

Policy Screening Form

1.	Policy Reference (Equality use only)	E 257
2.	Policy Name	ANDBC Good Relations Strategy 22 – 25 and Action Plan for 2022 - 2023
3.	Existing / Revised / New Policy	Revised policy
4.	Responsible Officer	Director of Community and Wellbeing
5.	Description of policy to be screened	<p>This Action Plan is the detail of the range of programmes to deliver within the ANDBC Good Relations audit Strategy within the period of 1 April 2022 until 31 March 2023.</p> <p>The purpose of the Good Relations Strategy is to meet the requirement from The Good Relations Unit, Executive Office for participation in the Borough Council's Good Relations Programme. The Strategy and Annual Action Plans must be agreed by both the Executive Office and Ards and North Down Borough Council.</p>
	Aims and Expected Outcomes – what is the Policy expected to achieve?	<p>Ards and North Down Borough Council (ANDBC) has developed a new Good Relations Strategy and Action Plan 2022-2023. As part of this process a Good Relations audit of need was carried out across the Borough from November 2021 to mid-January 2022 inclusive of a comprehensive consultation process. The methodology was designed to ensure that Section 75 groups, the public, elected members, council staff, statutory sector representatives, young people and voluntary and community groups were given an opportunity to contribute to the development process. It should be noted that meetings were in the majority undertaken by zoom due to the COVID 19 restrictions at the time</p> <p>This Action Plan (2022-2023) demonstrates how the Council Good Relations Section will deliver the range of programmes and includes the name and activities associated with all events as well as the anticipated cost</p>

		and expected attendees. It details the expected outcomes from each activity or programme and this is validated through monitoring after each event.
6.	Section 75 categories which might be expected to benefit and how they may benefit.	All Section 75 dimensions are expected to benefit from the programme as the range of programmes addresses a myriad of issues in many settings for a breadth of individuals and groups to address issues around racism and sectarianism, is cognisant of the ages and lived experiences of those who will potentially attend.
7.	Factors which could contribute to / detract from the intended aims / outcomes of the Policy when being implemented	If the programmes are not delivered as intended either due to cost reducing issues or not being considered to meet the needs of potential attendees.
8.	The main stakeholders on whom the policy will impact. For example, Employees, Potential Service Users and Community Groups Consider the internal and external impacts (either actual or potential) and comment, or list, information where appropriate	The Council, Elected Members, schools within the Borough, Council employees, community groups, local groups that do not normally engage with the Council, Executive Office, individuals and representative groups and the providers to the Council and groups that meet the criteria of an annual action plan.
9.	Please provide details of other policies which have a bearing on this one.	
	E 14 Sustainability and Environmental Policy E 17 CD Grants E 19 PCSP Strategy E 20 Arts Grant Aid E 28 Corporate Complaints policy and procedure E 31 Cultural Expression Agreement E 35 Good Relations supported banners for the period around 12th July 2015 in Holywood Town Centre E 38 Dignity at Work Policy and Procedure E 47 Multi-Annual Arts Funding Criteria E 62 ANDBC Grants Policy E 66 Safeguarding policy for children, young people and adults who may be vulnerable E 67 Final Community Development Service Delivery E 70 Orange Order banners for identified areas of Bangor in July period E 82 PEACE IV Strategy and Action Plan E 90 Draft Behaviour Charter for Employees	Ards and North Down Borough Council

<p>E 123 Ards and North Down Borough Council Procurement Policy</p> <p>E 137 Naming of New Leisure Facility in Newtownards</p> <p>E 158 Ulster Scots Agency Request to Ards and North Down Borough Council to Erect/Install Commemorative Plaques at Bangor and Donaghadee Harbours to identify Operation Lion (April 1914) landing sites.</p> <p>E 179 Policy on Requests for the utilisation of a Council Display Bed</p> <p>E 196 Ards and North Down Borough Council Corporate Plan 2020-2024</p> <p>E 201 ANDBC flags policy</p> <p>E 203 Good Relations Strategy and Action Plan 2019 – 2022</p> <p>E 209 Request to recognise the 100th anniversary of the forming of the RUC in June 2022 and to locate the Newtownards RUC Station Plaque in a suitably agreed public location to mark the centenary of the forming of the RUC</p> <p>E 222 ANDBC events for 100th Anniversary of Northern Ireland</p> <p>Equality Impact Assessments</p> <p>Decision to name Ards & North Down Borough Council’s new-build leisure facility in Newtownards as: ‘Ards Blair Mayne Wellbeing and Leisure Complex’</p> <p>Ards and North Down Borough Council’s response to a request to locate Ulster Scots Agency Operation Lion plaques at Bangor and Donaghadee Harbours</p>	
---	--

10.	Available evidence (quantitative and qualitative) considered as important to encourage completion in relation to:	
	Religious Belief	<p>Summary: 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. See table below</p> <p>Data:</p>

Religion or Religion Brought up in (Numbers with % in brackets)

	All usual residents	Catholic	Protestant and Other Christian (including Christian related)	Other Religions	None
Northern Ireland	1,810,863 (100%)	817,385 (45%)	875,717 (48%)	16,592 (1%)	101,169 (6%)
Ards and North Down Borough Council	156,672 (100%)	20,550 (13%)	117,589 (75%)	1,729 (1%)	16,804 (11%)

Source: [Religion or religion brought up in. Census 2011, NISRA](#)

The ANDBC employee profile shows that

Males	Protestant	Roman Catholic	Other	Total
Full Time	358 (84%)	33(8%)	34(8%)	425 (100%)
Part Time	*(63%)	*(25%)	*(13%)	*8 (100%)
Totals	363(84%)	35(8%)	35(8%)	433(100%)

Females	Protestant	Roman Catholic	Other	Total
Full Time	223(78%)	58(20%)	6(2%)	287(100%)
Part Time	20(54%)	12(32%)	5(14%)	37(100%)
Totals	243(75%)	70(22%)	11(3%)	324(100%)

Total Emp	606(80%)	105(14%)	46(6%)	757(100%)
------------------	-----------------	-----------------	---------------	------------------

[*Small numbers removed as individuals could be identifiable](#)

[Data on agency employees is held by the recruitment agency.**](#)

Political Opinion

Summary:

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.

See table below

Data:

Council Election results

The most recent local council election (2nd May 2019) showed:

	Eligible Electorate	Votes Polled (% Turnout)	Elected Candidate										
			DUP	Sinn Féin	UUP	SDLP	Alliance	Independent	TUV	Green	PUP	Aontu	CCJA
Northern Ireland	1,305,553	687,733 (52.7%)	122	105	75	59	53	24	6	8	3	1	1
Ards and North Down Borough Council	112,077	47,161 (42.1%)	14		8	1	10	3	1	3			
Ards Peninsula (DEA)	16,656	7,369 (44.2%)	3		1	1	1						
Bangor Central (DEA)	17,194	6,678 (38.8%)	2		1		1	1		1			
Bangor East and Donaghadee (DEA)	16,956	6,915 (40.8%)	2		2		1	1					
Bangor West (DEA)	13,479	5,448 (40.4%)	1		1		2			1			
Comber (DEA)	13,681	6,272 (45.8%)	2		1		1		1				

		Hollywood and Clondeboyne (DEA)	14,158	6,229 (44.0%)	1	1	2	1						
		Newtownards (DEA)	19,953	8,250 (41.4%)	3	1	2	1						

Source: [The Electoral Office, NI](#)

Racial Group	<p>Summary: 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. See table below</p> <p>Data: Ethnic Group (Numbers with % in brackets)</p>														
		All usual residents	White	Chinese	Indian	Bangladeshi	Other	Black African	Black Other	Mixed	Other				
	Northern Ireland	1,810,863 (100%)	1,778,449 (98%)	6,303 (0%)	6,198 (0%)	540 (0%)	6,089 (0%)	2,345 (0%)	1271 (0%)	6,014 (0%)	3,654 (0%)				
	Ards and North Down Borough Council	156,672 (100%)	154,365 (99%)	406 (0%)	283 (0%)	177 (0%)	415 (0%)	139 (0%)	132 (0%)	556 (0%)	199 (0%)				
	Ards Peninsula	22,797 (100%)	22,641 (99%)	29 (0%)	17 (0%)	5 (0%)	17 (0%)	6 (0%)	2 (0%)	54 (0%)	26 (0%)				
	Bangor Central	23,524 (100%)	24,469 (98%)	105 (0%)	43 (0%)	17 (0%)	43 (0%)	26 (0%)	32 (0%)	119 (0%)	38 (0%)				
	Bangor East and Donaghadee	24,892 (100%)	22,648 (99%)	56 (0%)	27 (0%)	10 (0%)	91 (0%)	11 (0%)	2 (0%)	82 (0%)	19 (0%)				
	Bangor West	22,946 (100%)	17,763 (98%)	19 (0%)	135 (0%)	2 (0%)	116 (0%)	3 (0%)	26 (0%)	73 (0%)	15 (0%)				
	Comber	18,152 (100%)	18,216 (99%)	30 (0%)	8 (0%)	9 (0%)	35 (0%)	4 (0%)	8 (0%)	55 (0%)	17 (0%)				

Hollywood and Clondeboye	18,382 (100%)	20,061 (98%)	65 (0%)	31 (0%)	23 (0%)	81 (0%)	81 (0%)	56 (0%)	10 (0%)	61 (0%)
Newtownards	20,560 (100%)	27,841 (99%)	105 (0%)	20 (0%)	111 (0%)	30 (0%)	8 (0%)	6 (0%)	75 (0%)	20 (0%)

Source: [Ethnic Group, Census 2011, NISRA](#)

The ANDBC employee profile shows that:

Ethnic Group	Total	Percentage
White	682	78.66%
Black	*	*
Chinese	*	*
Other	*	*
Did not want to answer	*	*
Left Blank	176	20.3%

* [Small numbers removed as individuals could be identifiable](#)

Data on agency employees is held by the recruitment agency.**

Age

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.

See table below

Data:

Age Groups (Numbers with % in brackets)

	0-15	16-39	40-64	65+	Total
Northern Ireland	385,200 (21%)	583,116 (31%)	591,481 (32%)	291,824 (16%)	1,851,621 (100%)
Ards and North Down Borough Council	29,801 (19%)	43,239 (27%)	54,094 (34%)	31,663 (20%)	158,797 (100%)

Sources: [Demography and Methodology Branch, NISRA](#)
[World Health Organization](#)

The council has an older age profile of employees as only a small number of new recruitment exercises have been carried out from 2014. The younger population may not identify with such an event as the older population would.

In relation to the profile of employees the following identifies them in age bands and gender:

Female		
	16 - 29	Total 20(6%)
	30 - 39	Total 75(23%)
	40 - 49	Total 105 (33%)
	50 - 59	Total 80 (25%)
	60 – 70+	Total 42 (13%)
		322 (100%)
Male		
	16 - 29	Total 26 (6%)
	30 - 39	Total 83(19%)
	40 - 49	Total 121(27%)
	50 - 59	Total 176 (39%)
	60 – 70+	Total 41 (9%)
		447 (100%)

Data on agency employees is held by the recruitment agency.**

Marital Status

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 table below

Data:

Marital Status (All aged 16+) (Numbers with % in brackets)

	All usual residents	Single (never married or never registered a same-sex civil partnership)	Married	In a registered same-sex civil partnership	legally married or still legally in a same-sex civil partnership)	Divorced or formerly in a same-sex civil partnership which is now legally dissolved	Widowed or surviving partner from a same-sex civil partnership
Northern Ireland	1,431,540 (100%)	517,393 (36%)	680,831 (48%)	1,243 (0%)	56,911 (4%)	78,074 (5%)	97,088 (7%)
Ards and North	126,945 (100%)	36,730 (29%)	67,86	123	4,328 (3%)	8,548 (7%)	9,350 (7%)

Down Borough Council			6 (53 %)	(0 %)			
----------------------------	--	--	----------------	----------	--	--	--

Source: [Northern Ireland 2011 Census, Marital Status](#)

The ANDBC employee profile shows that:

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%

[*Small numbers removed as individuals could be identifiable](#)

Data on agency employees is held by the recruitment agency.**

Sexual orientation

Summary:
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%).
Source: [Northern Ireland 2011 Census, Marital Status](#)
[ONS 2015 Sexual Identity](#)

Men & Women generally

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%). See table below

Data:

	Males	Females	All
Northern Ireland	887,323 (49%)	923,540 (51%)	1,810,863 (100%)
Ards and North Down Borough Council	75,920 (48%)	80,752 (52%)	156,672(100%)

Source: [Age Structure, Census 2011, NISRA](#)
[Review of statistical classification and delineation of settlements, NISRA](#)

The ANDBC employment Profile shows that:

Gender	Total	Percentage
--------	-------	------------

Male	511	58.94%
Female	356	41.06%

Data on agency employees is held by the recruitment agency.**

Disability

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%.)

Disability Living Allowances, 2015

	2015 (Disability Living Allowance Recipients)	2015 (Multiple Disability Benefits) *MDB is aggregated data from Attendance Allowance, Disability Living Allowance, Incapacity Benefit and Severe Disablement Allowance data, and data for Employment and Support allowance
Northern Ireland	209,280	251,490
Ards and North Down Borough Council	13,840	18,080
Ards Peninsula	2,920	n/a
Bangor Central	2,250	n/a
Bangor East and Donaghadee	1,740	n/a
Bangor West	1,650	n/a
Comber	1,270	n/a
Hollywood and Clondeboye	1,180	n/a
Newtownards	2,840	n/a

[Northern Ireland Census 2011 Long-term health problem or disability by long-term problem or disability](#)

The ANDBC employment Profile shows:

Disabled	Total	Percentage
Yes	35	4.04%
No	832	95.96%

		Data on agency employees is held by the recruitment agency.**																					
Dependents	<p>Summary: 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). Sources: Continuous Household Survey</p> <p>The ANDBC employment Profile shows that:</p> <table border="1"> <thead> <tr> <th>Family Status</th> <th>Total</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Child or Children</td> <td>270</td> <td>31.14%</td> </tr> <tr> <td>Dependant Elderly Person</td> <td>19</td> <td>2.19%</td> </tr> <tr> <td>Physical/ Mental/ Ill Health/Disability</td> <td>5</td> <td>0.58%</td> </tr> <tr> <td>Other</td> <td>5</td> <td>0.58%</td> </tr> <tr> <td>None</td> <td>203</td> <td>23.41%</td> </tr> <tr> <td>Left Blank</td> <td>365</td> <td>42.1%</td> </tr> </tbody> </table> <p>Data on agency employees is held by the recruitment agency.**</p>	Family Status	Total	Percentage	Child or Children	270	31.14%	Dependant Elderly Person	19	2.19%	Physical/ Mental/ Ill Health/Disability	5	0.58%	Other	5	0.58%	None	203	23.41%	Left Blank	365	42.1%	
Family Status	Total	Percentage																					
Child or Children	270	31.14%																					
Dependant Elderly Person	19	2.19%																					
Physical/ Mental/ Ill Health/Disability	5	0.58%																					
Other	5	0.58%																					
None	203	23.41%																					
Left Blank	365	42.1%																					

11.	Based on data previously provided what are the needs, experiences, and priorities for each of the following categories, in relation to this policy/decision?	
	Religious Belief	The promotion of good relations is to address the issues that have been identified both from inter or intra community conflicts. The promotion of equality of opportunity is also paramount in the planning and delivery of all programmes that are delivered as an outcome of the Good Relations audit and three year strategy. Although the legislation addresses Good Relations for those with different religious belief, political opinion, and racial group any work undertaken requires it to meet the breadth of needs of the range of dimensions.
	Political Opinion	
	Racial Group	
	Age	
	Marital Status	
	Sexual orientation	
	Men & Women generally	
	Disability	
	Dependents	

Does this Policy require an Equality Impact Assessment?

1.	What is the likely impact on equality of opportunity for each of the Section 75 categories?	
	Detail of Impact	Level of Impact Minor/Major/None

	Religious Belief	The need to promote equality of opportunity will improve as understanding of the needs of all individuals are developed through the training and events detailed in each annual action plan. All programmes are developed to be open to a breadth of attendees and potential attendees irrespective of their Section 75 dimensions. Reasonable adjustments are made where the individuals needs are identified.	Minor - positively
	Political Opinion		
	Racial Group		
	Age		
	Marital Status		
	Sexual orientation		
	Men & Women generally		
	Disability		
	Dependents		

2.	Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?		
		If "Yes", provide details	If "No", provide details
	Religious Belief	No, as all the programmes address and provide a range of opportunities to better promote equality of opportunity through the activities delivered; feedback from participants and those providing the programmes; monitoring; and the audit that informed the strategy and annual plans.	
	Political Opinion		
	Racial Group		
	Age		
	Marital Status		
	Sexual orientation		
	Men & Women generally		
	Disability		
Dependents			

3.	To what extent is the Policy likely to impact on Good Relations between people of different religious belief, political opinion or racial group?		
		Details of Impact	Level of Impact Minor/Major/None
	Religious Belief	Major in a positive manner as this action plan addresses the areas identified during the audit process, previous programmes and action plans as well as including some of the good practices from monitoring the previous two years programmes. Those consulted considered it significant and necessary to continue to address and improve good relations between people of different religious belief, political opinion or racial group. All issues identified have been prioritised and considered within the strategy and action plans.	
	Political Opinion		
Racial Group			

4.	Are there opportunities to better promote Good Relations between people of different religious belief, political opinion or racial group?		
		If "Yes" provide details	If "No" provide details
	Religious Belief	No, as the three year strategy and annual action plan	

Political Opinion	address the identified issues of the audit in an appropriate manner for the target audience. It is an ongoing requirement that there is continual monitoring of the take up and value of each programme as well as addressing current issues.
Racial Group	

Additional Considerations

Multiple Identity Considerations	Details of Impact or potential impact (Positive/Negative)
<p>Are there any potential impacts of the policy decision on people with multiple identities? (e.g. disabled minority ethnic persons). Where appropriate provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.</p>	<p>All programmes will ensure participation is suitable for people with disabilities and their carers where appropriate. All activities will be arranged to suit the dimensions of those to whom each programme is identified for attending including age, gender or racial group. The strategy and action plan consider the needs of those with multiple identities through the introduction and development of positive actions that have been identified from monitoring previous programmes and audits. This has been demonstrated in the previous 12 month period where face to face events and meetings were not permitted and online contact became the main vehicle for engagement. All appropriate safeguards and good practice guidelines were put in place as identified with each programme and unique audience.</p>

Disability Discrimination Order (NI) 2006

Does this proposed policy provide an opportunity to?	Yes / No	Explain your reasoning:
<ul style="list-style-type: none"> - <u>better promote positive attitudes</u> towards disabled people - <u>increase participation</u> by disabled people in public life 	Yes	<p>This policy and all associated activities within the annual action plan is accessible to those with a disability with the information available in a range of formats where a need is identified. Carers needs are also considered in planning and booking arrangements. Support is provided for all who request this. Browse aloud is available for all users of the Council website and BSL Sign Video has continued to be available throughout the Covid-19 restrictions.</p>

Monitoring Arrangements

Section 75 places a requirement on the Council to have equality monitoring arrangements in place to assess the impact of policies and services, help identify barriers to fair participation and to better promote equality of opportunity.

	Outline what data you could collect in the future to monitor the impact of this policy / decision on <u>equality, good relations, and disability duties</u>	Attendance at programmes and relevant monitoring data of attendees over the last two years as this is the period relevant to the current action plan and strategy. Non-attendance where data is available to explain non-attendance or non-engagement, such as bookings not honoured or attendance at repeat programmes. Evaluation of programmes/projects and events is through outcome-based assessments to improve good relations. Comments on the online activities and participation online in comparison to attendance in person for similar events in the previous year.
--	---	--

I can confirm that the proposed policy / decision has been screened for: -

X	Equality of opportunity and good relations
X	Disabilities duties

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

X	Screened Out – No EQIA necessary (no impacts)
<input type="checkbox"/>	Screened Out – Mitigating Actions (minor impacts)
<input type="checkbox"/>	Screened In – Necessary to conduct a full EQIA
	Please detail actions to be taken:

Screening assessment completed by: -

Name: Sian McConnell-Porter
 Title: Compliance Officer (Equality and Safeguarding)
 Date: 04/02/2022
 Signature:

Director/Head of Service decision approved by:

Name: Jan Nixey
 Title: Head of Community and Culture
 Date: 25/04/2022
 Signature:

If an Equality Impact Assessment is required

	Priority Rating for Timetabling an Equality Impact Assessment. (1-3)	Priority Criterion	Rating
		Effect on equality of opportunity and good relations	
		Social need	
		Effect on people's daily lives	
		Relevance to a public authority's functions	

Is this Policy Affected by Timetables established by other relevant Public Authorities?	
---	--

Monitoring Recommendation	
---------------------------	--

Approval and Authorisation	Position/Job Title:	Date:
Screened by:	Donna Mackey/ Good Relations Officer	
Approved by:	Jan Nixey/Head of Community and Culture	