexual orientation

**Summary:**

It should be noted that no reliable data is available on sexual orientation-NISRA is 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](#)

Data is not collated in relation to individuals (owners, employers or employees) sexual orientation due to the size of all SME's which tend to be micro companies

Men & Women generally

According to census (NISRA) almost half of the population of Northern Ireland were male (49.3%) and this was similar throughout Ards and North Down Borough Council (48.6%). See table below

**Data:**

**Gender - mid 2020 population estimates (Numbers with % in brackets)**

	Males	Females	All

Northern Ireland	934,155 (49.3%)	961,355 (50.7%)	1895,510 (100%)
Ards and North Down Borough Council	78,706 (48.6%)	83,350 (51.4%)	162,056 (100%)

**Source:**

[Age Structure, Census 2011, NISRA](#)

[Review of statistical classification and delineation of settlements, NISRA](#)

[Population Totals, 2017, NISRA](#)

**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, Personal Independence Payment**

	2020 (Disability Living Allowance Recipients)	2020 (Personal Independence Payment Recipients)
Northern Ireland	79,070	145,090
Ards and North Down Borough Council	5,710	9,800
Ards Peninsula DEA	1,160	1,930
Bangor Central DEA	900	1,750
Bangor East and Donaghadee DEA	760	1,160
Bangor West DEA	700	1,150
Comber DEA	580	860
Hollywood and Clondeboye DEA	460	840
Newtownards DEA	1,160	2,100

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

[Disability Living Allowance, 2018](#)

Data is not collated in relation to individuals (owners, employers or employees) disability due to the size of all SME's which tend to be micro companies. Only declared disabilities for reasonable adjustment are collated.

**Dependents**

**Summary:**

	<p>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).</p> <p>According to the 2011 Census, 7,474 households in Ards and North Down had a dependent child under the age of 4 (This might give an indication on the numbers who would have buggies or prams).</p> <p><b>Sources:</b> Continuous Household Survey</p> <p>Data is not collated in relation to individuals (owners, employers or employees) who have caring responsibilities due to the size of all SME's which tend to be micro companies, unless these are declared for reasonable adjustment.</p>
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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	Individuals who apply for participation in any of the programmes under this action plan will be assessed and accepted where the criteria of the programme is met. It has no adverse impact on any categories of section 75.
	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	Individuals who apply for participation under this action plan will be assessed and accepted where the criteria of the programme are met. It has no impact on the categories of section 75.	None
	Political Opinion		
	Racial Group		
	Age		
	Marital Status		
	Sexual orientation		
	Men & Women generally		
	Disability	Requests for reasonable adjustments will be considered and met where reasonable and proportionate to the need identified.	
	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	Individuals who apply for participation on this programme will be assessed and accepted where the criteria of the programme are met. It has no impact of the other categories of section 75. However, it must be noted that the partners who have signed up to become members of the LMP or to contribute to the LMP often work in a more targeted way with the groups identified in Section 75. For example, some programmes will target specifically people with disability, women, young people or people of any age needing to be reskilled.
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, as this programme is accessible to all who meet the criteria. Where information is required in an alternative language this request will be met in a proportionate manner.
	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 this programme is accessible to all people who meet the criteria.
	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.	No as the programme is accessible to all people meeting who meet the criteria. Reasonable adjustments will be made where a need is identified and proportionate.

**Disability Discrimination Order (NI) 2006**

	Yes / No	Explain your reasoning:
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Does this proposed policy provide an opportunity to:		
	<ul style="list-style-type: none"> <li>- <u>better promote positive attitudes</u> towards disabled people</li> <li>- <u>increase participation</u> by disabled people in public life</li> </ul>	<p>Yes</p> <p>This programme is open to all people in who meet the criteria and any identified reasonable adjustments will be provided. Some specific actions will be targeted at people with disabilities and contribute towards a better positive attitude towards and increased participation of people with disabilities.</p>

### Monitoring Arrangements

Section 75 places a requirement on the Council to have equality monitoring arrangements in place in order 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 in order to monitor the impact of this policy / decision on <u>equality, good relations and disability duties</u>	<p>Comments and complaints in relation to accessing the programme.</p> <p>Collate data on disability, age and gender of applicants if applicable if it is a programme requirement for participation.</p>
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I can confirm that the proposed policy / decision have 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: Karine McGuckin  
 Title: Economic Development Manager  
 Date: 24.01.22  
 Signature:

Director/Head of Service decision approved by:

Name: Clare McGill  
 Title: Head of Economic Development  
 Date: 03/02/2022  
 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			
Screened by :	Position/Job Title:	Date:	
	Economic Development Manager	24.01.22	
Approved by:	Head of Economic Development	03/02/2022	