

ARDS AND NORTH DOWN BOROUGH COUNCIL

Policy Screening Form

1.	Policy Reference (Equality use only)	E 91
2.	Policy Name	Annual Civic Awards - 2017
3.	Existing / Revised / New Policy	Revised policy
4.	Responsible Officer	Director of Organisational Development and Administration
5.	Description of policy to be screened	<p>The Council launched its Civic Awards scheme in 2016 and had 6 categories: Service in the Field of Voluntary Community Work Humanitarian Services Young Person of the Year Woman of the Year Service to the Arts or the Environment Mayor's Special Award (This Award was not open to nominations).</p> <p>The council received a total of 43 nominations and a panel of members and officers selected winners in the above categories using an agreed scoring matrix. The criteria included that nominees had to be residents of the Borough.</p> <p>It was the intention of the Council to review the Civic Awards Scheme after one year. During this time the Council has received feedback on its social media channels, from the Council's External Consultative Panel on Equality and Good Relations (S75) and from a range of other sources. The council wants to review the categories in light of the comments received.</p>
	Aims and Expected Outcomes – what is the Policy expected to achieve?	<p>To continue with the Civic Awards for Borough residents and to ensure that the comments on the categories are reflected in the categories for the year 2017.</p> <p>The changes include:-</p> <ol style="list-style-type: none"> 1. Removal of the "Woman of the Year" award from the list of categories; 2. Separating awards for Service to the Arts, Culture and Heritage and for Service to the Environment. <p>Thus the five categories will be: Service to the Arts</p>

		<p>Service to the Environment Service in the Field of Voluntary Community Work Humanitarian Services Young Person of the Year Mayor's Special Award (This Award was not open to nominations). Advertising and scoring will be as in year one of the awards.</p>
6.	Section 75 categories which might be expected to benefit and how they may benefit.	All Section 75 categories are expected to benefit from this policy as it identifies clearly who may be entitled to an award and all are open to a range of Section 75 dimensions.
7.	Factors which could contribute to / detract from the intended aims / outcomes of the Policy when being implemented	If the policy is not implemented as intended with the revised categories or if financial resources are not available to deliver on the awards and associated ceremony.
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, Elected members, employees, Borough residents, individuals or groups who live in the Borough and make a significant contribution through charitable or voluntary work or through personal achievement or service.
9.	Please provide details of other policies which have a bearing on this one.	
	Policies: E 15 Ards and North Down Borough Council - Corporate Plan E 32 Ards and North Down Civic Awards	Owned by : Ards and North Down Borough Council
10.	Available evidence (quantitative and qualitative) considered as important to encourage completion in relation to :	
	Religious Belief	Borough profile of residents and services provided across the Borough by Council. Available profile on range of other service providers. Section 75 monitored details of individuals and monitoring data of individuals receiving awards in 2016. The award for young person of the year continues to be included to encourage involvement in the future and demonstrate that contributions to society are recognised.
	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	All individuals will be considered for a nominated award irrespective of their multiple identities. One award will be made to encourage young people to participate in civic society and recognise their involvement through nomination to this award.
	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 will be applied to all irrespective of their multiple identities. A specific category of young person – aged up to 18 years of age is included. This has been selected as a specific category to encourage participation of young people and recognise that participation and achievement make them a valued member of society.	None
	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	This policy has been revised on the outcome of the first year of these awards to ensure they promote equality of opportunity for people within all Section 75 categories	
	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	The award should encourage the promotion of good relations.	
	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 the promotion of good relations has been considered in the range of awards offered and in the scoring 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.	Any individual being nominated for an award or receiving an award will have a number of identities – it is the contribution they have made that is being awarded. The recipients should be monitored to ensure that the Borough profile is represented in nominations and awards. This will identify where it may be necessary to take positive action to encourage nominations from a particular identity. The category for young person will be open to a range of multiple identities of those under 18 years of age.

Disability Discrimination Order (NI) 2006

	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 policy is open to all who meet the criteria. Where an individual has carried out work that promotes awareness or support for those with a disability they may be considered for an award. Any individual who has a disability may be considered for any award.</p> <p>All information about the awards including criteria and nomination methods will be available in a range of formats.</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.

<p>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>	<p>Data on Section 75 identities on the nominees and the recipients. Data in particular will be collated on age, gender, disability, dependent status and racial group.</p>
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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 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: Amanda Martin
 Title: Head of Administration
 Date: 7 November 2016
 Signature:

Director/Head of Service decision approved by:

Name: Wendy Monson
 Title: Director of Organisational Development and Administration
 Date: 7 November 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	
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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 November 2016	
Approved by:	Director of Organisational Development and Administration	7 November 2016	