

ARDS AND NORTH DOWN BOROUGH COUNCIL

Policy Screening Form

1.	Policy Reference (Equality use only)	E 72
2.	Policy Name	Performance Improvement Plan
3.	Existing / Revised / New Policy	New policy
4.	Responsible Officer	Director of Finance and Performance
5.	Description of policy to be screened	The council recognises the need to focus on improving services that matter most to residents in Ards and North Down. Each year we set standards we will meet when fulfilling our service provision. We define the standards and explain our objectives in a draft plan. During 2016/2017, we will concentrate on four objectives where improvements could be made.
	Aims and Expected Outcomes – what is the Policy expected to achieve?	<p>The Council's Performance Improvement Plan for 2016/2017 groups our improvement objectives under four headings:</p> <ul style="list-style-type: none"> People Place Prosperity Performance <p>The Performance Improvement Unit is responsible for devising more efficient and better service provision in Ards and North Down and support officers in all service delivery improvements.</p>
6.	Section 75 categories which might be expected to benefit and how they may benefit.	All Section 75 categories will be expected to benefit from this plan.
7.	Factors which could contribute to / detract from the intended aims / outcomes of the Policy when being implemented	If the plan is not enacted as intended.

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, employees, elected members, residents and visitors to the Borough.</p>
----	---	--

9.	<p>Please provide details of other policies which have a bearing on this one.</p>	
<p>Policies: E 15 Corporate Plan E 48 Performance Management Policy</p>	<p>Owned by : The Council</p>	

10.	<p>Available evidence (quantitative and qualitative) considered as important to encourage completion in relation to :</p>	
Religious Belief	<p>Profile of services provided by the Council and within the Council where appropriate monitoring data has been collected in relation to Section 75</p> <p>NISRA and NINIS statistics that provide a profile of Borough residents</p>	
Political Opinion		
Racial Group		
Age		
Marital Status		
Sexual orientation		
Men & Women generally		
Disability		
Dependents		

11.	<p>Based on data previously provided what are the needs, experiences and priorities for each of the following categories, in relation to this policy/decision?</p>	
Religious Belief	<p>This plan is about improvement of services to all stakeholders, through the improvement of service delivery and measuring of impacts.</p> <p>Where adverse impact or targeted service improvement is identified for specific section 75 dimensions this will be supported by appropriate quantitative and qualitative data.</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	This policy is about service improvement and will address equality of opportunity where adverse impact exists that affects the quality of services within the Borough.	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	No.	
	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 policy will improve good relations through continuous improvement of service provision.	
	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	
	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 plan improves service delivery across the Council and will therefore engage a broad range of individuals each with their unique multiple identity.
	Where appropriate provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.	

	<p>Does this proposed policy provide an opportunity to:</p> <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 / No</p> <p>Yes</p>	<p>Explain your reasoning:</p> <p>Through service improvement the needs of those with a disability will be considered and addressed and all service improvements will have a tangible effect on all those engaging with the Council.</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>	Key Performance Indicators by service units and directorates will include Section 75 monitoring data
--	---	--

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 checked="" type="checkbox"/>	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: Moira McVeigh
 Title: Performance Improvement Manager
 Date: 25 April 2016
 Signature:

Director/Head of Service decision approved by:

Name: Andrew Scott
 Title: Head of Performance and Projects
 Date: 25 April 2016
 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: Performance Improvement Manager	Date: 25 April 2016
	Approved by:	Head of Performance and Projects	25 April 2016