

## Screening Form - Equality

1. Is this a Strategy
2. Name of Policy/Strategy/Plan/Public Service OD Strategy, OD Action Plan and People Plan
3. Reference 298
4. Category of Policy/Strategy/Plan/Public Service New

**5. Please provide a description of the Policy/Strategy/Plan/Public Service**

The Organisational Development Strategy is a planned approach to improve organisational performance through aligning strategy, people, and processes and supporting a culture shift to a more engaged workforce.

**6. Please provide details of the aims and/or objectives of the Policy, Strategy, Plan or Public Service.**

The successful delivery of the Council's vision requires a workforce that is truly motivated and working together for a common and meaningful purpose. This strategy seeks to shape employee engagement within the Council in alignment with PRIDE values and Behaviours, and influence the way staff approach their jobs, their careers and ultimately the communities we serve.

7. Who initiated or wrote the Policy/Strategy/Plan/Public Service? OD Service
8. Who is responsible for the implementation of the Policy/Strategy/Plan/Public Service? Head of HR and OD and OD Manager
9. Is this policy affected by timetables established by other relevant Public Authorities? No

# **Equality**

## **1. Are there any Section 75 categories which might be expected to benefit from the intended policy?**

Yes

### **1a. If Yes, which Section 75 categories are expected to benefit?**

All

### **1b. How are they expected to benefit?**

Employee engagement is generally defined as an employee's willingness to go the extra mile, the extent to which they feel valued and the passion they have for their work. Therefore, the more our employees feel engaged, the more discretionary effort they will apply and the better their performance will be.

## **2. Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?**

No

## **3. Who are the internal/external stakeholders (actual or potential) that the policy will impact upon?**

Staff, Service Users, Other Public Sector organisations, Voluntary/Community/Trade Unions, Potential Visitors

## **4. Is this policy associated with any other Council Policy (or Policies)?**

Yes

### **4a. If yes, please state the related Policy (or Policies)**

The Organisational Development Strategy Action Plan and Our People Plan will summarise actions to be delivered which are detailed in a number of related Strategies and Action Plans;

- Learning and Development Strategy
- Appraisal Scheme
- Behaviour Charter
- Equality and Disability Action Plans
- Recruitment and Selection Policy
- Customer Excellence Strategy
- Internal Communications Policy
- Terms of Reference for the Local Government Forum
- Terms of Reference for the Staff Consultative Committee

## **5. Does this policy affect Internal or External users?**

Both

Evidence to help inform the Section 75 screening process may take many forms. Public authorities should ensure that their screening decision is informed by relevant data.

## **6. What evidence/information (both qualitative and quantitative) have you gathered to inform this policy?**

All

Taking into account the information referred to above, what are the different needs, experiences and priorities for each of the following categories, in relation to the particular policy / decision?

## **8. What is the likely impact on equality of opportunity for those affected by this policy, in relation to Religious belief?**

None

**9. What is the likely impact on equality of opportunity for those affected by this policy, in relation to Political opinion?**

None

**10. What is the likely impact on equality of opportunity for those affected by this policy, in relation to Racial group?**

None

**11. What is the likely impact on equality of opportunity for those affected by this policy, in relation to Age?**

None

**12. What is the likely impact on equality of opportunity for those affected by this policy, in relation to Marital status?**

None

**13. What is the likely impact on equality of opportunity for those affected by this policy, in relation to Sexual orientation?**

None

**14. What is the likely impact on equality of opportunity for those affected by this policy, in relation to Men and women generally?**

None

**15. What is the likely impact on equality of opportunity for those affected by this policy, in relation to Disability?**

None

**16. What is the likely impact on equality of opportunity for those affected by this policy, in relation to Dependants?**

None

**17. Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories? If Yes, provide details. If No, provide reasons.**

**Religious belief**

Our OD Strategy, Action Plan and Our People Plan benefits all 9 categories. It includes targets and prioritises the key actions for 2023/2034 which were discussed and ranked at Chief Executive led employee engagement events in February 2023. For some of the actions shown, activity has already started or is planned to take place; and for others action has yet to be prioritised.

Our People Plan is a living document that will respond to opportunities that may arise during its lifespan. It will be reviewed regularly, using an outcomes-based approach to ensure it remains relevant to our aims and objectives.

**Political opinion**

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## **Racial group**

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## **Age**

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## **Marital Status**

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## **Sexual orientation**

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## **Men and women generally**

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## **Disability**

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## **Dependants**

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### **18. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion and/or racial group?**

None

### **19. Are there opportunities to better promote good relations between people of different religious belief, political opinion and/or racial group?**

No

#### **19a. Please provide your reasons below**

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## **Disability Discrimination Order (NI) 2006**

### **20. Is there evidence to suggest that this policy would promote positive attitudes towards people with a disability?**

No

### **21. Is there evidence to suggest that this policy would encourage the participation of people with a disability in public life?**

No

## **Additional Considerations**

**22. Are there any potential impacts of the policy / decision (positive or negative) on people with multiple identities?**

No

## **Monitoring Arrangements**

**23. Outline what data you could collect in the future to monitor the impact of this policy / decision on equality, good relations and disability duties**

Employee monitoring data.

**25. On the basis of the answers to the screening questions, I recommend that this policy/decision is**

Screened Out - No negative impacts

**26. Monitoring Recommendations**

None

## Conclusion

The Organisational Development Strategy is an internal document relating to employees. It is a planned approach to improve organisational performance through aligning strategy, people, and processes and supporting a culture shift to a more engaged workforce.

No Screening Panel comments

## Email:

Enquiries@ardsandnorthdown.gov.uk

## Screening Panel Comments

# Appendix - Religious Belief

## Religious belief (Internal)

\* Small numbers removed as individuals could be identifiable

	Catholic	Protestant & other Christian	Other religions	Total
Males F/T	33	388	34	425
	8%	84%	8%	100%
Males P/T	*	*	*	8
	25%	63%	13%	100%
Females F/T	58	223	6	287
	20%	78%	2%	100%
Females P/T	12	20	5	35
	32%	54%	14%	100%
Total	105	606	46	757
	14%	80%	6%	100%

## Religious belief (External)

The Northern Ireland Census 2011 (NISRA) statistics for the Borough area showed that 75% are or have been brought up in Protestant and Other Christian (including Christian related) religions. While this varied across the borough from 17% in Portaferry ward to 87% in Carrowdore ward this does not have any relation to this policy. These compared to 48% for Northern Ireland as a whole.

LGD	All usual residents	Catholic	Protestant & other Christian	Other religions	None
Northern Ireland	1,810,863	817,385	875,717	16,592	101,169
		-45.14%	-48.36%	-0.92%	-5.59%
Ards and North Down	156,672	20,550	117,589	1,729	16,804
		13%	75%	1%	11%



# Appendix - Political Opinion

## Political opinion (External)

Electoral Office data from recent Local Government elections detail the political representation on Ards and North Down Council, The Stormont Executive for this electoral area and Westminster election. This data is an approximate measure of political opinion of the voting electorate within the Borough. Turnout to vote in North Down and Strangford constituencies tend to be lower than the rest of NI suggesting less strong political opinions. Of those who do turn out, the results show preferences for voting Unionist parties.

Political Party	Seats Held
Alliance	10
DUP	14
Green	3
Independants	3
SDLP	1
Sinn Féin	0
TUV	1
UUP	8

## Appendix - Racial Group

### Racial group (Internal)

\* Small numbers removed as individuals could be identifiable

Racial Group	Total	Percentage
White	682	78.66%
Black	*	*
Chinese	*	*
Other	*	*
Did not want to answer	*	*
Left Black	176	20.30%

### Racial group (External)

NISRA, NINIS and Northern Ireland Strategic Migration Partnership data provide up to date data. The 2011 census showed that 32,000 (1.8%) of the usually resident population in Northern Ireland is from a minority ethnic background. Within the borough, the 2011 Census showed that 1.5% (2,300) were from a minority ethnic background. Across the borough this ranged from 5.2% in Loughview ward to 0.3% in Lisbane ward.

Total Usual Residents	156,672
White	154,365
Chinese	406
Irish Traveller	0
Indian	283
Pakistani	0
Bangladeshi	177
Other Asian	415
Black Caribbean	0
Black African	139
Black Other	132
Mixed	556
Other	199

## Appendix - Age

### Age (Internal)

Age Profile	Female	Female %	Male	Male %
16 to 29	20	6%	26	65%
30 to 39	75	23%	83	19%
40 to 49	105	33%	121	27%
50 to 59	80	25%	176	39%
65+	42	13%	41	9%
Total	322	100%	447	100%

### Age (External)

NISRA have published population projections for the Borough which show that the proportion of those aged 85 and over are expected to more than double within the next 25 years. ANDBC has the highest % population of older people in Northern Ireland.

Age Profile	Northern Ireland	Ards and North Down
0 to 15	385,200	29,801
16 to 39	583,116	43,239
40 to 64	591,481	54,094
65+	291,824	31,663
Total	1,851,621	158,797

## Appendix - Marital Status

### Marital Status (Internal)

\* Small numbers removed as individuals could be identifiable

Marital Status	Total	Percentage
Single	180	20.76%
Married	405	46.71%
Divorced	35	4.04%
Co Habiting	14	1.61%
Separated	25	2.88%
Civil Partnership	*	*
Left Blank	207	23.88%

### Marital Status (External)

The 2011 Northern Ireland Census showed that 48% of adults (those aged over 16 years of age) in Northern Ireland were either married or in a registered same-sex civil partnership. Within the borough, 54% of adults fell into this category. This varies across the borough from 36% in Central (Ards) ward to 64% in Lisbane ward. See

Marital Status	Northern Ireland	Ards and North Down
All usual residents: Aged 16+ years	<b>1,431,540</b>	<b>126,945</b>
Single (never married or never registered a same-sex civil partnership): Aged 16+ years	<b>517,393</b>	<b>36,730</b>
	36.14%	29%
Married: Aged 16+ years	<b>680,831</b>	<b>67,866</b>
	47.56%	53%
In a registered same-sex civil partnership: Aged 16+ years	<b>1243</b>	<b>123</b>
	0.09%	0.09%
Separated (but still legally married or still legally in a same-sex civil partnership): Aged 16+ years	<b>56,911</b>	<b>4,328</b>
	3.98%	3%
Divorced or formerly in a same-sex civil partnership which is now legally dissolved:	<b>78,074</b>	<b>8,548</b>
	5.45%	7%
Widowed or surviving partner from a same-sex civil partnership: Aged 16+ years	<b>97,088</b>	<b>9,350</b>
	6.78%	7%

## Appendix - Sexual Orientation

### Sexual Orientation

It should be noted that no reliable data is available on sexual orientation-NISRA are currently examining methodology on how to measure this. However, the 2011 census indicates that less than 1% of the Northern Ireland adult population (those aged 16 years and over) were in a registered same-sex civil partnership. This was similar to the borough as a whole. The Continuous Household Survey in Northern Ireland estimated this figure between 0.9% and 1.9% in 2015-2016. The Office for National Statistics estimates a similar range for the United Kingdom (1.7%).

## Appendix - Men and Women Generally

### Men and women generally (Internal)

Male	Female	Total
511	356	867
58.94%	41.06%	100%

### Men and women generally (External)

According to census (NISRA) almost half of the population of Northern Ireland were male (49%) and this was similar throughout Ards and North Down Borough Council (48%).

LGD	Male	Female	Total
Northern Ireland	887,323	923,540	1,810,863
Ards and North Down	75,920	80,752	156,672

## Appendix - Disability

### Disability (External)

The 2011 Census (NISRA) showed that 20% of the population in Ards and North Down area had a health issue or disability (including those related to old age) which has lasted or expected to last at least 12 months. (This was similar to the Northern Ireland figure of 21%.)

LGD	All usual residents	Long-term health problems or disability: Day-to-day activities limited a lot	Long-term health problems or disability: Day-to-day activities limited a little	Long-term health problems or disability: Day-to-day activities not limited
Northern Ireland	1,810,863	215,232	159,414	1,436,217
Ards and North Down	156,672	16,696	14,808	187,141

## Appendix - Dependants

### Dependants (External)

In considering this dimension the following have been included: persons with responsibility for the care of a child, children, a person with a disability and or an older person. According to the Continuous Household Survey, 2013-2016, 37% of Ards and North Down claimed to have a dependent (This did not differentiate on the type of dependent).

According to the 2011 Census, 7,474 households in Ards and North Down had a dependent child under the age of 4 (This might give an indication on the numbers who would have buggies or prams).

	All households	Dependent children in household: All ages	Dependent children in household: Aged 0-4 years
Northern Ireland	703,275	238,904	96,030
Ards and North Down	156,672	19,520	7,474