

ARDS AND NORTH DOWN BOROUGH COUNCIL

Policy Screening Form

1.	Policy Reference (Equality use only)	E 57
2.	Policy Name	Ards and North Down Borough Council Armed Forces Covenant
3.	Existing / Revised / New Policy	New Policy
4.	Responsible Officer	Director of Organisational Development and Administration
5.	Description of policy to be screened	Ards and North Down Borough Council have signed up to the Armed Forces Covenant and will demonstrate its commitment to the covenant where relevant.
	Aims and Expected Outcomes – what is the Policy expected to achieve?	<p>The National Covenant sets overarching principles, and within Northern Ireland these principles are revised to recognise the legislation and circumstances within the province.</p> <p>The aim of the Armed Forces Covenant is to promote the armed forces; both living and working within the Borough, and provide a civilian commitment to encourage two way co-operation. This aim is to improve the recognition, understanding and communicate activities to integrate the armed forces to civilian life and assist civilians to support the armed forces personnel. This will include those currently in service, those no longer in service and families of those who paid the ultimate sacrifice when in service.</p>

6.	Section 75 categories which might be expected to benefit and how they may benefit.	<p>All Section 75 categories might be expected to benefit as this demonstrates the Council's commitment to supporting the Services and their families within the Borough and the integration with the civilian population through the commitments within the Armed Forces Community Covenant. This should encourage engagement and participation of all ages and Section 75 categories who have served or are serving and living or visiting the Borough including their families.</p> <p>It is important to note that some categories may feel alienated by the Council demonstrating their support through this covenant for political and religious reasons. However, this covenant is not about giving any preferential treatment. It is about encouraging two way commitments to support civilian and serving personnel.</p>		
7.	Factors which could contribute to / detract from the intended aims / outcomes of the Policy when being implemented	<p>The policy – while supporting the Armed Forces and former serving members and their families – including those who made the ultimate sacrifice, does not exclude any individual from accessing any of the Council's facilities or services. It recognises that there should be no favourable treatment in relation to the delivery of any Council services.</p> <p>This is a demonstration of support to be shown by the Council where a need is identified by civilians or members of the armed forces or past servicing members of the armed forces.</p>		
8.	<p>The main stakeholders on which the policy will impact. For example, Employees, Potential Service Users and Community Groups</p> <p>Consider the internal and external impacts (either actual or potential) and comment, or list, information where appropriate</p>	<p>The Council, Elected Members, residents, visitors to the Borough, Members and ex members of any serving branch of the Armed Forces and/or stationed battalions within or visiting the Borough the Borough and associated Cadet Units, The Royal British Legion and Armed Forces Community.</p>		
9.	<p>Please provide details of other policies which have a bearing on this one.</p> <table border="1" data-bbox="245 1663 1567 1879"> <tr> <td data-bbox="245 1663 1019 1879"> <p>Policies: E 16 Good Relations Strategy and Action Plan E 21 Cultural Expressions Policy E 27 Lands and Property Policy E 42 Battle of Britain event – September 2015 E 54 206 (Ulster) Battery Royal Artillery - 300th</p> </td> <td data-bbox="1019 1663 1567 1879"> <p>Owned by :</p> <p>Council</p> </td> </tr> </table>		<p>Policies: E 16 Good Relations Strategy and Action Plan E 21 Cultural Expressions Policy E 27 Lands and Property Policy E 42 Battle of Britain event – September 2015 E 54 206 (Ulster) Battery Royal Artillery - 300th</p>	<p>Owned by :</p> <p>Council</p>
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	Anniversary and 25th Anniversary of Conferral of Freedom of the Borough	
10.	Available evidence (quantitative and qualitative) considered as important to encourage completion in relation to :	
	Religious Belief	<p>Borough profile where data is available for the Ards and North Down Borough Council.</p> <p>Demographics of visitors, residents and business owners are predominant Protestant and Unionist. However there are areas of the Borough that are predominately Nationalist and Roman Catholic.</p> <p>The Armed Forces endeavor to recruit to reflect the population, although a chill factor remains in certain communities across the province. They recruit to be as inclusive of all Section 75 categories as possible.</p> <p>No individual is identified as a member of the local community or in relation to their personal dimensions.</p> <p>The Borough does have a number of bases for stationed services and reserve forces as well as a number and range of cadet units.</p> <p>The cadets are aged from 12 to 18 years of age.</p> <p>The Covenant will consider the needs of all to whom the covenant applies and where a reasonable adjustment is required to accommodate a disability this will be made within the Councils current policies and procedures.</p>
	Political Opinion	
	Racial Group	
	Age	
	Marital Status	
	Sexual orientation	
	Men & Women generally	
	Disability	
	Dependents	

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	<p>The Armed Forces Community Covenant is to support the Armed Forces in the Borough and work in partnership with the civilian population.</p> <p>The armed forces recruit to be as inclusive of all Section 75 categories as possible and make reasonable adjustments where possible for individuals with a disability.</p> <p>To identify and record where the Council has been able to demonstrate or been asked to support the principles of the covenant both for the Armed Forces and for the civilian population.</p>
	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	The Council is aware that some of the resident and visiting population may considerate it inappropriate for the Council to demonstrate their commitment to the covenant. However, the Council does support other groups and individuals in a range of ways and any requests to fulfil the principles of the covenant will be recorded and all records retained of requested actions, actions taken and associated costs.	Minor This policy is not about preferential treatment.
	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 Council does ensure it delivers all services within the commitments of the Council's Equality Scheme and Disability Action Plan.	
	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	This should improve Good Relations with the majority of the Council's population by providing clarity to what the covenant means. It should not impinge on the current good relations across the Council. It must be confirmed that the covenant is not about preferential treatment.	
	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 – positive explanations of the Commitments within the Charter will be promoted to ensure there is no misunderstanding	
	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)	This policy is applicable to the residents of the Borough and therefore is applicable to a broad range of multiple identities across the Borough that will reflect the population of the civilian and servicing armed forces.
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:
<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 	Yes	<p>This Covenant will ensure any individual who has a disability or is a carer will have access in an equitable manner to the covenant and the information that is relevant.</p> <p>The Covenant along with Council's Equality and Disability commitments will ensure inclusion and encouragement to participate where appropriate</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>	Actions, requests and take up for opportunities to engage and deliver on the Armed Forces Covenant
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Consideration of Human Rights

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

	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	

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

<input checked="" type="checkbox"/>	Equality of opportunity and good relations
<input checked="" type="checkbox"/>	Disabilities duties; and
<input type="checkbox"/>	Human rights issues

On the basis of the answers to the screening questions, I recommend that this policy / decision is:-

<input type="checkbox"/>	Screened Out – No EQIA necessary (no impacts)
<input checked="" 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: To ensure that positive promotion of the aims of the Armed Forces Covenant are delivered to ensure no preferential treatment is expected nor delivered.

Screening assessment completed by:-

Name: Amanda Martin
Title: Head of Administration
Date: 7 December 2015
Signature:

Director/Head of Service decision approved by:

Name: Stephen Reid
Title: Chief Executive
Date: 7 December 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?	
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Monitoring Recommendation	
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Approval and Authorisation		
Screened by :	Position/Job Title:	Date:
	Head of Administration	7 December 2015
Approved by:	Chief Executive	7 December 2015