

Policy Screening Form

1.	Policy Reference (Equality use only)	E 258
2.	Policy Name	Platinum Jubilee Park Comber
3.	Existing / Revised / New Policy	New policy
4.	Responsible Officer	Director of Community and Wellbeing
5.	Description of policy to be screened	A Notice of Motion was received from Alderman McIlveen, Alderman Gibson and Councillor Cummings. It requested to name the Park on the Comber Road, Ballygowan, Platinum Jubilee Park.
	Aims and Expected Outcomes – what is the Policy expected to achieve?	<p>In 2022, Her Majesty The Queen will become the first British Monarch to celebrate a Platinum Jubilee after 70 years of service. The Aim of the Policy will be to recognise Her Majesty the Queens Platinum Jubilee Year in 2022 by naming a park.</p> <p>In November 2015, Ards and North Down Borough Council adopted a policy on naming Council facilities which aimed to ensure a consistent approach to naming Council Facilities.</p> <p>The Policy aims to ensure such decisions promote equality of opportunity and good relations. The Policy states that all names should normally comprise two parts.</p> <p>The first part of the name must:</p> <ul style="list-style-type: none"> • Not be considered offensive* to any group or individual within the Borough. • Not be the surname of any living person or a name which can be clearly attributed to any living person. <p>The Policy further states that “where a name is selected that meets the criteria of the policy it should not be representative of an event or location associated with conflict but one that identifies with inclusion, is relevant to the location, purpose of the facility and compliant with the corporate plan aim of inclusivity for all who work, live or visit in the Borough.”</p>

6.	Section 75 categories which might be expected to benefit and how they may benefit.	Some Section 75 categories may not consider they will benefit from the maning of the park as the name may not promote the facility as a shared and welcoming space for employees and potential employees
7.	Factors which could contribute to / detract from the intended aims / outcomes of the Policy when being implemented	If the request to the Council is not enacted as intended or if the request is rejected whilst the request is within the current Council policy.
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, all employees, Elected Members, visitors and potential visitors to the Borough, residents, local businesses, service providers, Community Groups and members of the community in general.
9.	Please provide details of other policies which have a bearing on this one.	
	<p>E 27 Lands and Property Policy E 28 Corporate Complaints policy and procedure E 38 Dignity at Work Policy and Procedures E 52 Requests to Name Council Facilities E 131 Name/brand for the replacement Ards Leisure Centre E 196 Ards and North Down Borough Council Corporate Plan 2020-2024 E 257 Good Relations Strategy and Action Plan 2022 – 2023</p> <p>External Policies: There are a number of relevant policy frameworks in place in Northern Ireland which relate to, and inform, the issue of (re)naming facilities including:</p> <ul style="list-style-type: none"> • Together: Building a United Community strategy, key priority – Our Shared Community Shared Aim: to create a community where division does not restrict the life opportunities of individuals and where all areas are open and accessible to everyone. • Equality Commission advice on Good Relations in Local Councils • Guidance on promoting a Good and Harmonious Working Environment 	<p>Ards and North Down Borough Council</p> <p>Department of Communities</p> <p>Equality Commission for Northern Ireland</p>

10. Available evidence (quantitative and qualitative) considered as important to encourage completion in relation to:

Religious Belief

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

Data:
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%)
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[*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	CCIA
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 Clondeboy (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	24,469	105	43	17	43	26	32	11	38

	(100%)	(98%)	(0%)	(0%)	(0%)	(0%)	(0%)	(0%)	(0%)	9 (0%)	(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	2 (0%)	11 (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 Clondeboyne	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	<p>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.</p> <p>ANDBC has the highest % population of older people in Northern Ireland.</p> <p>See table below</p> <p>Data:</p> <p>Age Groups (Numbers with % in brackets)</p>				
	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%)
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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
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Northern Ireland	1,431,540 (100%)	517,393 (36%)	68,031 (48%)	1,243 (0%)	56,911 (4%)	78,074 (5%)	97,088 (7%)
Ards and North Down Borough Council	126,945 (100%)	36,730 (29%)	67,866 (53%)	12,033 (0%)	4,328 (3%)	8,548 (7%)	9,350 (7%)

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%)
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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
Holywood and Clandeboye	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](#)

	<p>The ANDBC employment Profile shows:</p> <table border="1"> <thead> <tr> <th>Disabled</th> <th>Total</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>35</td> <td>4.04%</td> </tr> <tr> <td>No</td> <td>832</td> <td>95.96%</td> </tr> </tbody> </table> <p>Data on agency employees is held by the recruitment agency.**</p>	Disabled	Total	Percentage	Yes	35	4.04%	No	832	95.96%
Disabled	Total	Percentage								
Yes	35	4.04%								
No	832	95.96%								

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	<p>On Census Day (27 March 2011) the usually resident population of Ballygowan Ward was 2,957 (1,077 households).</p> <ul style="list-style-type: none"> 21.39% were aged under 16 years and 12.27% were aged 65 and over; 49.40% of the usually resident population were male and 50.60% were female, and 40 years was the average (median) age of the population.
Political Opinion	
Racial Group	
Age	
Marital Status	
Sexual orientation	
Men & Women generally	
Disability	

	Dependents	<ul style="list-style-type: none"> • 99.09% were from the white (including Irish Traveller) ethnic group; • 11.22% belong to or were brought up Catholic and • 80.19% belong to or were brought up in a 'Protestant and Other Christian (including Christian related)' denominations ; • 75.81% indicated that they had a British national identity, 7.12% had an Irish national identity and 33.69% had a Northern Irish national identity (Respondents could indicate more than one national identity) <p>Individuals generally should have the opportunity to use open spaces should they wish to do so. The naming / renaming of facilities (or any location) is complex and potentially emotionally evocative because assigning a name can be a powerful and permanent identity for a public space and facility. The name of this park should ensure it is a shared space and is open to all who wish to use it, irrespective of any S75 Categories. It is important the name does not create a barrier to promoting a shared environment for all current or potential employees and users.</p>
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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 decision to name the park Platinum Jubilee Park may have a potential adverse impact on the grounds of religious belief, political opinion and racial group.	Minor
	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	The park could be named to reflect the Council's desire to create a shared space which is welcoming to all sections of society including employees and prospective employees through the promotion of equality of	
	Political Opinion		
	Racial Group		
	Age		

Marital Status	<p>opportunity and good relations. The policy on naming of Council Facilities states:</p> <p>Appropriate consultation will also take place on any proposals. Consultees may include, among others as necessary, some or all of the following:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Appropriate individuals (eg family of person being considered) <input type="checkbox"/> Local community associations/residents associations <input type="checkbox"/> Local historical societies <input type="checkbox"/> NI Environment Agency <input type="checkbox"/> Tourism NI <input type="checkbox"/> Statutory Agencies etc
Sexual orientation	
Men & Women generally	
Disability	
Dependents	

3.	To what extent is the Policy likely to impact on Good Relations between people of different religious belief, political opinion or racial group?	
	Details of Impact	Level of Impact Minor/Major/None
	Religious Belief	The naming of the park may have an adverse impact on the grounds of religious belief, political opinion or racial group - Minor
	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	The park could be named to reflect the Council's desire to create a shared space which is welcoming to all sections of society, promoting equality of opportunity and good relations. This could be done through a broad, transparent and meaningful consultation and stakeholder engagement process.
	Political Opinion	
	Racial Group	

Additional Considerations

Multiple Identity Considerations	Details of Impact or potential impact (Positive/Negative)
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<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>None, Some individuals prefer not to be identified with any one particular identity and wish the areas they use to be shared spaces and not identify with a specific Section 75 identity.</p>
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Disability Discrimination Order (NI) 2006

<p>Does this proposed policy provide an opportunity to?</p> <ul style="list-style-type: none"> - <u>better promote positive attitudes</u> towards disabled people - <u>increase participation by disabled people</u> in public life 	<p>Yes / No</p> <p>Yes</p>	<p>Explain your reasoning:</p> <p>The policy will ensure that needs of those with a disability will be considered where a specific need is identified and this can be met within the Council policy.</p>
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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.

<p>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></p>	<p>Complaints and comments on the proposed name and proposed name and from the original consultation/engagement.</p>
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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: -

<input type="checkbox"/>	Screened Out – No EQIA necessary (no impacts)
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X	<p>Screened Out – Mitigating Actions (minor impacts)</p> <p>The proposed name of the park is in line with Council Policy, the name of the Park may have an adverse impact on the grounds of religious belief, political opinion or racial group therefore the appropriate consultation should take place on any proposals and any comments or complaints should be monitored.</p>
<input type="checkbox"/>	<p>Screened In – Necessary to conduct a full EQIA</p> <p>Please detail actions to be taken:</p>

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: Stephen Daye
 Title: Head of Parks & Cemeteries (Interim)
 Date: 04/02/2022
 Signature: Via email

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?	
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Monitoring Recommendation	
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Approval and Authorisation	Position/Job Title:	Date:
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	Screened by:		
	Approved by:		