

ARDS AND NORTH DOWN BOROUGH COUNCIL SECTION 75 SCREENING REPORT

1 OCTOBER 2020 to 31 DECEMBER 2020

OUTCOME OF SCREENED POLICIES

Policy Number	Policy	Description and aim of policy	Screening Outcome
E 213	Budget review September 2020 – March 20	<p>The Covid-19 pandemic made a significant change to the range of Council services that are delivered. This put additional costs on some service areas, a significant income deficiency in a range of council services and staff and overhead costs that were not sustainable in the long term. The Council had a £2.5 million deficiency up until August 2020 and with a breadth of measures this was addressed but the long-term impact to the end of the financial year will mean a £3.5 million deficit if budget and service reviews are not carried out and implemented when agreed by the Council.</p> <p>It was essential to enable the Council to function to provide its statutory duties and other relevant services whilst remaining in budget and making a surplus where possible to ensure the Council does not become insolvent a budget review was carried out. This included ensuring any impact on services or residents was restricted to minimum disruption whilst delivering all statutory services within any imposed restrictions.</p> <p>To enable this budget deficit to be met the range of savings has been realised from across Council services – the majority of which were unable to be delivered due to the restrictions on services and individuals.</p>	Screened out
E 214	ANDBC Voluntary Severance Scheme	It was reported to the Strategic Covid Recovery Group on 6th August 2020 that a package of employee related measures was being developed to assist in addressing the financial crisis currently facing the Council. All finance reports are premised on the condition that the	Screened out with requirement for monitoring information.

		<p>council would endeavour to protect permanent employees' posts. Other measures which are now in place at present include restricting recruitment (other than critical/essential posts), a review of overtime and a reduction in the use of agency workers.</p> <p>In August 2020, it was agreed that officers should begin drawing up a Voluntary Severance Scheme in consultation with the Trade Unions. It was also agreed that representation would also be made to DfC to ask for permission to capitalise the cost of the Scheme and also to make a central Government contribution to the total cost. This representation has been made by the Chair of Solace on behalf of all the Councils. A Voluntary Severance Scheme offers an opportunity for qualifying employees to apply to leave the Council on a voluntary basis and provides them with a monetary package to support them to leave. A well-designed scheme can be mutually beneficial, allowing necessary changes to Council structures to be made through voluntary means without having to resort to compulsory redundancies.</p> <p>That said, it has been raised by both Management and the Trade Unions that we need to also consult on the possibility of compulsory redundancies.</p>	
E 216	Interim Home Working Arrangements	<p>The arrangements for a significant number of employees who are normally office based to work from home was introduced on 23 March 2020 on the Government advice due to the Covid-19 pandemic. The Council at that time did not have a formal policy in place. This policy is to outline the terms of conditions for employees who have been affected by this arrangement in the interim period.</p> <p>The policy provides clarity for all employees across the Council on the arrangements and support to employees who are and were unable to continue to carry out their duties in Council buildings and facilities. It addresses employee contractual arrangements, equipment to be used, confidentiality of information, flexibility for caring responsibilities during this period, arrangements to register working time and risk assessments of working in a home environment.</p>	Screened out
E 217	Interim Part-	Ards and North Down Borough Council recognises that people are its	Screened out

	time Study Policy (Covid-19)	<p>most valuable asset and continually strives to provide effective learning, training and development opportunities to ensure its employees have the knowledge, skills and insights to enable the organisation to achieve its strategic aims and objectives.</p> <p>The primary purpose of this interim policy is to set out the parameters governing part time study during the COVID-19 pandemic and remains committed to encouraging employees to enhance their knowledge, skills and qualifications. It continues to work to the standards of Investors in People. The Council will, within current financial constraints, arrange essential learning, training and development with the aim of providing high quality, cost effective services to the public to enable the organisation to achieve its strategic aims and objectives and comply with legal and statutory requirements.</p>	
E 219	Covid Community Recovery Plan	<p>The Covid Recovery Plan sets out how the Council will work with all Statutory, voluntary and community partners to develop a recovery plan for the Borough that addresses the legacy of the Covid 19 changes to all services across the Borough.</p> <p>It aims to collate actions (short, medium and long term) that address the challenges brought about by Covid-19 and to put in place long-term sustainable solutions improving the resilience of communities and individuals across the borough.</p>	Screened out
E 220	Trial alteration to household bin collection in 4 collections which correlates to 5%of domestic household	<p>Ards and North Down Borough Council Sustainable Waste Resource Strategy, adopted in November 2015, included a commitment to review progress against agreed recycling and landfill cost reduction targets with a view to considering what further steps should be taken over and above the service developments during phase one of the strategy implementation process. A workshop for all Elected Members was held on Monday 7th October 2019, at which the following agenda was covered:</p> <ol style="list-style-type: none"> i. The key elements of our agreed Sustainable Waste Resource Management Strategy ii. Progress achieved to date iii. Key areas of significant potential for further gains 	Screened out

		<p>iv. The potential for future service development</p> <p>1.0 Strategy Implementation Phase 1 The first phase of our strategy implementation (November 2015 – October 2019) propelled the Borough from the bottom to the top end of the Council recycling performance league in Northern Ireland, with our household recycling rate routinely featuring amongst the top 3 Councils with a range of initiatives.</p> <p>2.0 Remaining Challenges Whilst the pace of progress has outstripped virtually every other NI Council, there were a number of remaining key challenges identified.</p> <p>3.0 Outstanding Issues Identified as Barriers to Further Progress include:</p> <p>i. The structure of the kerbside bin collection service has not kept pace with the new terms and conditions of use of that service, and the consequent shifting volumes of waste that are now required to be placed in each bin type.</p> <p>ii. Certain key categories of recyclable waste are not accepted in the kerbside recycling collection service, most significantly soft (more difficult to process) plastics and textiles.</p> <p>iii. The Council have a relatively large network of Household Recycling Centres (HRCs) which presents logistical, practical and resource implications for ensuring that recycling of waste is maximised at all sites in a focussed and consistent manner.</p> <p>iv. Ongoing challenge to win ‘hearts and minds’ of all citizens, so that they understand and value the benefits of maximising their recycling efforts.</p> <p>Considering the various areas of progress to date, the challenges that remained and the most significant barriers to a further step change in recycling engagement progress, officers proposed several key service improvement initiatives for implementation as ‘Phase 2’ of the Sustainable Waste Resource Management Strategy.</p> <p>These include a newly configured bin collection system that should be trialled to assess the impact on kerbside household waste recycling</p>	
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		model is not working/cannot be made to work for them.	
E 222	ANDBC events for 100 th Anniversary of Northern Ireland	<p>2021 is the 100th anniversary of the establishment of Northern Ireland. The policy is to have a range of events that are of interest and informative; and appeal to a breadth of residents, ratepayers and visitors to the Borough that may be accessed in a range of ways over a period of time in a range of media.</p> <p>The breadth of events will be facilitated through funding arrangements from a number of sources including Heritage Funding and central government. Through these funding arrangements it is anticipated this will demonstrate the breadth of bodies that are engaged in ensuring the programme is inclusive.</p>	Screened in with mitigation measures
E 223	Ards and North Down Innovation Hub Outline Business Case	<p>The Belfast Regional City Deal (“BRCD”) executive body comprises the six councils of Ards and North Down Borough Council, Antrim and Newtownabbey Borough Council, Belfast City Council, Lisburn and Castlereagh City Council, Mid and East Antrim Borough Council and Newry, Mourne and Down District Council as well as the two NI Universities (Queen’s and Ulster) and three Regional Colleges (Northern, South Eastern and Southern).</p> <p>In November 2017, the Chancellor of the Exchequer announced that BRCD negotiations would be opened, and a major programme of work to develop a detailed, ambitious proposition commenced. The objective of BRCD is to deliver a step change in the region’s economic fortunes and help achieve inclusive growth. To deliver this, four “pillars” for the BRCD proposition have been established:</p> <ol style="list-style-type: none"> 1. Innovation 2. Digital 3. Infrastructure 4. Tourism and Regeneration <p>These four pillars are all underpinned by Employability and Skills targets.</p> <p>The first step in the delivery of the Programme was for each partner body to prepare a Strategic Outline Case (“SOC”) for the projects for which it would be seeking funding through BRCD. These SOC were</p>	

		<p>prepared in the summer of 2018 and on 29 October 2018, the Chancellor of the Exchequer announced in the Autumn Budget that £350m would be provided by HM Treasury towards BRCD based on these SOCs. As part of the deal, the NI Executive is expected to add at least a further £350m and BRCD partners will contribute around £150m. Therefore, BRCD represents an £850m co-investment package to create up to 20,000 new and better jobs alongside delivering a 10-year programme of inclusive economic growth. This Outline Business Case (“OBC”) has been prepared to assist the members of Ards and North Down Borough Council and the members of the Executive Board of the BRC Deal programme consider the economic value that could be created for the Belfast Region through public investment in the development of a Digital Innovation Hub in the Borough (the “AND Innovation Hub”). It considers the need for public intervention to achieve the objectives of both bodies and appraises a number of different options to determine the investment approach that will represent the greatest value for money for the taxpayer.</p>	
E 224	Events Strategy	<p>Each year the Council manages and delivers a series of Arts and Tourism Events. The events and the programming of each has remained reasonably consistent since the Council merger in 2015. Since March 2020 the delivery of events has been impossible due to Covid 19. All season 20/21 events were cancelled by the Council and it is not known when restrictions will be lifted sufficiently to enable events to take place again. This is starting to look more favourable due to the vaccination programme. During the last year Council completed the development of the Borough Events Strategic Direction document. Throughout this process, key principles for how the Council might consider its support and delivery of events have emerged. Significant areas of ‘change’ have been identified. It is acknowledged that this will require time and resource to research and develop, therefore the timeline is indicative. Council approved the Borough Events Strategic Direction in November 2020 and Officers have developed an Arts and Tourism Events Transition Plan considering similar programme activity</p>	Screened out

		<p>delivered in various previous events. Once the Arts and Tourism Event Programme for 21/22 is confirmed each event will be screened, this is a one-off position due to current circumstances as the full programme is normally screened.</p> <p>This document is to develop an Arts and Tourism Event Transition Programme which can deliver safe, sustainable events whilst meeting the Corporate Plan objectives and taking cognisance of learnings and recommendations from the Borough Events Strategic Direction document. It aims to deliver broadest outcomes during a continuing financially and Covid challenging period.</p>	
E 225	Cemeteries Pricing Policy 2021 - 2022	<p>This identifies a list of prices for the public using the cemetery services, including the purchase of graves, interments and memorials. The Council has always had a burial pricing policy, and this screening is for the pricing policy proposed increase which is by approximately 5% for 2021-22.</p> <p>This increase aims to achieve a fair and equitable pricing structure for the cemetery services whilst delivering value for ratepayers and appropriate prices for all services. The increase in prices is necessary to reflect price increases for materials in addition to restrictions on staffing due to the Covid-19 pandemic.</p>	Screened out
E 226	Ards and North Down In-House Leisure Pricing Policy 2021 – 2022	<p>This policy details the cost for all users and potential users of accessing a range of Leisure Service facilities including astro-pitches, gyms and swimming pools and is applicable to the services managed by the In-House Leisure team.</p> <p>This pricing policy has previously been equality screened. The screening is to cover the prices for the year 2021/22. The majority of prices are not increasing for the in-house operation, with some exceptions for Bowls, Tennis and Cricket to bring the pricing into line with the service run by the Northern Community Leisure Trust in the north of the Borough as well as some other changes.</p> <p>The policy aims to achieve a fair and equitable pricing structure for the leisure services operated directly by the Council, delivering appropriate prices for all services.</p>	Screened out

		<p>Financial – Numerous financial factors have contributed to the details of the policy. However, the following are a number of specific considerations which have been applied to the identification of charges:</p> <ul style="list-style-type: none"> - Cost recovery for service delivery - General principle to use the highest price to attempt to minimise the impact on the rate - Inflation <p>Legislative – Numerous legislative requirements are incorporated into the generic pricing policy.</p> <p>Operational – A number of operational service delivery factors have contributed to the development of the schedule and assisted in shaping how it will be implemented.</p> <p>No additional categories of pricing have been made to the schedule.</p>	
E 227	Bicentenary of Donaghadee Harbour	<p>In August 2020 a Notice of Motion was agreed by the Council; 'That this Council notes that the bicentenary of the laying of the foundation stone for the iconic Donaghadee harbour will take place on 1st August 2021 and instructs officers to consult with organisations in the local community and produce a report by 30th November 2020 setting out costed proposals for how the occasion might be marked.' Tentative plans that may be absorbed within annual programme activity, subject to budget approval through the estimates process and the ability to gather and hold events, i.e., the relaxation of all current Covid restrictions. include:</p> <ul style="list-style-type: none"> • An historical re-enactment of the laying of the foundation stone to include local school children and the insertion of a new time capsule • Dressing of vacant shop windows that will include elements of the building of the harbour • An exhibition detailing the building of the harbour • Historical talks on the building of the harbour • A mural project (car park to the rear of Pier 36) that will depict the harbour and acknowledge the anniversary • A commemorative civic service on the harbour followed by refreshments at the Community Centre. 	Screened out

		<p>Other activities currently being explored are:</p> <ul style="list-style-type: none">• A visit from an historic ship• The un-earthing of a time capsule buried under the foundation stone (the harbour has Industrial Heritage designation and listed building scheduling that may prohibit any disruption to the original structure). <p>The aim of this weekend is to commemorate and raise awareness of the building of the Donaghadee harbour and its role in the local community and industry through the range of activities for the local community and visitors to the area.</p>	
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