ARDS AND NORTH DOWN BOROUGH COUNCIL

Policy Screening Form

1.	Policy Reference (Equality use only)	E 35

2.	Policy Name	Good Relations supported banners for the period around 12th July 2015 in Holywood Town Centre

3.	~~Existing / Revised~~ / New Policy	New

4.	Responsible Officer	Director of Community and Wellbeing

5.	Description of policy to be screened	The Council in conjunction with key community influencers, after independent mediation, has agreed to erect a number of cultural banners as an alternative to the flying of illegal flags in the Holywood area. The banners display images, reflecting cultural heritage in Northern Ireland. The banners are to be erected along part of the route through Holywood town centre for the Ards and North Down District parade on 12 July 2015. (Please see attached a map showing the lampposts that the banners will be erected from).
	Aims and Expected Outcomes – what is the Policy expected to achieve?	To reduce community tension by reducing the number of illegal flags flown in the area. Therefore starting the process to create a more inclusive and shared space for all users. The area identified is leading to and from the town centre. The displayed banners will be in place in the period leading up to and following the twelfth July 2015 parade. To create an area as the start of an ongoing process, that is perceived to be less intimidating and more inclusive.

6.	Section 75 categories which might be expected to benefit and how they may benefit.	All Section 75 categories should benefit from this policy as the aim is to create a less intimidating environment in the area displaying the banners and encourage shared use.

7.	Factors which could contribute to / detract from the intended aims / outcomes of the Policy when being implemented	If this policy aim or its implementation is not agreed to by any of the contributing partners and the policy is therefore not delivered.

8.	The main stakeholders on which 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	Council; CRC; OFMDFM. Within the area the following are the main stakeholders: key community influencers; communities; employees of Council; residents; employees in businesses; business owners; visitors; PSNI; Grand Orange Lodge and Fire and Rescue Service. Internal impact is that Council can identify that the aims of the Good Relations programme are starting to be met. External impact is that the area is promoted as a shared space.

9.	Please provide details of other policies which have a bearing on this one.	
	Policies: E15 Corporate Plan E16 Good Relations Strategy and Action Plan E19 PCSP Strategy E21 Cultural Expressions Policy E31 Expression of Interest for Cultural Expression Implementation Programme	Owned by : Council

10.	Available evidence (quantitative and qualitative) considered as important to encourage completion in relation to :	
	Religious Belief	NINIS statistics and NISRA census 2011 data
	Political Opinion	Local data on Electoral Ward – although this is not the current
	Racial Group	Ward.
	Age	Life and Times Surveys
	Marital Status	Good Relations Audit
	Sexual orientation	Data from PCSP on crimes and reports of intimidation in the area
	Men & Women generally	Data on those with disabilities and requiring support from Social Services data
	Disability	Data on programmes with local communities to build relations
	Dependents	that are carried out by Community Development, Good Relations, PCSP and other initiatives of statutory, voluntary and community groups

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	To reduce perceived intimidation and encourage participation in a shared cultural environment. This cultural event is mainly celebrated by the PUL community, but the Council is aiming through the Good Relations programme to make it less intimidating, cultural celebration based and set in the historical context.
	Political Opinion	
	Racial Group	
	Age	To encourage involvement of all ages and encourage an inclusive environment for attendees, and as such, set a standard of relaxed festival atmosphere.
	Marital Status	None identified
	Sexual orientation	None identified
	Men & Women generally	To encourage involvement of all genders and encourage an inclusive environment that all genders can attend
	Disability	To facilitate attendance by all ages to an inclusive atmosphere where those with disability or their carers or those with dependents may feel relaxed and able to take part in the activities through improved access and an atmosphere that is welcoming and not perceived as intimidating
	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	To work to improve the inclusiveness of all identities and reduce the perception created when illegal flags may be used. This feeling of intimidation or isolation may be felt by all Section 75 categories	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 – Based on consultation undertaken by independent mediators appointed by the Council, working with the key community influencers as well as businesses in the town	
	Political Opinion		
	Racial Group		

	Age	centre. This is the first stage in working to improve equality of opportunity for those who work, live, visit and invest in the areas where it is planned the banners will be displayed.	
	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	Good Relations should improve as this is a first stage process to engage all stakeholders and developing an understanding of the events in this period and how actions taken by stakeholders have consequences for others	
	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	Yes – as this is a journey being undertaken by the Council that is building relationships between all stakeholders that will be based on tolerance and understanding and will have a long lasting contribution across the whole of the Borough	
	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)	Yes, this policy impacts on many multiple identities. This policy will be applied consistently and all multiple identities will access the policy equitably.
	Where appropriate provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.	

	Does this proposed policy provide an opportunity to:	Yes / No	Explain your reasoning:
	- better promote positive attitudes towards disabled people - increase participation by disabled people in public life	Yes	By removing perceived intimidation those with a disability and their carers may feel more confident in attending.

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 equality, good relations and disability duties	This will include: number and type of flags that are flown in identified locations and dates number and type of banners displayed in identified locations and dates Comments received from all stakeholders including PSNI, business owners, community groups, individuals, residents, attendees at any of the events

I can confirm that the proposed policy / decision have been screened for:-

x	Equality of opportunity and good relations
x	Disabilities duties; and
☐	Human rights issues

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)
☐	Screened Out – Mitigating Actions (minor impacts)
☐	Screened In – Necessary to conduct a full EQIA
	Please detail actions to be taken:

Screening assessment completed by:-

Name: Donna Mackey and Beverley Skillen
Title: Good Relations Offocers
Date: 2 July 2015
Signature:

Director/Head of Service decision approved by:

Name:Jan Nixey
Title:Head of Community and Culture
Date: 2 July 2015
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?	

	Monitoring Recommendation	

	Approval and Authorisation Screened by :	Position/Job Title:	Date:
	Approved by:		

Consideration of Human Rights

The Human Rights Action 1998 brings the European Convention on Human Rights (ECHR) into UK and, therefore, Northern Ireland. Indicate below any potential _adverse impacts_ that the policy / decision may have in relation to human rights issues

Right to Life	Article 2	☐
Prohibition to torture, inhuman or degrading treatment	Article 3	☐
Prohibition of slavery and forced labour	Article 4	☐
Right to Liberty and Security	Article 5	☐
Right to a Fair and Public Trial	Article 6	☐
Right to no punishment without due legal process	Article 7	☐
Right to respect for private and family life, home and correspondence	Article 8	☐
Right to freedom of thought, conscience and religion	Article 9	☐
Right to freedom of Expression	Article 10	☐
Right to freedom of peaceful assembly and association	Article 11	☐
Right to marry and found a family	Article 12	☐
The prohibition on discrimination	Article 14	☐
Protection of property and enjoyment of possessions	Protocol 1 Article 1	☐
Right to education	Protocol 1 Article 2	☐
Right to free and secret election	Protocol 1 Article 3	☐

	Please explain any adverse impacts on human rights that you have identified?	
	Please indicate any ways in which you consider the policy positively promotes Human Rights	