

Screening Form

- 1. Is this a** Plan
- 2. Name of Policy/Strategy/Plan/Public Service** Labour Market Partnership Action Plan 2024/25
- 3. Reference** 334
- 4. Category of Policy/Strategy/Plan/Public Service** Revised

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

STRATEGIC ASSESSMENT

REVIEW OF STRATEGIC CONTEXT

Whilst undertaking the Strategic Assessment and developing the 2024/2025 Action Plan, consideration was given to a range of relevant regional and local strategies and policies, summarised below:

PROGRAMME FOR GOVERNMENT (PfG)

- Outcome 3: 'We have a more equal society'.
- Outcome 6: 'We have more people working in better jobs'.
- Outcome 8: 'We care for others and help those in need'.

Of relevance are the following indicators, by which the outcomes of the Action Plan will be measured:

- Indicator 17: Economic inactivity rates excluding students.
- Indicator 19: % of population living in absolute and relative poverty.
- Indicator 32: Employment rate of 16–64-year-olds by deprivation quintile.
- Indicator 33: % of people working part time who would like to work more hours.

10X ECONOMY STRATEGY

When considering the Guiding Principles of the 10X Strategy, the Strategic Assessment, 2024/2025 Action Plan, and therefore the work of the LMP is aligned to:

- Principle 1: Address those issues that really matter and will make a lasting and positive difference in people's lives.
- Principle 2: Deliver positive economic, environmental, and societal outcomes.
- Principle 4: Provide a fairer distribution of opportunities for all our people.
- Principle 8: Deliver improved outcomes for all including better jobs with better wages for all our people, with a more flexible work environment and a better overall quality of life.

In relation to the 10X Objectives, the 2024/2025 Action Plan aims to support the achievement of:

- Increasing NI household disposable income.
- Closing the employment gap between men and women, people with disabilities and people without, and the most deprived areas of Northern Ireland and the least deprived areas.
- Increasing the proportion of the working age population with qualifications at Level 3 and

above.

10X SKILLS STRATEGY

When developing the 2024/2025 Action Plan, consideration was given to the strategic goals and objectives of the 10X Skills Strategy, in particular:

- Strategic Goal 2: Increasing the proportion of the working age population with qualifications at Level 2 and above.
- Strategic Goal 3: Increasing the proportion of the working age population with qualifications at Level 3 and above.
- The objective to address skills imbalances to drive economic growth.

BELFAST REGION CITY DEAL (BRCD)

Ards and North Down Borough Council is one of the six local authorities involved as a partner in the Belfast Region City Deal integrated programme of investment. Whilst the LMP aims to support residents into employment and better jobs within the Council area to address local labour market demand, it is also focused on maximising opportunities presented by BRCD investment, which includes supporting residents into work in neighbouring Council areas. This includes supporting the development of skills needed for individuals to avail of employment opportunities from investment in innovation, digital, tourism, regeneration, and infrastructure, where relevant.

The BRCD Employability and Skills Programme theme 'Skills for Inclusion' aims to address skills imbalance and improve access to employment opportunities through socially inclusive progression pathways, with Councils playing a leading role in delivering interventions on a local basis to connect residents with entry level employment opportunities and addressing barriers to employment.

The LMP is committed to addressing local labour market needs whilst aligning with BRCD priorities to:

- Create awareness of and access to BRCD opportunities.
- Focus on supporting unemployed people (including those furthest from the labour market) to move closer to and into employment.
- Deliver employer-led approaches through employment academies.
- Enable inclusive growth by stimulating employers to create new and innovative pathways into priority sectors.

'THE BIG PLAN' FOR ARDS AND NORTH DOWN

ANDBC's Community Plan for 2017-2032 ('The Big Plan') provides an overarching development framework for the next 15 years, with the core ambition to make life better for all the people who live in the borough by having empowered, resilient individuals and communities, reducing inequalities, promoting good relations and sustainability, and improving the accessibility of all public services.

When developing the 2024/2025 Action Plan, consideration was given to the following outcomes:

- Outcome 1: All people in Ards and North Down fulfil their lifelong potential.
- Outcome 4: All people in Ards and North Down benefit from a prosperous economy.

Specifically, consideration was given to Priority 7 (Better Jobs and Skills) and Priority 8 (Economic Inequalities) under Outcome 4, to include:

- Help grow our local economy by developing a skilled workforce.
- Help those who are furthest away from the labour market by increasing access to employment.

ARDS AND NORTH DOWN BOROUGH COUNCIL'S CORPORATE PLAN

ANDBC's Corporate Plan for 2024-2028, which sets out the strategic direction and priorities for

the next four years, is in draft format and currently in public consultation. With the overarching objective of creating 'A Sustainable Borough', the three priorities identified are to:

- Increase economic growth, attracting more businesses and jobs into the area.
- Reduce carbon emissions and transition towards net zero.
- Improve wellbeing through social inclusion and reduced inequality.

Seven key outcomes have been identified, with 17 commitments. When developing the 2024/2025 LMP Action Plan, consideration was given to the most relevant commitments, including:

- Commitment 4: Supporting the growth of key business sectors by focusing on business support, employability skills, and required infrastructure.
- Commitment 6: Helping people maximise their lifelong potential by increasing their skills, knowledge, and employability.

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

LMP STRATEGIC PRIORITIES

LMPs have three Strategic Priorities against which they are required to deliver. These are:

STRATEGIC PRIORITY 1

To form and successfully deliver the functions of the local LMP for the area by:

- Reviewing available statistical information and engaging key stakeholders to identify employability or labour market issues locally and addressing those issues.
- Preparing the LMP's plans and organising the work of the partnership to meet priority needs.
- Putting in place implementation structures and delivery mechanisms that will contribute towards improved employability outcomes and/or labour market conditions. This may be achieved directly through the collaborative working of partnership members, through the work of its delivery groups, or through working in partnership with, or supporting the work of, others.
- Increasing LMP awareness with the public and key stakeholders by planning communications activity to inform and promote the work of LMPs more proactively.

STRATEGIC PRIORITY 2

To improve employability outcomes and/or labour market conditions locally by:

- Working in partnership with stakeholders including local statutory bodies/agencies, businesses, the voluntary sector, and the community to address locally identified issues.
- Ensuring that local statutory bodies and agencies address employability and labour market conditions locally in their area, and where possible in collaboration with other key stakeholders.
- Providing comprehensive input into decision making processes about tackling actual and perceived barriers, or negative impacts on employability or labour market conditions locally and giving feedback on the effectiveness of interventions on meeting outcomes.
- Identifying and implementing ways to educate communities and the local workforce about employment opportunities or local labour market conditions.
- Contributing to delivery of LMP Partnership Plans and initiatives that improve employability outcomes and/or labour market conditions locally.

STRATEGIC PRIORITY 3

To promote and support delivery of existing employability or skills provision available either regionally or locally through:

- Promotion of relevant existing projects/initiatives, including building confidence and awareness through locality-based engagement.
- Inclusion of initiatives/projects within local LMP Partnership Plans aimed at meeting the relevant objectives of the PfG and/or local Community Plan.
- Contribute to development of and/or make participant referrals to regional or other relevant local initiatives/projects aimed at improving employability and labour market conditions.

- Escalation of relevant issues and/or identifying priorities to be considered by the Regional LMP.
- Contributing to public facing events and supporting effective engagement with an emphasis on improving employability outcomes and/or labour market conditions.

2.4 PRIORITY THEMES

DfC sets high level themes that the LMP Action Plan must address. For 2024/2025, these are:

PRIORITY THEME 1 - ECONOMIC INACTIVITY

People not in employment, who have not been seeking employment within the last four weeks and/or are unable to start work in the next two weeks.

PRIORITY THEME 2 - UNEMPLOYMENT (ALL AGES)

People who are without a job, currently available to work, and have been actively looking for work within the previous four weeks.

PRIORITY THEME 3 - DISABILITY

People who report a physical or mental health condition(s) or illnesses, lasting or expected to last 12 months or more, where this reduces their ability to carry out day-to-day activities.

PRIORITY THEME 4 - SKILLED LABOUR SUPPLY

DfE's 2021 Skills Barometer utilises the National Qualification Framework (NQF) Skills Classification.

In addition, the Regional LMP has indicated the following priorities that should be considered when developing the 2024/2025 Action Plan.

- Supporting action on climate change by enabling green jobs.
- Addressing the disability employment gap.
- Utilising opportunities arising from City & Growth deals.
- Supporting the aims and implementation of the Skills Strategy.
- Promoting diversity and inclusion.

The range of evidence collated and analysed through the Strategic Assessment, and specifically from the Statistical Analysis and Turning the Curve exercises, identifies a need to support all four of the Priority Themes. Whilst programmes and interventions in the 2024/2025 Action Plan are aligned to a specific Priority Theme, many of them are crosscutting in nature.

In relation to the Regional LMP's additional priorities, the AND labour market challenges and opportunities are aligned to best support:

- Addressing the disability employment gap.
- Utilising opportunities arising from City & Growth deals.
- Supporting the aims and implementation of the Skills Strategy.
- Promoting diversity and inclusion.

7. Who initiated or wrote the Policy/Strategy/Plan/Public Service?

The partnership, the Secretariat and Inspired Business Consultancy

8. Who is responsible for the implementation of the Policy/Strategy/Plan/Public Service?

Head of Economic Development

9. Is this policy affected by timetables established by other relevant Public Authorities?

Yes

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?

The perception of Ards and North Down is one of affluence where people are well educated, live in large houses and enjoy an excellent quality of life. But this is not an accurate picture and statistical boundaries can mask inequalities that exist. The Strategic Assessment undertaken in February 2024, by the Council's Data and Evidence Analyst and the appointed consultant, shows the following:

- The Scrabo 2 area of Newtownards, which falls within the 10% most deprived communities in Northern Ireland overall, but most notably in terms of income, employment, and skills.
- The Glen 1, Central, Conlig 3, Harbour 1, Donaghadee South 1, and Portaferry 2 Super Output Areas all fall within the 25% most deprived areas in Northern Ireland overall.

INCOME DEPRIVATION

Income deprivation takes account of a single indicator, which is the proportion of the population living in households with an equivalised income below 60% of the NI median. In total, 13 Super Output Areas in AND are ranked within the 25% most deprived areas in NI in relation to this measure, with Central and Glen 2 both falling within the 10% most deprived, and Scrabo 1 within the 5% most deprived.

EMPLOYMENT DEPRIVATION

Employment deprivation is used to define the proportion of the population who are involuntarily excluded from the labour market. In total, ten Super Output Areas in AND fall within the 25% most deprived areas in NI in relation to this measure. These neighbourhoods are spread across the Borough, in major towns such as Newtownards, Bangor, and Donaghadee, but also in smaller towns and villages such as Ballywalter, Portaferry, Conlig, and Portavogie.

HEALTH & DISABILITY DEPRIVATION

Health and disability deprivation considers a range of measures for each Super Output Area, including preventable death ratios, ratios of people registered as having cancer, ratios of people with a longterm health problem or disability, and ratios of people with multiple prescriptions (as well as others). The Conlig 3 Super Output Area ranked 86th out of 890 in this measure, placing it amongst the 10% most deprived neighbourhoods in NI. A further six Super Output Areas in Newtownards, Comber, and Portaferry also ranked amongst the 25% most deprived in relation to this measure.

EDUCATION & SKILLS DEPRIVATION

The education and skills deprivation measure takes into consideration a combination of indicators such as absentee rates, proportion of young people not in education, training, or employment (NEET), and the proportion of adults with no qualifications or a low level of educational attainment.

Education and skills deprivation is a concern in 12 of the Council area's 86 statistical districts, all of which fall within NI's 25% most deprived areas in relation to this measure. Of particular concern is the Glen 1 and Scrabo 2 Super Output Areas in Newtownards, and the Comber North 1 Super Output Area in Comber, which all fall amongst the region's 10% most deprived areas in

relation to this measure.

ACCESS TO SERVICES DEPRIVATION

Access to services deprivation considers public transport links and broadband speeds within communities. Several communities in AND suffer from high levels of disadvantage in this regard, most saliently the Killinchy 1 Super Output Area, which falls amongst the 5% most isolated areas in NI. Communities in Carrowdore, Kircubbin, Lisbane, Portavogie, and Ballywalter face relatively high levels of deprivation under this measure, and it is often the case that access to services deprivation is prevalent in the absence of any other forms of poverty or disadvantage. The action plan is aimed at improving the the condition of people who are disadvantaged and furthest away from the labour market and give them an opportunity to train/ upskill and gain employment.

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

Yes

2a. If yes, are they:

Financial - is it dependent on financial support of Council or another named Body or Organisation?

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

Service Users, Other Public Sector organisations, Voluntary/Community/Trade Unions, Local residents, young unemployed people, local school children, people with a disability, women, people needing to be reskilled or upskilled, people being underemployed, migrants, disadvantaged people in our society, employers

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

Yes

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

130 Integrated Tourism, Regeneration and Development Strategy 2017-2030
196 Ards and North Down Borough Council Corporate Plan 2024 - 2028
261 Local
278 Big Plan part ii
285 Good Relations Strategy 2022-25 and 1 year Action plan
313 LMP 23/24

5. Does this policy affect Internal or External users?

External

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?

Age, Disability, All

Religious belief evidence

No impact on religious beliefs

Political opinion evidence

No impact on political opinion

Racial group evidence

The section is in constant dialogue with the migrants community to identify actions that complement those already undertaken by other organisations. The need to seek degrees/qualifications equivalences to allow migrants to work has been identified and work is being done on this with DfE to ensure that employers recognise these qualifications. The development of soft skills, language skills and pre-employment mentoring is at the heart of that programme as we have identified through dialogue with the migrant community that language still represents a barrier that the LMP can address through this action plan

Age evidence

As of 2022, the economically inactive rate of the NI population aged between 16 and 64 was 26.3%, with AND recording a slightly lower rate of 25.2%. However, this rate represents an increase when compared to AND's 2021 level of 23.6%.

A worrying trend was observed for claimant among people aged 16 to 24. In 2020, the number of claimants increased in all age groups (16 to 24, 25 to 49 and 50+). However, in AND, the increase in 16-24 age group was the highest (98%) compared to population between 25 to 49 (92%) and population over 50 (56%).

Youth unemployment is now one the greatest challenges in NI, and this is reflected in AND. Underachievement in schools means the youths are likely to face a hostile labour market as they don't have suitable qualifications.

Marital status evidence

No impact on Marital Status

Sexual orientation evidence

Ni impact on sexual orientation

Men and women generally evidence

In 2022, NI females recorded a higher economically inactive rate (23.2%) than their male counterparts, which stood at 15%, resulting in a gender inactivity gap of 8.2 percentage points. This is consistent with the gender inactivity gap for AND at 6.7 percentage points (15.9% male, 22.6% female). Note: economic inactivity rate by gender above excludes students.

REASONS FOR ECONOMIC INACTIVITY

Labour Force Survey data for 2022 highlights the primary reason for economic inactivity amongst citizens in AND is long-term sickness, which accounts for 10.4% of the 25.2% overall economically inactive rate. This is higher than the NI average rate for long-term sickness of 9.3%.

Long term sickness has emerged as the most common reason for economic inactivity in AND each year since 2017 and has increased year-on-year since 2017, except for 2021.

Disability evidence

Research by UUEPC in the 2021 Skills Barometer highlights increasing employment amongst underrepresented groups, such as those with disabilities, is key to ensuring future skills needs are met. The research highlights a need for policy intervention and cultural change amongst employers to ensure the opportunity to harness these skills is not wasted.

The economically inactive rate for those living with a disability in AND stands at 56.1%, a significant increase of 10.4% from the 2021 figure, representing a 47.3 percentage point difference than the economically inactive rate for those without a disability.

Economic inactivity for those with disabilities is broadly in line with national averages across all age groups except in the '16-24' age category, where the AND rate of 31.0% was significantly

lower than the national average of 47%. Analysis of the 2021 Census data compiled by NISRA highlights that:

- 81.1% of the AND working age population enjoy 'Very good or good health', higher than the NI average of 80.7%.
- 20.2% of the AND population stated their day-to-day activities were 'limited' by a long-term health problem or disability, slightly lower than the NI average of 20.7%.
- 33.6% of the AND population stated they had at least one long-term health condition, higher than the NI average of 32.1%.

Dependants evidence

No impact on dependants

Sexual Orientation - Internal

Sexual Orientation	Total Employees	Percentage
Bisexual	3	0.34%
Heterosexual	624	70.75%
Homosexual	3	0.34%
I do not want to answer	21	2.38
None	6	0.68%
Blank	225	25.51%
Total	882	100%

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?

7. Please provide details of different needs, experiences and priorities for each of the categories

Individuals who apply for participation in any of the programmes under this action plan will be assessed and accepted where the criteria of the programme is met. It has no adverse impact on any categories of section 75.

Requests for reasonable adjustments will be considered and met where reasonable and proportionate to the need identified.

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

No.
Individuals who apply for participation on this programme will be assessed and accepted where the criteria of the programme are met. It has no impact of the other categories of section 75. However, it must be noted that the partners who have signed up to become members of the LMP or to contribute to the LMP often work in a more targeted way with the groups identified in Section 75. For example, some programmes will target specifically people with disability, women, young people or people of any age needing to be reskilled no matter what their religious beliefs are.

Political opinion

No
Individuals who apply for participation on this programme will be assessed and accepted where the criteria of the programme are met. It has no impact of the other categories of section 75. However, it must be noted that the partners who have signed up to become members of the LMP or to contribute to the LMP often work in a more targeted way with the groups identified in Section 75. For example, some programmes will target specifically people with disability, women, young people or people of any age needing to be reskilled no matter what their political opinions are.

Racial group

No
Individuals who apply for participation on this programme will be assessed and accepted where the criteria of the programme are met. It has no impact of the other categories of section 75. However, it must be noted that the partners who have signed up to become members of the LMP or to contribute to the LMP often work in a more targeted way with the groups identified in Section 75. For example, some programmes will target specifically people with disability, women, young people or people of any age needing to be reskilled, no matter what their ethnic backgrounds are.

Age

No
Individuals who apply for participation on this programme will be assessed and accepted where the criteria of the programme are met. It has no impact of the other categories of section 75.

However, it must be noted that the partners who have signed up to become members of the LMP or to contribute to the LMP often work in a more targeted way with the groups identified in Section 75. For example, some programmes will target specifically people with disability, women, young people or people of any age needing to be reskilled.

Marital Status

No

Individuals who apply for participation on this programme will be assessed and accepted where the criteria of the programme are met. It has no impact of the other categories of section 75.

However, it must be noted that the partners who have signed up to become members of the LMP or to contribute to the LMP often work in a more targeted way with the groups identified in Section 75. For example, some programmes will target specifically people with disability, women, young people or people of any age needing to be reskilled no matter what their marital status is.

Sexual orientation

No

Individuals who apply for participation on this programme will be assessed and accepted where the criteria of the programme are met. It has no impact of the other categories of section 75.

However, it must be noted that the partners who have signed up to become members of the LMP or to contribute to the LMP often work in a more targeted way with the groups identified in Section 75. For example, some programmes will target specifically people with disability, women, young people or people of any age needing to be reskilled no matter what sexual orientation they are.

Men and women generally

No

Individuals who apply for participation on this programme will be assessed and accepted where the criteria of the programme are met. It has no impact of the other categories of section 75.

However, it must be noted that the partners who have signed up to become members of the LMP or to contribute to the LMP often work in a more targeted way with the groups identified in Section 75. For example, some programmes will target specifically people with disability, women, young people or people of any age needing to be reskilled.

Disability

No

Individuals who apply for participation on this programme will be assessed and accepted where the criteria of the programme are met. It has no impact of the other categories of section 75.

However, it must be noted that the partners who have signed up to become members of the LMP or to contribute to the LMP often work in a more targeted way with the groups identified in Section 75. For example, some programmes will target specifically people with disability, women, young people or people of any age needing to be reskilled.

Dependants

No

Individuals who apply for participation on this programme will be assessed and accepted where the criteria of the programme are met. It has no impact of the other categories of section 75.

However, it must be noted that the partners who have signed up to become members of the LMP or to contribute to the LMP often work in a more targeted way with the groups identified in Section 75. For example, some programmes will target specifically people with disability, women, young people or people of any age needing to be reskilled.

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?

Yes

19a. Please provide your reasons below

All programmes and academies are designed to assist people at pre-employment levels and upskilling levels and one of the target groups is migrants.

Disability Discrimination Order (NI) 2006

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

Yes

20a. Provide details of opportunities identified

the Action Plan is delivering an Employment Academy for people with disabilities. The academy has an educational part which consists in educating employers about disabilities and changing mindsets about working with people with a disability. The academy allows employers to discover a new pool of employees who they may not have considered before. This will have a positive impact and promote positive attitudes toward those with a disability

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

Yes

21a. Provide details of opportunities identified

The Academy for people with disabilities allows participants to benefit from a one-to-one mentoring service to boost their confidence and to gain new qualifications that can be used in any sector, including the public sector, increasing their participation in general life.

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

The different academies collect data on their participants. Some academies are focused on disabilities, others on youth employment. All programmes are fully evaluated in terms of who benefited from the activities. The data collected are basis. The consultant recruits participants through an application form and collect data such as name, address, contact details. The DfC also requires that the applicants declares their benefit status.

In the case of the Transport Academy, the applicants have to go through a medical, however, this is done with DVLA and this information is not communicated to the Council/LMP.

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

Rural

1. Please provide a short title which describes the activity being undertaken by the Public Authority that is subject to Section 1(1) of the Rural Needs Act (NI) 2016. E.g

Delivery of the Labour Market Partnership Action Plan 2024/25

2. What definition of 'rural' is the Plan using in respect of Policy, Strategy, Plan or Public Service?

Population Settlements of less than 5,000 (Default definition)

Understanding the impact of the Policy, Strategy, Plan or Public Service

3. Is the Policy, Strategy, Plan or Public Service likely to impact on people in rural areas?

Yes

3a. Please explain how the Policy, Strategy, Plan or Public Service is likely to impact on people in rural areas.

The action plan is inclusive and when the initial Strategic Assessment was done, all partnership members and including the Council, sector and people representative organisations, chambers (in rural areas and urban areas) employers etc were invited to comment on the plan.

3b. If the Policy, Strategy, Plan or Public Service is likely to impact on people in rural areas differently from people in urban areas, please explain how it is likely to impact on people in rural areas differently.

This Action Plan will not impact on people in rural areas differently, as all residents of the Borough who are eligible to apply under the programmes will be considered and provision was made to ensure that support was available under the academy to subsidise transport if necessary.

3c. Please indicate which of the following rural policy areas the Policy, Strategy, Plan or Public Service is likely to primarily impact on

Rural Business, Jobs or Employment in Rural Areas, Education or Training in Rural Areas, Poverty or Deprivation in Rural Areas, transport

Identifying the Social and Economic Needs of Persons in Rural Areas

4. Has the Public Authority taken steps to identify the social and economic needs of people in rural areas that are relevant to the Policy, Strategy, Plan or Public Service? Deprivation levels can be found at Home Page | NI Area Statistics | NISRA

Yes

4a. Please indicate which of the following methods or information sources were used by the Public Authority to identify the social and economic needs of people in rural areas

Consultation with Rural Stakeholders, Consultation with Other Organisations

4b. Please provide details of the methods and information sources used to identify the social and economic needs of people in rural areas including relevant dates, names of organisations, titles of publications, website references, details of surveys or consultations undertaken etc.

Consultation with Partnership Members and relevant Council departments. The Labour Market Partnership is made up of representatives from all sectors and interests and one of the full members of the Partnership represents the Rural Down Network. As such, this member advises of issues pertinent to the rural areas of the Ards and North Down area and the barriers faced by potential participants so that it can be taken into consideration in the design and content of the programmes proposed by the Action Plan 24/25

4c. Please provide details of the social and economic needs of people in rural areas which have been identified by the Public Authority?

The Labour Market Partnership is made up of representatives from all sectors and interests and one of the full members of the Partnership represents the Rural Down Network. As such, this member advises of issues pertinent to the rural areas of the Ards and North Down area and the barriers faced by potential participants so that it can be taken into consideration in the design and content of the programmes proposed by the Action Plan 24/25

Considering the Social and Economic Needs of Persons in Rural Areas

5. Please provide details of the issues considered in relation to the Social and economic needs of people in rural areas.

The Labour Market Partnership is made up of representatives from all sectors and interests and one of the full members of the Partnership represents the Rural Down Network. As such, this member advises of issues pertinent to the rural areas of the Ards and North Down area and the barriers faced by potential participants so that it can be taken into consideration in the design and content of the programmes proposed by the Action Plan 23/24.

Influencing the Policy, Strategy, Plan or Public Service

6. Has the development, adoption, implementation or revising of the Policy, Strategy, Plan or Public Service been influenced by the rural needs identified?

Yes

6a. Please explain how the development, adopting, implementation or revising of the Policy, Strategy, Plan or Public Service been influenced by the rural needs identified.

This Action Plan will not impact on people in rural areas differently, as all residents of the Borough who are eligible to apply under the programmes will be considered and provision was made to ensure that support was available under the academy to subsidise transport if necessary.

Documenting and Recording

7. Please tick below to confirm that the RNIA Template will be retained by the Public Authority and relevant information on the Section 1 activity compiled in accordance with paragraph 6.7 of the guidance.

I confirm that the RNIA Template will be retained and relevant information complied.

Depending on your answer your answer may be a 'positive' impact or a 'negative' impact. Specific guidance at each question.

There may be 'no impact'.

If you are not sure complete as 'don't know'

Sustainability

1. What impact will the proposal have on the local community including the ability of people to meet their essential needs?

	What is the impact of the activity?
Transport - Is the activity accessible to everyone via public transport or active travel, in a safe and sustainable way? Note: If the answer is yes, select positive.	No Impact
Public Placemaking, Community & Culture - Is the activity impacting on people's sense of place and community by being included and connected to the area? Is the activity impacting on our cultural offering, helping citizens, visitors and young people become acquainted with art and culture? Note: If the answer is yes, select positive.	Positive

Comments

	Comments
Transport	All activities are accessible by public transport and some of this transport can be subsidised by the action plan.
Public Placemaking, Community & Culture	People who become employed locally are likely to feel more included in the community

2. What impact will the proposals have on local, sustainable food supply chains?

	What is the impact of the activity?
Food - If this activity involves either the direct or indirect purchase of food or catering services will there be a negative impact on a sustainable food system? Note: If the answer is yes, select negative. Additional information: Food systems currently account for 21-37% of total global greenhouse gases and are a primary cause of environmental degradation and significantly contribute to socio-economic and health inequalities. This can be mitigated by specifying sustainable food and catering services, fresh seasonal food of a high nutritional value produced through low environmental impact farming methods and high standards of animal welfare.	No Impact

3. What impact will the proposals have on diversity and equality of opportunity?

	What is the impact of the activity?
Equal opportunity - Does the activity have a positive or negative impact on inclusivity and discrimination?	Positive

Comments

	Comments
Equal opportunity	The action plan helps people at a disadvantage to gain qualifications and obtain employment. Some academies focus specifically on disability for example.

4. What impact will the proposals have on prosperity, social value and fair trade?

	What is the impact of the activity?
<p>Decent jobs and income - Are local employment opportunities being created removed 'or removed'? Will there be any volunteering opportunities?</p> <p>Note: If the answer is yes, select positive.</p>	Positive
<p>Will the financial benefits help raise local income levels and tackle poverty and derivations of poverty such as food and fuel poverty?</p> <p>Note: If the answer is yes, select positive.</p>	Positive
<p>Social Value - Will the activity lead to the creation of works or services? Are there opportunities to support apprenticeships or training opportunities to combat social exclusion? Are there any opportunities to work with organisations with an environmental or social mission (e.g., from the VCSE sector)?</p> <p>Note: If the answer is yes, select positive.</p>	Positive
<p>Human and labour rights - Will there be provisions to ensure workers up the supply chain have their human and labour rights respected?</p> <p>Note: If the answer is yes, select positive.</p> <p>Additional information:</p> <p>Products at high risk of the use of child labour and contravention of human and labour rights include electronic equipment, textiles, agricultural commodities and construction materials.</p>	Positive

Comments

	Comments
Decent jobs and income	The Action plan aims to create jobs for those most at risk of poverty and discrimination
Financial benefits	The LMP creates good quality jobs as identified by local employers, for example HGV drivers with a starting salary around £35K
Social value	The LMP offers people the opportunity to gain new skills and qualifications. some of the participants also go on placement with local social enterprises such as the Loaf Pottery
Human and labour rights	The LMP engages with local reputable employers to ensure that employees' rights are respected

5. What impact will the proposals have on greenhouse gas emissions, including energy and transport?

	What is the impact of the activity?
<p>Greenhouse Gas Emmissions - Will this activity have a positive or negative impact on greenhouse gases (most commonly caused by fossil fuel burning or deforestation)?</p> <p>Additional information:</p> <p>Greenhouse gases include CO₂, CH₄, N₂O, HFCs, PFCs or SF₆. The most common sources include consumption of brown (non-renewable) electricity, burning of coal, oil, petrol, diesel, natural gas, emissions from landfill sites, and the destruction of natural carbon sinks such as peat bogs, woodlands, forests, grasslands, freshwater lakes, and wetlands.</p>	No Impact
<p>Energy - Will the activity reduce energy demand through energy efficiency and low-carbon technologies?</p> <p>Note: If the answer is yes, select positive.</p> <p>Additional information:</p> <p>Will energy come from renewable energy sources e.g., solar, wind etc.? Will buildings be designed and constructed to high energy and environmental standards?</p>	No Impact
<p>Transport - Will the activity be accessible to everyone via active travel (Bike/walking) or public transport? Does the proposal help to reduce non-essential travel and individual car use?</p> <p>Note: If the answer is yes, select positive.</p>	Positive
<p>Embodied carbon - Will the activity use materials from 'heavy industries' such as cement, concrete, iron and steel, or require international transportation of materials using aviation or shipping?</p> <p>Note: If the answer is yes, select negative.</p>	No Impact

Comments

	Comments
Greenhouse Gas Emmissions	
Energy	
Transport	Most participants would use public transport or training can be provided online.
Embodied carbon	

6. What impact will the proposals have on waste generation or how waste is managed?

	What is the impact of the activity?
<p>Waste generation - Will this activity lead to the production of waste?</p> <p>Note: If the answer is yes, select negative.</p> <p>Additional information:</p> <p>Have you considered how to reduce waste through demand management and re-use strategies which support the circular economy?</p>	No Impact
<p>Waste Management - Is waste going to be managed in a responsible, sustainable way?</p> <p>Note: If the answer is yes, select positive.</p> <p>Additional information:</p> <p>Will waste be monitored? What recycling provisions are there? Will any waste be sent to landfill?</p>	No Impact

7. What impact will the proposals have on the direct consumption of natural resources, including materials, minerals and fresh water?

	What is the impact of the activity?
<p>Materials - Will this activity lead to the consumption of raw materials? (Raw materials include steel, oil, corn, grain, gasoline, wood / forest resources, plastic, natural gas, and coal).</p> <p>Note: If the answer is yes, select negative.</p> <p>Additional information:</p> <p>Can materials be swapped or reduced, to minimize pressure on natural resources and reduce environmental impact?</p>	No Impact
<p>Will lifecycle costing exercises be used in procurement (e.g., if purchasing vehicles, energy-intensive equipment or major capital projects) in order to minimise the consumption of natural resources and achieve value for money</p> <p>Note: If the answer is yes, select positive</p>	No Impact
<p>Fresh water - Will this activity increase pressure on freshwater resources through direct water consumption?</p> <p>Note: If the answer is yes, select negative</p>	No Impact
<p>Will the activity impact on the public's ability to access a clean and safe water supply?</p> <p>Note: If the answer is yes, select negative</p> <p>Additional information:</p> <p>Unsustainable water consumption includes use of mains water or other freshwater supplied without water efficiency or recycling measures.</p>	No Impact

8. What impact will the proposals have on local resilience to the adverse effects of climate change and severe weather events, including drought, landslips, flooding and sites designated as being at risk of flooding or sea level rise?

	What is the impact of the activity?
<p>Adverse Weather and Climate Impacts - Will buildings, infrastructure, or natural assets be at risk to the adverse effects of climate change and extreme weather?</p> <p>Note: If the answer is yes select negative</p> <p>Additional Information:</p> <p>For Northern Ireland, climate change is causing hotter, drier summers and warmer, wetter winters with more extreme weather and rising sea levels.</p> <p>A precautionary approach is advised for all planning and construction decisions, taking into account the latest UK Climate Change Projections and making sure that development is not permitted on flood plains and / or land at risk of flooding under future climate scenarios.</p> <p>Avoid activities that may be vulnerable to overheating or flood risk. New assets (e.g. landscaping, buildings etc.) should be future proofed, ensuring all investments are resilient to current and future climate conditions.</p>	<p>No Impact</p>

9. What impact will the proposals have on the local environment (e.g., air/water/soil pollution, land conversion, visual impacts, traffic, noise, vibration, odour, dust, particulates, smoke), heritage (including designated heritage, archaeology sites or listed buildings) and wildlife (including protected sites and species)?

	What is the impact of the activity?
<p>Air pollution - Will the activity produce air pollutants?</p> <p>Note: If the answer is yes, select negative</p> <p>Additional Information:</p> <p>Air pollutants include: Particulate matter (PM10 and PM2.5); Ozone (O3) Nitrogen dioxide (NO2); Carbon Monoxide (CO); Sulphur Dioxide (SO2).</p> <p>The most common causes of air pollution are:-</p> <ul style="list-style-type: none"> • Fuel combustion from motor vehicles (e.g. cars and heavy-duty vehicles) • Heat and power generation (e.g. oil and coal power plants and boilers) • Industrial facilities (e.g. manufacturing factories, mines, and oil refineries) • Municipal and agricultural waste sites and waste incineration/burning. 	<p>No Impact</p>

	What is the impact of the activity?
<p>Ozone layer depletion - Will this activity produce ozone depleting substances (fluorinated gases)?</p> <p>Note: If the answer is yes, select negative</p> <p>Additional Information:</p> <p>Fluorinated greenhouse gases (F gases) include:</p> <ul style="list-style-type: none"> • hydrofluorocarbons (HFCs) • perfluorocarbons (PFCs) • sulphur hexafluoride (SF6) <p>For example through the use of refrigeration and air conditioning units.</p>	No Impact
<p>Water/soil pollution - Will this activity involve any construction work, street works or road deliveries of construction materials or other goods?</p> <p>Note: If the answer is yes, select negative</p> <p>Additional Information:</p> <p>Soil and water pollution is caused from damaging rainwater run-off arising from road surface treatments, tyre abrasion, fuels and lubricants.</p> <p>Procurement and contractual mechanisms can be used to ensure that building and civil engineering contractors adhere take steps to ensure pollution is prevented from occurring or from dispersing to other areas. Contractors can minimise the use of all substances that could cause pollution and failing that, implement and communicate procedures to ensure the correct disposal (or release) of substances that could cause pollution.</p>	No Impact
<p>Chemical pollution - Will there be any use of toxic chemicals including pesticides, paint or cleaning products?</p> <p>Note: If the answer is yes, select negative</p>	No Impact
<p>Will there be any excess fertiliser use that could result in nitrogen or phosphorus runoff?</p> <p>Note: If the answer is yes, select negative</p>	No Impact
<p>Noise pollution - Is the activity likely to create a noise nuisance?</p> <p>Note: If the answer is yes, select negative</p> <p>Additional information:</p> <p>Noise pollution can have detrimental effects on human health, amenity, productivity and the natural environment.</p> <p>Eliminating or reducing excessive noise is a legal responsibility and helps to limit the disturbance of residents and businesses, caused by activities and operations.</p>	No Impact

	What is the impact of the activity?
<p>Land conversion - Will this activity result in the reduction in the area of forested land, directly or indirectly?</p> <p>Note: If the answer is yes, select negative</p> <p>Additional information:</p> <p>Deforestation usually arises from the clearing of land for development, agriculture, or logging for paper, wood, or minerals.</p>	<p>No Impact</p>
<p>Built Heritage - Will this activity impact on designated heritage sites such as a World Heritage Site, Scheduled Monument, Archaeology Site, Listed Building, Protected Wreck Site or Registered Park and Garden?</p> <p>Note: If the answer is yes, select negative</p>	<p>No Impact</p>
<p>Natural Heritage and Biodiversity - Will this activity result in any displacement or loss of biodiversity, overfishing or affect protected or designated sites (e.g. ASSIs, SPAs etc).</p> <p>Note: If the answer is yes, select negative</p> <p>Changes in land use exert the most significant effect on biodiversity. These changes include the conversion of natural ecosystems into agriculture or into urban areas; changes in frequency, duration or magnitude of wildfires and similar disturbances; and the introduction of new species into land and freshwater environments.</p>	<p>No Impact</p>

10 What impact will the proposals have on ensuring peace, justice, public participation and partnership working for sustainable development?

	What is the impact of the activity?
Peace - Will this activity have a negative or positive impact on community safety, crime or anti-social behaviour?	Positive
Justice - Are there safeguards in place to prevent against bribery and corruption? Note: If the answer is yes, select positive Decision making should be open and transparent with clear governance and accountability arrangements.	Positive
Political voice - Are citizens involved and do they have a role in deciding what happens and how it gets implemented? Note: If the answer is yes, select positive	Positive
Partnerships - Will this activity involve working with others either locally or at a national level to contribute to the achievement of sustainable development? Note: If the answer is yes, select positive	No Impact

Comments

	Comments
Peace	The participants will feel a sense of achievement and find a new path for their lives. They are less likely to be involved in crime or anti-social behaviour
Justice	The partnership is made up of multiple organisations but the secretariat ensures compliance with all regulations and is externally audited every year.
Political voice	The partnership is made up of local people and they all contribute to the development of the action plan, taking into consideration what would be most beneficial for the Borough's people
Partnerships	

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

Screened Out - No negative impacts

Data Protection

1. Is Data Protection relevant to the Policy, Strategy, Plan or Public Service?

Yes

2. Is the introduction or change of this policy or processing activity likely to result in a high risk to individuals' interests, including physical, material or non-material damage?

No

3. Explain broadly what the policy/strategy/plan or public service aims to achieve and what type of processing it involves.

The Action Plan aims to help local people at a disadvantage gain new qualifications and gain employment or reskill/upskill. The LMP provides a flexible, non traditional way for people to learn and find new employment and career paths.

It is delivered mostly through an academy format which is developed in partnership with local employers to identify skills gap and fill them.

People are recruited onto these academies by the delivery agent and their data are shared with the LMP/Council. A data sharing agreement is systematically produced for each academy and the council's data protection protocol is respected.

4. Describe the nature of the processing

The data is collected by the delivery agent and by the LMP secretariat. The delivery agent signs a data sharing agreement to agree retention and sharing procedures. Most of the data is kept in digital format and all hard copies are kept securely in offices which are locked at night and can only be accessed by staff (Signal). All personal data sent by email is encrypted and this part of the data sharing agreement which is signed by all parties.

5. Describe the context of the processing

The data held belongs to programme participants and their consent has been sought to share their information with the Delivery Agent, the LMP and the DfC. Any other consent for promotional purposes is sought separately through a consent form to be duly signed by the participant. They can withdraw their consent if they do not wish to be part of the initiatives anymore. The policy applied is that of the Council. Some of the participants can be considered as vulnerable and this is more specifically linked to some academies such as the Academy for People with Disabilities. However, no request is made to declare a disability. Participants simply self declare that they have a disability and no detail is provided. The delivery agents for such academies are requested to provide evidence that they have a safeguarding policy and if appropriate, that they are Access NI checked.

6. Describe the purposes of the processing.

The processing aims to monitor the contracts and to report back to the Department for Communities on the progress of the LMP' action plan. However, most of the data is anonymised unless we ask specific participants for their consent to promote one of the programmes.

7. Consultation

The LMP secretariat asks all Delivery Agents to provide regular reports, including a final report on the programme/Academy they have run. This is necessary for reporting purposes to the DfC. As such, they survey the participants to assess the level of satisfaction with the programme. This is within the scope of their data sharing agreement.

Again, this information is anonymised when reported to DfC.

8. Necessity and Proportionality

Only the minimum personal information is required so that we can assess the impact of the programme and meet our obligations with the DfC. We need to report on the number of participants, their gender (to assess specific programmes) and their benefit status (this is a DfC requirements as the programme is attempting to take people out of the benefit systems by getting them into sustainable employment). This is only done for reporting purposes and all information presented to the Partnership and the Council, or made public through promotion is anonymised.

9. Identify and assess risk

	Describe the source of risk and nature of potential impact on individuals. Include associated compliance and corporate risks as necessary.	Likelihood of harm	Severity of harm	Overall risk
Details	email correspondence/ data breach	Possible	Significant	Medium

10. Identify measures to reduce risk

	Risk	Options to reduce to eliminate risk	Effect on risk	Residual risk	Measure approved
Details	Data breach	Training and adherence to procedures	Reduced	Low	Yes

Data Protection Officer Comments

Sign off and record outcomes

	Name	Date	Notes
Measures approved by:	Maureen Crane	02/05/24	
Residual risks approved by:	Maureen Crane	02/05/24	
DPO advice provided:	Maureen Crane	02/05/24	

Summary of DPO advice:

Happy with the processes to reduce risk. Data sharing agreement will be in place with delivery agent and data subjects will provide consent.

DPO Advice outcome

	Accepted or overruled?	If overruled, reasons given	DPO Comments
DPO Advice	Accepted		Screened ok

Officer Details:

	Name	Title	Date
Data Protection Screening and Impact Assessment completed by:	Maureen Crane	DPO	02/05/24

	Name	Title	Date
Director/Head of Service decision approved by:			

Conclusion

Conclusion

It is felt that the LMP 24/25 revised action plan provides an opportunity for all groups under Section 75 in in Rural areas. It is an instrument designed to help the most vulnerable groups in our society but equality to provide opportunities for all. Some of the academies are designed to get people into employment, other, to upskill. All people who meet the eligibility criteria of the programmes will be able to participate and benefit from the initiatives in this Action Plan. It is felt that it has not detrimental impact on the environment and that the personal data held are being handled safely by the LMP Partnership and its delivery agents through Data Protection Agreements and strict procedures.

Please upload any supporting documents for review



220222 AND LMP Strategic Assessm... .pdf

Email

enquiries@ardsandnorthdown.gov.uk

Screening Panel Comments

Appendix - Religious Belief

Religious belief (External)

The Northern Ireland Census 2021 (NISRA) statistics for the Borough area show the religious group the person belongs to or for people with no current religion their religious group of upbringing. People with no current religion and no religion of upbringing are labelled 'None'.

On Census Day 2021 in Northern Ireland just under one person in five (19.0%) either had 'no religion' (17.4%) or 'religion not stated' (1.6%). Nearly one person in three in Ards and North Down (32.1%) had 'no religion' or 'religion not stated' On census day 2021 bringing together information on current religion and religion of upbringing, 45.7% of the population were either Catholic or brought up as a Catholic, while 43.5% were recorded as 'Protestant and other Christian (including Christian related)'. Again, bringing together information on current religion and religion of upbringing, 1.5% of the population are classified as 'other religions' and 9.3% of the population identified that they neither belonged to nor were brought up in a religion. This points to the increasingly secular nature of the population ('None').

	All usual Residents	Catholic	Protestant and other Christian Religions	Other Reglions	None
Ards and North Down	163,659	22,912	111,288	1,636	27,822
Northern Ireland	1,903,178	875,461	818,366	19,031	171,286

	Ards and North Down	Northern Ireland
All Usual residents	163,659	1,903,178
Catholic	18,003	799,334
Presbyterian	47,461	323,540
Church of Ireland	22, 912	228,381
Methodist	6,546	38,063
Other Chrtistian Religions	16,365	133,222
Other Religions	1,636	19,031
No Religion/Not stated	52,370	361,603

Appendix - Political Opinion

Political opinion (External)

Electoral Office data from recent Local Government elections (2023) and Northern Ireland Assembly Elections (2022) detail the political representation on Ards and North Down. Data also shows the turnout to vote. This tends to be lower than the rest of Northern Ireland, suggesting less strong political opinions, however the results show a preference in Ards and North Down for Unionist Parties.

Constituency	Registered Voters	Turnout
North Down	70,176	60%
Strangford	70,755	68%
Northern Ireland	1,373,731	63%

District Electoral Area	Eligible Electorate	Votes Polled
Overall Turnout (2023) Ards and North Down Borough Council Area	123,736	57,677
Overall Turnout (2023) Northern Ireland	1,380,372	745,400

Party	Local Government Seats Held	Local Government Seats Held	NI Assembly Elections seats held	NI Assembly Elections seats held
	ANDBC	Northern Ireland	North Down and Strangford	Northern Ireland
Alliance	12	67	4	17
Aontù	0	0	0	0
DUP	14	122	3	25
Green	2	5	0	0
Independants	3	19	1	2
People before Profit	0	1	0	1

SDLP	1	39	0	8
Sinn Fèin	0	144	0	27
TUV	0	9	0	1
UUP	8	54	2	9
Other	0	1	0	0

Appendix - Racial Group

Racial group (Internal)

Racial Group	Total	Percentage
White	756	85.71%
Black	2	0.23%
Chinese	2	0.23%
Other	5	0.57%
Did not want to answer	4	0.45%
Left Blank	113	12.81%

Religious belief (External)

The Northern Ireland Census 2021 (NISRA) statistics for the Borough area show the religious group the person belongs to or for people with no current religion their religious group of upbringing. People with no current religion and no religion of upbringing are labelled 'None'.

On Census Day 2021 in Northern Ireland just under one person in five (19.0%) either had 'no religion' (17.4%) or 'religion not stated' (1.6%). Nearly one person in three in Ards and North Down (32.1%) had 'no religion' or 'religion not stated' On census day 2021 bringing together information on current religion and religion of upbringing, 45.7% of the population were either Catholic or brought up as a Catholic, while 43.5% were recorded as 'Protestant and other Christian (including Christian related)'. Again, bringing together information on current religion and religion of upbringing, 1.5% of the population are classified as 'other religions' and 9.3% of the population identified that they neither belonged to nor were brought up in a religion. This points to the increasingly secular nature of the population ('None').

	All usual Residents	Catholic	Protestant and other Christian Religions	Other Reglions	None
Ards and North Down	163,659	22,912	111,288	1,636	27,822
Northern Ireland	1,903,178	875,461	818,366	19,031	171,286

	Ards and North Down	Northern Ireland

All Usual residents	163,659	1,903,178
Catholic	18,003	799,334
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Methodist	6,546	38,063
Other Christian Religions	16,365	133,222
Other Religions	1,636	19,031
No Religion/Not stated	52,370	361,603

Appendix - Age

Age (Internal)

Age Profile	Female	Female %	Male	Male %
Under 20	0	0%	1	0.18%
20-25	4	1.18%	15	2.76%
26 - 30	11	3.24%	31	5.71%
31-35	26	7.67%	51	9.40%
36-40	40	11.8%	55	10.13%
41-45	62	18.29%	60	11.05%
46-50	70	20.65%	56	10.31%

51-55	57	16.81%	79	14.55%
56-60	38	11.21%	110	20.26
61-65	24	7.08%	74	13.63
66 - 70	6	0.77%	8	1.47%
70+	1	0.30%	3	0.55%

Age (External)

On Census Day 2021 Ards and North down had the largest increase in the number of people aged 65 and over. This rose from 27,692 (17.7%) in 2011 to 36,226 (22.1%) in 2021, demonstrating the scale of population change due to ageing.

Age Profile	Northern Ireland	Ards and North Down
0 to 14	361,602	27,822

15 to 39	589,983	44,187
40 to 64	609,015	55,644
65+	323,539	36,226
Total	1,903,173	163,659

Appendix - Marital Status

Marital Status (Internal)

Marital Status	Total	Percentage
Single	186	21.09%
Married	437	49.55%
Divorced	39	4.42%
Co Habiting	45	5.10%
Separated	22	2.50%
Civil Partnership	6	0.68
Left Blank	134	15.19%
Never Married	12	1.36%
Widowed	1	0.11%

Marital Status (External)

Statistics classifies people aged 16 and over according to their legal marital or civil partnership status on Census Day 21 March 2021. The law in relation to marriage and civil partnership changed in the ten years to 2021. A summary of the changes in Northern Ireland is given below:

- civil partnership for opposite-sex couples became legal in late 2019;
- marriage for same-sex couples became legal in 2020; and
- in late 2020 a couple in a civil partnership could convert their status from civil partnership to marriage.

The rise in the 'single' population and the fall in the 'married' population here is in line with results from recent censuses in England and Wales. These figures mirror changes in society and specifically in personal relationships that has been witnessed over the last 50 years. Ards & North Down LGD, which has the oldest demographic profile of all 11 LGDs, has the highest percentage of adults who were widowed, at 8%.

Marital Status	Northern Ireland	Ards and North Down
Single	575,966	41,540
Married or in Civil Partnership	682,065	68,340
Separated, Divorced or Formally in a Civil Partnership	151,570	13,400
Widowed or Surviving partner from a Civil Partnership	97,004	10,720

Appendix - Sexual Orientation

Sexual Orientation - External

Statistics show that 2.1% (31,600) of NI population aged 16 and over identified as 'lesbian, gay, bisexual or other (LGB+)' and 90.0% (1,363,900) identified as 'straight or heterosexual'. More urban LGDs have a higher percentage of people who identified as LGB+. Almost 8% of our population aged 16 and over (119,300) either ticked 'prefer not to say' or chose not to answer the question. Taken together, these are labelled 'No sexual orientation stated' in these statistics.

8.8% percent of people who identified as LGB+ in Northern Ireland live in the Ards and North Down Borough, Statistics also show that 800 Households in the Borough are living in a same sex couple relationship.

Living in households by relationship	Northern Ireland	Ards and North Down
Living in a Same Sex Couple	9,600	800
Not Living as a Couple	694,600	53,500

	Northern Ireland	Ards and North Down
All usual Residents (over 16)	1,515,700	134,000
Straight or Hetrosexual	1,364,130	121,940
Gay, Lesbian, Bisexual or other Sexual orientation	30,314	2,680
No sexual orientation stated	121,256	9,380

Appendix - Men and Woman Generally

Men and women generally (Internal)

Male	Female	Total
543	339	882
61.56%	38.44%	100%

Men and women generally (External)

The Northern Ireland usually resident population increased by 5.1% (92,300) from 2011 to 2021. The Census 2021 population is recorded at 1,903,175 people up from 1,810,863 people in 2011. Ards & North Down had an increase of population from 2011 of 7,000, which is 4.5%.

The census day population comprised of 967,000 females and 936,100 males. Statistics show that for every 100 females in Ards and North Down Borough there were 94.9 males.

Statistics show that 54% of the Borough are employed 2% are Unemployed and 43% are Economically inactive. Of those employed, 37% were in the Public administration, education and health Industry and 2% were in the Agriculture, energy and water industry.

62% of employed people travelled to work in a car or van and 34% travelled 5km-20km to their place of work.

There were 70,445 households recorded in Ards and North Down 4,400, 5.9% were unoccupied at the time of the survey.

The average household size in sits at 2.30 (2.44 in NI). 31% are single occupancy and 6% had more than 6 people living in the property.

72% of the Borough owns their own property, this has decreased by 2% from 2011 where 13% are Social rented and increase of 2% increase in 2011.

LGD	Male	Female
Northern Ireland	932,554	970,618

Ards and North Down	80,192	83,466
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Appendix - Disability

Disability (External)

A self-assessment of whether a person has a long-term health problem or disability that limits daily activities and which has lasted, or is expected to last, at least 12 months. It includes problems that are due to old age. The 2021 Census (NIRSA) demonstrates an increase of 15% or more in the percentage of people who reported a long-term health problem or disability which limited day-to-day activities. 41,300 or 25.3% of people in Ards and North Down had a limiting long-term health problem or disability. Ards & North Down experienced an increase of 31.4% from 2011. These changes are in part a reflection of the Boroughs ageing population.

The following statistics show a breakdown in residents in Northern Ireland and Ards and North Down borough with a Disability that is expected to last 12 months or more.

The figures show that 7.2 per cent of the Borough have deafness or partial hearing loss, 68% being over the age of 65. 2% have blindness or partial sight loss, 11% of those people are aged 0-39 years. 1.6 % have mobility or dexterity difficulty that requires the use of a wheelchair, in comparison to Northern Ireland statics this means that 9.3% of all those who have mobility or dexterity difficulty that requires the use of a wheelchair reside in the Borough.

0.8% have an intellectual or learning disability including dyslexia and Downs Syndrome. 1.6% have Autism or Asperger syndrome, 49% are between 0-14 years whilst 40% are aged 15- 39 year. 8.1 % have an emotional, psychological or mental health condition, includes depression and schizophrenia, this is highest in the age ranges of 40 – 64 years (47%). 2% have frequent periods of confusion or memory loss, including Dementia, this is most prevalent with ages 65+. 10% of residents have another condition, for example Cancer, Heart Disease or Diabetes, again this is most prevalent in age 65+. Taken together these results show that policy making must consider Ards and north Down aging population and health and disability issues as well as recognition for those that provide unpaid care throughout the Borough.

LGD	All usual residents	Activites Not Limited	Limited a little	Limited a lot
Northern Ireland	1,903,178	1,446,415	247,413	209,349
Ards and North Down	163,659	122,744	22,912	18,002

Long term Health Conditions	None	1	2	3 or More
Northern Ireland	1,237,065	342,572	152,254	171,286
Ards and North Down	101,468	32,731	14,729	14,729
Disability Breakdown Age range (0 - 65+)	Ards and North Down		Northern Ireland	
Deafness or Partial Hearing loss	11,802		109,457	
Blindness or Partial Sightloss	3,214		33,961	

Mobility or dexterity difficulty that required the use of a wheelchair	2,641		28,138	
Intellectual or learning disability include dyslexia and Downs Syndrome	1,469		16,923	
Autism or Asperger Syndrome	2,628		35,367	
Emotional, psychological or mental health condition inc depression and schizophrenia	13,275		165,127	
Frequent periods of confusion or memory loss inc Dementia	3,432		37,789	

Other conditions E.g Cancer, Heart Disease or Diabetes	167,752		16,636	
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Appendix - Dependants

Screening Form

Dependants (External)

For the Purposes of S75 a dependant can be classed as Persons with personal responsibility for the care of a child; for the care of a person with a disability; or the care of a dependant older person.

In Census 2021 one person in eight of NI population aged 5 or more (or 222,200 people) noted that they provided unpaid care. One important point to note in Policy making is that 2,600 children aged 5 to 14 in Northern Ireland provide unpaid care.

Ards & North Down LGD had the highest percentage of people who provide unpaid care throughout Northern Ireland , 13.7% estimated at 30,414 residents. 'Unpaid care' covers looking after, giving help or support to anyone because they have long-term physical or mental health conditions or illnesses, or problems related to old age

A dependent child is a person aged 0 to 15 in a household (whether or not in a family) or aged 16 to 18 in full-time education and living in a family with his or her parent(s) or grandparent(s). 'No dependent children' includes households with no children and households where all children are non-dependent.

In Ards and North Down there were 27,822 Children (defined as those aged 0 to 14). Children make up 19.2% of the Northern Ireland population. This percentage varies across the Local Government Districts and is lowest in Ards and North Down where the proportion is 17.0%.

According to Birth statistics on NISRA Ards and North Down recorded 2,854 births between 2020 and 2022 , giving an indication of the numbers using buggies or prams in use.

	Dependent children in household:	Dependent children in household:	Dependent children in household:	Dependent children in household:
	None	one	Two	Three
Northern Ireland	71%	11%	11%	6%

Ards and North Down	74%	11%	11%	4%
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Racial group (External)

On Census Day 2021, 3.4% of the population, or 65,600 people, belonged to minority ethnic groups. This is around double the 2011 figure (1.8% – 32,400 people) and four times the 2001 figure (0.8% – 14,300 people); Taken together the bulletin reports and tables released today show an increasing diversity from 2011 to 2021 in Northern Ireland's population across statistics on ethnic group, main language, country of birth and passports held. This increasing diversity is evident to a greater or lesser degree across all 11 Local Government Districts.

All Usual Residents	163,660
White	159,892
Irish Traveller	24
Roma	19
Indian	388
Chinese	500
Filipino	308
Pakistani	87
Arab	28
Other Asian	468
Black African	309
Black Other	135
Mixed	1,236
Other ethnicities	266

Main Language	Ards and North Down	Northern Ireland
English	160,385	1,808,019
Other	3,279	95,158

Passports Held	Ards and North Down	Northern Ireland
All Usual Residents	163,659	1,903,178
UK only	109,651	894,493
Ireland Only	13,092	513,858
Uk and Ireland	13,098	95,158
Other Passport(s)	4,909	95,158
No Passport	21,275	304,508

24. Does this policy require an Equality Impact Assessment?

No

Sustainability is a holistic approach that considers ecological, social and economic dimensions, recognising that all must be considered together to find lasting prosperity.

Sustainable development is all about meeting present needs without compromising the ability of future generations to meet their needs.

Religious belief (Internal)

	Catholic	Protestant & other Christian	Non Determined	Left Blank	Total
Males	52	449	41	1	543
	9.57%	82.68%	7.55%	0.184%	100%
Females	79	236	24	0	339
	23.3%	69.6%	7.07%	0%	100%
Total	131	685	65	1	882
	14%	77.6%	7.36%	0.11%	100%