

April 14th, 2015

Notice Of Meeting

You are invited to attend the Strategic Planning and Resources Committee Meeting to be held on **Thursday, 16th April 2015 at 6:00 pm** in **Mourne Room, Downshire Civic Centre, Downpatrick.**

The Members of the Strategic Planning and Resources Committee are:-

Chair: Councillor R Burgess

Vice Chair: Councillor H Reilly

Members:	Councillor P Brown	Councillor S Burns
	Councillor M Carr	Councillor W Clarke
	Councillor G Craig	Councillor D Curran
	Councillor G Donnelly	Councillor L Kimmins
	Councillor C McGrath	Councillor B O'Muirí
	Councillor B Quinn	Councillor M Ruane
	Councillor W Walker	

Agenda

1. **Apologies and Chairpersons remarks**
2. **Declarations of Interest**
3. **Terms of Reference for Strategic Planning and Resources Committee**

[Terms of Reference.pdf](#)

Page 1

Strategic Planning and Performance

- (4) **Corporate Planning and Policy Section**
 - a) Report on Corporate Planning, Corporate Policy, Equality Scheme, Disability Action Plan and Bi- Lingualism. **(Report attached)**.
 - b) Marketing and Communications Update. **(Report attached)**.
 - c) Equality Screening Report of Bi-Lingualism Policy. **(Report attached)**.

[Cor Planning Cor Policy Equality Scheme Dis Action Plan Bilingualism.pdf](#)

Page 3

[Marketing and Communications Update.pdf](#)

Page 9

[Equality Screening Report re Bilingualism Policy.pdf](#)

Page 12

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- (5) **Community Planning Section**
 - a) Community Planning (incorporating the Age Friendly Strategy, Children and Young Peoples' Youth Strategy and the Consultation and Engagement Framework). **(Report enclosed)**.

Corporate Services

(6) Finance Section

- a) Report on award of tender for Internal Audit to be provided by external suppliers. (Report attached).

[Tender for Internal Audit Services.pdf](#)

Page 41

(7) Human Resources Section

- a) Report on Shared Parental Leave and Policy. (Report attached).
- b) Local Government Staff Commission (LGSC) - Financial Scheme 2015/2016. (Report attached).

[Parental Leave.pdf](#)

Page 43

[LGSC Financing Report.pdf](#)

Page 49

(8) Democratic Services Section.

- a) Report on appointment of representatives to:-
- Louth, Newry, Mourne and Down Joint Committee.
 - NILGA.
 - National Association of Councillors. **(Report enclosed).**
- b) East Border Region - Appointment of Directors. **(Report enclosed).**
- c) Council Constitution. **(Report to follow).**

[Louth-NILGA-NAC.pdf](#)

Page 57

[East Border Region - Directors.pdf](#)

Page 59

Correspondence and Conferences

(9) Department for Social Development: public consultation on the Disability Action Plan 2014-2017. (Copy enclosed).

- (10) **Department of Finance and Personnel regarding impact of the revaluation of business rates on small businesses. (Copy enclosed).**

INV19 - Minister's response.pdf

Page 62

- (11) **2015 NILGA Conference - La Mon Hotel, Thursday 18 June 2015
- fee £121 + VAT.**

(Details attached).

2015 NILGA Conference.pdf

Page 63

Invitees

Cllr. Terry Andrews	terry.andrews@downdc.gov.uk
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Cllr. Clarke William	william.clarke@downdc.gov.uk

STRATEGIC PLANNING & RESOURCES COMMITTEE
- TERMS OF REFERENCE -

Scope

The **Strategic Planning & Resources Committee** ("the Committee") will be responsible for the effective and efficient operation of the Council, as well as setting its future strategic direction.

- Responsible for the development of the key strategic plans of the Council, including the Corporate Plan, the Community Plan, the Improvement Plan and the Local Development Plan;
- Responsible for the effective planning and stewardship of the Council's entire resources and assets (financial, employees, information technology and land/property assets);
- Responsible for the management of the Council's policy development framework, including a statutory duty of Equality and development of policy on matters including the Irish language, youth and age friendly disability and safe guarding strategies;
- Responsible for the policy on consultation and engagement with the Council's key stakeholder groups and for public sector collaboration;
- Responsible for the Council's performance management framework, including the setting of performance targets and the oversight of performance across the organisation and for change management;
- Responsible for securing future organisational change in support of Council improvement and modernisation;
- Responsible for the development and delivery of key corporate projects;
- Responsible for the Council's corporate communications, public consultation; public relations and media; marketing and publications and
- Leading on the development and implementation of suitable strategies, policies and programmes to assist with the effective and efficient operation of the Council, to include matters relating to finance and systems; grants administration; human resources; estates and project management; administration and registration;

- Responsible for the effective planning and stewardship of the Council's entire resources and assets.

Membership

The Committee is comprised of the fifteen (15) Elected Members appointed to the Committee at the Annual General Meeting (AGM).

Chairperson

Arrangements for the appointment of a Committee Chairperson and Deputy Chairperson will be finalised at the AGM.

Meetings

Arrangements for future meetings will be confirmed at the inaugural meeting of the Committee.

All meetings of the Committee will be governed by the Council's Standing Orders and the NI Local Government Code of Conduct for Councillors.

Sub-Committees & Working Groups

The Committee has the facility to establish and appoint any number of Sub-Committees and Working Groups, as are necessary, to consider in more detail the work of the Committee.

Communication & Reporting

The Minutes of the Committee will be reported at each meeting of the Council by the Committee Chairperson.

Agenda Item:	
Report to:	Strategic Planning and Resources Committee
Subject:	Corporate Planning, Corporate Policy, Equality Scheme, Disability Action Plan and Bilingualism
Date:	16 April 2015
Reporting Officer:	Eddy Curtis, Director of Strategy, Planning & Performance

Decisions Required

To consider and agree to contents of the report

1.0 Purpose & Background

1.1

- Newry, Mourne and Down District Council has developed its Corporate Plan for the period 2015 -2019 focusing on 8 strategic objectives. Its implementation will be cascaded through the business planning process within Directorates and Services and will be linked to organisational design. A reporting framework will be developed to support and inform this process.
- Newry, Mourne and Down District Council has agreed a Policy Development Framework which provides guidance on the process for developing a Council policy, the relationship between strategy and policy, and provides a draft policy proforma.

The aim of the Policy Development Framework is to create a clear approach to the **development, implementation and management** of all Council policy and to ensure relevant members of staff are clear as to their roles and responsibilities so that Council policies are developed and implemented in an efficient, cost effective and consistent manner.

- Newry, Mourne and Down District Council's Equality Scheme, approved by the Equality Commission for Northern Ireland, sets out how Council proposes to fulfil the Section 75 statutory duties in carrying out its functions to have due regard to the need to promote equality of opportunity across nine designated equality categories, and without prejudice to these obligations, to have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.
- Section 49A of the Disability Discrimination Act 1995 (as amended by the) Disability Discrimination (NI) Order 2006 requires the Council, in carrying out its functions, to have due regard to the need:
 - to promote positive attitudes towards disabled people; and
 - to encourage participation by disabled people in public life.

Newry, Mourne and Down District Council's Disability Action Plan (2015 – 2019), forwarded to the Equality Commission for Northern Ireland, sets out

	<p>the Council’s commitment to fulfil the statutory duties, and Council will develop action measures on how it intends to improve the quality of life for all people with disabilities who live in, work in or visit our district. As a Council, we have a duty to tackle discrimination and disadvantage so that people feel safe from harassment and everyone has access to high quality services. The aim is not just to meet our legal duties, but to make disability equality a reality, by putting it at the centre of policy-making, service delivery and employment practice.</p> <ul style="list-style-type: none"> • Newry, Mourne and Down District Council has agreed a Bilingualism Policy and associated procedures which set out the Council’s commitment to facilitate and encourage the promotion and use of both the Irish language and the English language in the Council area. <p>The aim of the Policy is to build on the Council’s commitment to celebrate diversity by the delivery of equality of opportunity for all who avail of and/or provide services using progressive realization and to fulfil the Council’s obligations as contained in the European Charter for Regional or Minority languages.</p>
2.0	Key Issues
2.1	<p>Inherited Arrangements from Predecessor Councils. Previously both legacy Councils had their own Corporate Plan, Equality Scheme, Disability Action Plan, policy framework, and Bilingualism Policy and Procedures.</p>
	Convergence Arrangements
2.2	<p>The new Council has developed a new Corporate Plan, Equality Scheme, Disability Action Plan, Corporate Policy Development Framework and Bilingualism Policy and Procedures</p>
	Possible Future Issues for Consideration
2.3	<p>These are outlined in greater detail in appendix 1, however the primary issue at present for consideration is to communicate the new corporate plan, policy development framework, Equality Scheme, Disability Action Plan and Bilingualism Policy and Procedures, and to develop the associated actions.</p>
3.0	Resource Implications
3.1	<p>To be defined upon further development of the Directorate’s role and responsibilities</p>
4.0	Appendices
	<ul style="list-style-type: none"> ▪ Appendix 1

Report on Corporate Planning

1. Background

Newry, Mourne and Down District Council has developed its Corporate Plan for the period 2015 -2019 focusing on 8 strategic objectives. Its implementation will be cascaded through the business planning process within Directorates and Services and will be linked to organisational design. A reporting framework will be developed to support and inform this process.

2. Headline actions over the next 3 months

Action	Timetable
Communication of Corporate Plan to all employees	April – May 2015
Development of Business Planning Framework for cascading through Directorates/Services	May 2015
Development of Departmental Plans and key performance information	May 2015 onwards

Signed : Regina Mackin

Report on Corporate Policy

1. Background

Newry, Mourne and Down District Council has agreed a Policy Development Framework which provides guidance on the process for developing a Council policy, the relationship between strategy and policy, and provides a draft policy proforma.

The aim of the Policy Development Framework is to create a clear approach to the **development, implementation and management** of all Council policy and to ensure relevant members of staff are clear as to their roles and responsibilities so that Council policies are developed and implemented in an efficient, cost effective and consistent manner.

2. Headline actions over next three months

Action	Timetable
Communication of Policy	April – May 2015

Development Framework to Directors and Assistant Directors	
Establishment and maintenance of policy list	May - June 2015
Development of Corporate Policy approval mechanism	June - July 2015
Equality Screening of all new and revised policies	Ongoing (policies currently adopted to be prioritized in this process)

Signed: Colin Moffett

Report on Equality Scheme

1. Background

Newry, Mourne and Down District Council's Equality Scheme, approved by the Equality Commission for Northern Ireland, sets out how Council proposes to fulfil the Section 75 statutory duties in carrying out its functions to have due regard to the need to promote equality of opportunity across nine designated equality categories, and without prejudice to these obligations, to have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

2. Headline actions over next months

Action	Timetable
Communication of Equality Scheme	April – May 2015
Audit of inequalities	April - July 2015
Development of action plan to promote equality of opportunity and good relations	September 2015
Equality Screening of all new and revised policies	Ongoing (policies currently adopted to be prioritized in this process)
Quarterly Report on equality screening undertaken	July 2015
Audit of existing information systems	March 2016

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¹ As per Council's approved Equality Scheme (paragraph 4.5), all policies must be subject to equality screening prior to implementation.

Signed: Colin Moffett

Report on Disability Action Plan

1. Background

Section 49A of the Disability Discrimination Act 1995 (as amended by the Disability Discrimination (NI) Order 2006) requires the Council, in carrying out its functions, to have due regard to the need:

- to promote positive attitudes towards disabled people; and
- to encourage participation by disabled people in public life.

Newry, Mourne and Down District Council's Disability Action Plan (2015 – 2019), forwarded to the Equality Commission for Northern Ireland, sets out the Council's commitment to fulfil the statutory duties, and Council will develop action measures on how it intends to improve the quality of life for all people with disabilities who live in, work in or visit our district. As a Council, we have a duty to tackle discrimination and disadvantage so that people feel safe from harassment and everyone has access to high quality services. The aim is not just to meet our legal duties, but to make disability equality a reality, by putting it at the centre of policy-making, service delivery and employment practice.

2. Headline actions over next months

Action	Timetable
Communication of Disability Action Plan	May - July 2015
Development of action measures plan	July 2015

Signed: Colin Moffett

Report on the Bilingualism Policy

1. Background

Newry, Mourne and Down District Council has agreed a Bilingualism Policy and associated procedures which set out the Council's commitment to

facilitate and encourage the promotion and use of both the Irish language and the English language in the Council area.

The aim of the Policy is to build on the Council's commitment to celebrate diversity by the delivery of equality of opportunity for all who avail of and/or provide services using progressive realization and to fulfil the Council's obligations as contained in the European Charter for Regional or Minority languages.

2. Initial actions

Action	Timetable
Communication of Bilingualism Policy and associated procedures to Directors and Assistant Directors	April 2015
Development of action plan to implement commitments of Bilingualism Policy and agreed procedures	May - July 2015
Provision of simultaneous translation facilities as required at Council meeting	Ongoing

Signed: Ursula Mhic An tSaoir

Report to:	Strategy, Policy & Resources Committee
Subject:	Marketing and Communications Update
Date:	16 April 2015
Reporting Officer:	Eddy Curtis, Director of Strategy, Planning & Performance

Decisions Required

This report assesses the current state of marketing and communications activity in the new Council.

It makes recommendations that:

- i. an interim Marketing and Communications Strategy should be developed for the period 2015-2016.
- ii. a three year Marketing and Communications Strategy should be developed for the period 2016-2019.

Members are asked to note the report and approve the recommendations.

1.0 **Purpose & Background**

1.1 All of the communications work relevant to the new Council of Newry, Mourne and Down has been handed over in good order by the outgoing officers.

Projects that were started during the transition phase of local government reform will continue to be delivered until completion.

As part of the development of Communications for Newry, Mourne and Down District Council, this report provides detail on key areas that are currently being developed.

2.0 **Key Issues**

Marketing and Communications Activity Update:

2.1 **Corporate Identity and Branding**

- A new, modern visual identity was agreed by the former Shadow Council.
- To date, the new corporate identity has been introduced in the following areas:
 - Corporate Stationery – letterhead, continuation sheets, business cards, compliment slips
 - Display stands in both main Council offices
 - Corporate Business Tools – advertisement templates, powerpoint slides, newsletter templates etc
 - Direct Mail Campaign to 80,000 circa homes in the new Council area to raise awareness of new Council, contact telephone numbers, web and social media sites
 - Posters displayed in Council buildings, libraries etc across the new district

Signage

- The new corporate identity has also been installed on new signage at the main Council offices and Depot/Stores in Newry and Downpatrick
- In the coming weeks eight RCV's will be branded with the new identity and customer information to include the new 'golden' telephone numbers, website and social media connect details etc.
- Boundary signage displaying the legacy Council identities have been removed from across the district

- Phase II and Phase III Signage Schemes have been identified and will be renewed subject to Estates/Departmental budgetary allocations.

Marketing and PR - 'Your New Council Has Arrived' Campaign

- Advertising - placed in all local papers, including the Banbridge Chronicle, to raise awareness of the creation of the new Council on 1 April 2015
- Marketing – direct mail campaign to all residents in Newry, Mourne and Down District Council area, including Ballyward
- PR – a series of press releases were issued and photo-opportunities were arranged to promote the new Council, transferring functions and our new Social Media
- Internal Communications – Chief Executive's face to face staff briefings were held regularly; regular newsletters issued to all staff and Members; Operation Day One and Corporate Identity training sessions were held

Operation Day One

Marketing team assisted CRM to develop and compile Employee Welcome Packs for 1 April 2015.

Media Training for Members

Members attended Media Training in November 2014.

Convergence Arrangements

2.3 **Corporate Identity and Branding**

The successful implementation of our corporate identity is critical to the success in projecting a 'one' council image and a detailed branding manual is currently being developed by the Design Agency responsible for developing the new corporate identity. The manual will fully explore and clearly illustrate where and how the logo should be used.

Media Relations

The Governance Committee (10.03.15) approved the Council's Media Policy which seeks to ensure a consistent approach to dealing with all media communications activity. The approval was ratified by the Council at its meeting on 31.03.15.

The Governance Committee (10.03.15) also approved the appointment of a Media Monitoring service provider, that will monitor, track and evaluate media coverage of all Council media activity. The approval was ratified by the Council at its meeting on 31.03.15.

Publications

The Finance and Resources Committee (18.03.15) approved a six month extension to the contract with McCadden Design Ltd to provide graphic design services for the Council to enable business continuity and a smooth delivery of Council publications and wider marketing collateral. This contract extension is to be reviewed in September 2015. The recommendation was ratified by the Council at its meeting on 31.03.15.

Advertising

The Finance and Resources Committee (18.03.15) approved a recommendation to appoint an Advertising Agency to handle its advertising account for a period of four years, with a possible extension for one further year. This decision was ratified by the Council at its meeting on 31.03.15.

Internal Communications including a new Intranet/Shared Drive

The following channels will continue to be implemented to communicate internally with staff

	<p>and Members:</p> <ul style="list-style-type: none"> • Chief Executive's newsletter • Regular emails with short bulletins • E-comms to include CEO video messages • Hard copies of newsletters and bulletins will be made available on noticeboards and in staff break areas • Face to face staff briefings will be arranged as necessary • Team Meetings with Directors • One to One Meetings with Directors and/or Line Managers • Staff Surveys • A new Shared Drive will be established as central platform for corporate information which will be accessible to all staff and Members. <p>Website and Social Media</p> <p>A new temporary holding website has been developed for Newry, Mourne and Down District Council. It is primarily a site to upload news, Council and Committee Agenda and Minutes, information about Local Planning and the Council's new Corporate Plan. It directs viewers back to the legacy website for further information on services and facilities.</p> <p>New social media sites for Facebook and Twitter have been launched and are fully operational, with over 2000 'likes' on Facebook and 350+ followers on Twitter. New media will become the Council's primary vehicle for communication in the new era.</p>
	<p>Possible Future Issues for Consideration</p>
2.4	<p>It is recommended that future work should be undertaken in 2015/2016 to establish robust marketing and communications procedures and will include the following:</p> <ul style="list-style-type: none"> • Interim Marketing and Communications Strategy should be developed for the period 2015-2016 (Corporate Identity, Advertising, Marketing, PR, Social Media and Internal Communications) • Implementation Plan for the rollout of our new Corporate Identity to be progressed until completion • Corporate Identity and Branding Manual to be completed • Media Procedures to be finalised and agreed by SMT • Advertising Policy to be developed and approved by the Committee/Council • Marketing and Communications Protocols (to include information ref Requests for Advertising, Publications/Marketing Materials to be developed and issued to all staff) • Social Media Policy and Procedures to be progressed with LGRJF • Three year Marketing and Communications Strategy should be developed for the period 2016-2019 (by end March 2016).
3.0	<p><u>Resource Implications</u></p>
3.1	<p>As the new Council establishes a Marketing/Communication unit which its core business will be to deliver upon the aforementioned functional areas, it will be vital to identify and provide appropriate resources to deliver this activity in a smooth, successful and professional manner.</p>
4.0	<p><u>Appendices</u></p>
	<ul style="list-style-type: none"> ▪ None

Agenda Item:	
Report to:	Strategic Planning & Resources Committee
Subject:	Equality Screening Report of Bilingualism Policy
Date:	16 April 2015
Reporting Officer:	Eddy Curtis, Director of Strategy, Planning & Performance

Decisions Required

As per Council's approved Equality Scheme all policies must be subject to equality screening prior to implementation. Members are asked to note the equality screening report in relation to the Council's Bilingualism Policy wherein it is recommended not to proceed with conducting an equality impact assessment on the policy.

1.0 **Purpose & Background**

1.1 Newry, Mourne and Down District Council has agreed a Bilingualism Policy and associated procedures which set out the Council's commitment to facilitate and encourage the promotion and use of both the Irish language and the English language in the Council area. The aim of the Policy is to build on the Council's commitment to celebrate diversity by the delivery of equality of opportunity for all who avail of and/or provide services using progressive realization.

2.0 **Key Issues**

Inherited Arrangements from Predecessor Councils

2.1 While both predecessor Councils had Bilingualism Policies, Newry, Mourne and Down District Council has developed and adopted a new Bilingualism Policy.

Convergence Arrangements

2.3 Newry, Mourne and Down District Council has adopted a Bilingualism Policy and associated procedures.

Possible Future Issues for Consideration

- 2.4
- Communication of the Bilingualism Policy.
 - Development of an action plan to implement the Bilingualism Policy and agreed procedures.
 - Monitoring implementation of the policy.

3.0 **Resource Implications**

3.1 To be defined upon further development of the Directorate's role and responsibilities.

4.0 **Appendices**

- Appendix 1 - Equality screening report of Newry, Mourne and Down District Council's Bilingualism Policy

Newry, Mourne and Down District Council Policy Screening Form

V3 Feb 2015

Policy Information

Name of the policy	Bilingualism Policy
Is this an existing, revised or new policy?	New
What is it trying to achieve (aims/outcomes)	The Council's commitment to facilitate and encourage the promotion and use of both the Irish language and the English Language in the Council area
Are there any Section 75 categories which might be expected to benefit from the intended policy? If so, explain how.	Language is not a specific Section 75 equality category. However, using proxy indicators people who might be expected to benefit from the intended policy are predominantly people of different religious belief (from a Catholic community background) and people of different political opinion (from a nationalist background). The Bilingualism policy sets out the Council's commitment to promote equality of opportunity for those who wish to access Council services through the medium of Irish. Based on the available data, the policy may have a positive impact on younger people and on people from a Catholic background due to the fact that people aged 12-15 are most likely to be fluent speakers of Irish.
Who initiated or wrote the policy?	Equality Officer
Who owns and who implements the policy?	Council Director of Development All staff have a responsibility to follow the policy's directives

Implementation factors

	Yes	No
Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?	✓	
If yes, are they Financial	✓	
If yes, are they Legislative	✓	
If yes, and they are Other please specify:		

Main stakeholders affected

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

	Yes	No
Staff	✓	
Service users	✓	
Other public sector organisations	✓	
Voluntary/community/trade unions	✓	

Newry, Mourne and Down District Council Policy Screening Form

14

V3 Feb 2015

Other, please specify:	✓	
	Irish Language Community	

Other policies with a bearing on this policy

What are they	<ul style="list-style-type: none"> • Dual Street Name (to be developed) • Street Naming & Numbering (to be developed) • Corporate Brand Guidelines • Guidelines for the Use of the Irish Language in the Council (to be developed) • European Charter for Regional or Minority Languages*
Who owns them	Council, * Northern Ireland Executive

Available evidence

What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for relevant Section 75 categories.

Needs, experiences and priorities

Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Specify details for each of the Section 75 categories

Section 75 category	Details of evidence /information					
Religious belief	LGD	All usual residents	Catholic	Protestant and other Christian	Other religions	None
	Northern Ireland	1,810,863	817,385 (45.14%)	875,717 (48.36%)	16,592 (0.9%)	101,169 (5.59%)
	Newry, Mourne & Down	171533	113200 (65.99%)	34718 (20.34%)	752 (0.43%)	10229 (5.96%)
<p>The policy may be considered to have a positive impact on people from a Catholic background. (Source: Census Data 2011).</p> <p>The Committee of Experts which monitors the application of the European Charter for Regional or Minority Languages, upon which many of the key principles of the Council's Irish language policy are founded, emphasises that 'adoption of special measures in favour of regional or minority languages aimed at promoting equality between the users of these languages and the rest of the population is not to be considered an act of discrimination against the users of more widely used languages' (Source: Council of Europe (2010) – Report of the Committee of Experts on the Charter (UK 3rd Monitoring Cycle), 21.04.10, para 123).</p>						

Newry, Mourne and Down District Council Policy Screening Form

15

V3 Feb 2015

Political opinion	<p>The political opinion of the Council's elected members is as follows:</p> <table style="width: 100%; border-collapse: collapse;"> <tr><td>Sinn Féin</td><td style="text-align: right;">14 seats</td></tr> <tr><td>SDLP</td><td style="text-align: right;">14 seats</td></tr> <tr><td>Democratic Unionist</td><td style="text-align: right;">4 seats</td></tr> <tr><td>Independents</td><td style="text-align: right;">3 seats</td></tr> <tr><td>Ulster Unionist</td><td style="text-align: right;">3 seats</td></tr> <tr><td>Alliance</td><td style="text-align: right;">2 seats</td></tr> <tr><td>UKIP</td><td style="text-align: right;">1 seat</td></tr> </table> <p>This breakdown is taken as an approximate representation of the political opinion of people within the Newry, Mourne and Down District Council area.</p> <p>The Council is committed to ensuring equality of opportunity for all of its service users it is not anticipated that this policy will have any adverse impact on people from Unionist or other political perspectives i.e. providing access to services and information in Irish does not adversely impact upon the rights of others to access services and information in their preferred language(s) and positive actions to promote the Irish language do not constitute discrimination against others. (Source: Council of Europe, Advisory Committee on the Framework Convention for National Minorities (Third Opinion on the UK) ACFC/OP/III(2011)006, para 28, June 2011).</p>	Sinn Féin	14 seats	SDLP	14 seats	Democratic Unionist	4 seats	Independents	3 seats	Ulster Unionist	3 seats	Alliance	2 seats	UKIP	1 seat																						
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Racial group	<p>According to the 2011 Census, 1.8% (32,400) of the usually resident population of Northern Ireland belongs to minority ethnic groups; this is more than double the proportion in 2001 (0.8%). A full breakdown of minority ethnic groupings for the Newry, Mourne and Down District LGD is provided at Appendix A.</p> <p>The composition of language groups in the Newry, Mourne and Down District Council area is noted by NISRA (2011) as follows:</p> <p style="text-align: center;">Minority Ethnic Language Profile of the Newry, Mourne and Down LGD Area</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Main language of residents in Newry, Mourne and Down District LGD</th> <th style="text-align: center;">Number</th> <th style="text-align: center;">Percentage %</th> </tr> </thead> <tbody> <tr><td>English</td><td style="text-align: center;">156794</td><td style="text-align: center;">97.15</td></tr> <tr><td>Polish</td><td style="text-align: center;">2100</td><td style="text-align: center;">1.18</td></tr> <tr><td>Lithuanian</td><td style="text-align: center;">836</td><td style="text-align: center;">0.47</td></tr> <tr><td>Irish</td><td style="text-align: center;">367</td><td style="text-align: center;">0.24</td></tr> <tr><td>Portuguese</td><td style="text-align: center;">86</td><td style="text-align: center;">0.05</td></tr> <tr><td>Slovak</td><td style="text-align: center;">134</td><td style="text-align: center;">0.08</td></tr> <tr><td>Chinese</td><td style="text-align: center;">121</td><td style="text-align: center;">0.07</td></tr> <tr><td>Tagalog/Filipino</td><td style="text-align: center;">55</td><td style="text-align: center;">0.03</td></tr> <tr><td>Latvian</td><td style="text-align: center;">208</td><td style="text-align: center;">0.25</td></tr> <tr><td>Russian</td><td style="text-align: center;">109</td><td style="text-align: center;">0.06</td></tr> <tr><td>Malayalam</td><td style="text-align: center;">87</td><td style="text-align: center;">0.05</td></tr> </tbody> </table>	Main language of residents in Newry, Mourne and Down District LGD	Number	Percentage %	English	156794	97.15	Polish	2100	1.18	Lithuanian	836	0.47	Irish	367	0.24	Portuguese	86	0.05	Slovak	134	0.08	Chinese	121	0.07	Tagalog/Filipino	55	0.03	Latvian	208	0.25	Russian	109	0.06	Malayalam	87	0.05
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Newry, Mourne and Down District Council Policy Screening Form

V3 Feb 2015

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	<p>This policy will not impact adversely on people from different racial backgrounds or people with different language requirements: positive action for one language does not constitute discrimination against another language or language user. It may in fact contribute positively to a greater understanding of the linguistic diversity which exists within the Council area.</p>																																																			
Age	<p>The age profile of the Newry, Mourne and Down LGD area at Census Day 2011 is as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th style="width: 33%;">Age Profile</th> <th style="width: 33%;">NI</th> <th style="width: 33%;">Newry, Mourne & Down</th> </tr> </thead> <tbody> <tr><td>0-4</td><td>124382</td><td>12721</td></tr> <tr><td>5-7</td><td>67662</td><td>6876</td></tr> <tr><td>8-9</td><td>43625</td><td>4595</td></tr> <tr><td>10-14</td><td>119034</td><td>12287</td></tr> <tr><td>15</td><td>24620</td><td>2599</td></tr> <tr><td>16-17</td><td>51440</td><td>5260</td></tr> <tr><td>18-19</td><td>50181</td><td>4570</td></tr> <tr><td>20-24</td><td>126013</td><td>11570</td></tr> <tr><td>25-29</td><td>124099</td><td>11805</td></tr> <tr><td>30-34</td><td>373947</td><td>35122</td></tr> <tr><td>45-59</td><td>347850</td><td>32556</td></tr> <tr><td>60-64</td><td>94290</td><td>8624</td></tr> <tr><td>65-74</td><td>145600</td><td>12817</td></tr> <tr><td>75-84</td><td>86724</td><td>7453</td></tr> <tr><td>85-89</td><td>21165</td><td>1849</td></tr> <tr><td>90+</td><td>10231</td><td>829</td></tr> </tbody> </table> <p>Please see Appendix B which outlines levels of fluency in Irish by age in the Newry, Mourne and Down area. As most fluent speakers of Irish are in the 12-15 age range, this policy may have a potentially positive impact on people within this category. There is no evidence of adverse impact on older age profile categories.</p>	Age Profile	NI	Newry, Mourne & Down	0-4	124382	12721	5-7	67662	6876	8-9	43625	4595	10-14	119034	12287	15	24620	2599	16-17	51440	5260	18-19	50181	4570	20-24	126013	11570	25-29	124099	11805	30-34	373947	35122	45-59	347850	32556	60-64	94290	8624	65-74	145600	12817	75-84	86724	7453	85-89	21165	1849	90+	10231	829
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Newry, Mourne and Down District Council Policy Screening Form

V3 Feb 2015

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	<p>Please see Appendix C which outlines knowledge of Irish by Marital Status. Census data would indicate that the majority of Irish speakers are single, followed closely by married people. This policy may, therefore, have a positive impact on both single and married people, but will not adversely affect any other marital status grouping.</p>										
Sexual orientation	<p>Analysis of the Census 2011 indicates that between 2% and 10% of the population may be lesbian, gay or bisexual.</p> <p>There are no official statistics in relation to the number of gay, lesbian or bisexual people in Northern Ireland. However, research conducted by the HM Treasury shows that between 5% - 7% of the UK population identify themselves as gay, lesbian, bisexual or 'trans' (transsexual, transgendered and transvestites) (LGBT). This is a sizeable proportion of the population here in Northern Ireland.</p> <p>There is no qualitative or quantitative data available to suggest that this policy would have an impact on this Section 75 grouping.</p>										
Men and women generally	<p>The gender profile for the Newry, Mourne and Down LGD is as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse; margin: 10px 0;"> <thead> <tr> <th style="width: 30%;">LGD</th> <th style="width: 35%;">Male</th> <th style="width: 35%;">Female</th> </tr> </thead> <tbody> <tr> <td>Northern Ireland</td> <td style="text-align: center;">887323</td> <td style="text-align: center;">923540</td> </tr> <tr> <td>Newry, Mourne and Down LGD</td> <td style="text-align: center;">83866</td> <td style="text-align: center;">85345</td> </tr> </tbody> </table> <p>Census data indicates slightly higher fluency rates in Irish among males, but this differential is not significant enough to result in any adverse impact for females.</p>	LGD	Male	Female	Northern Ireland	887323	923540	Newry, Mourne and Down LGD	83866	85345	
LGD	Male	Female									
Northern Ireland	887323	923540									
Newry, Mourne and Down LGD	83866	85345									
Disability	<p>According to the 2011 Census 19.62% of people in the Newry, Mourne and Down LGD have a long-term health problem or disability that limits their day-to-day activities;</p> <table border="1" style="width: 100%; border-collapse: collapse; margin: 10px 0;"> <thead> <tr> <th style="width: 15%;">LGD</th> <th style="width: 15%;">All usual residents</th> <th style="width: 15%;">Long-term health problem or disability: Day-to-day</th> <th style="width: 15%;">Long-term health problem or disability: Day-to-day</th> <th style="width: 15%;">Long-term health problem or disability: Day-to-day</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	LGD	All usual residents	Long-term health problem or disability: Day-to-day	Long-term health problem or disability: Day-to-day	Long-term health problem or disability: Day-to-day					
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Newry, Mourne and Down District Council Policy Screening Form

V3 Feb 2015

			activities limited a lot	activities limited a little	activities not limited
Northern Ireland	1810863		215232 (11.89%)	159414 (8.8%)	1436217 (79.31%)
Newry, Mourne and Down	171533		19579 (11.4%)	14102 (8.22%)	135530 (79.01%)

In Northern Ireland the profile of people with a disability is cited as follows:

- More than 1 in 5 or 21% of the population in Northern Ireland has a disability The incidence of disability is higher in Northern Ireland than any other part of the UK
- 1 in 7 people in Northern Ireland have some form of hearing loss
- 5,000 sign language users who use British Sign Language (BSL) and/or Irish Sigh Language (ISL)
- In Northern Ireland there are 57,000 blind people or people with significant visual impairment
- 52,000 people with learning disabilities

(Source: Disability Action)

In respect of Irish, a smaller percentage of people who have a limiting longstanding illness are less likely to have knowledge of Irish than those who have no limiting longstanding illness (10% and 14% respectively).
(Source: Knowledge and Use of Irish in Northern Ireland, Continuous Household Survey 2011/12).

It is not anticipated that this policy will have any adverse impact on people with a disability.

Dependants	<p>Appendix D outlines the dependent profile for the Newry, Mourne and Down District Council area as per the results of Census 2011.</p> <p>Appendix E outlines knowledge of Irish in houses with and without dependents.</p> <p>Available evidence indicates that although Irish speakers are more likely to come from households without dependent children, no adverse impacts are anticipated for those households with dependent children.</p>
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Needs, experiences and priorities

Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Specify details for each of the Section 75 categories

Section 75 Category	Details of needs/experiences/priorities
Religious belief	This policy is based on the European Charter for Regional or Minority Languages which is founded on the concept of non-discrimination i.e. the majority language user group is not discriminated against by the implementation of actions designed to promote and protect the minority language i.e. the Irish language. Although it is assumed that this policy

Newry, Mourne and Down District Council Policy Screening Form

V3 Feb 2015

	may positively impact upon people identifying as Catholic, as greater numbers of Catholics are fluent in the Irish language, the policy does not discriminate against, or have a detrimental impact upon, those with other religious beliefs, nor does it adversely affect the ability and/or opportunities for people from other religious backgrounds to use their preferred language to access Council services and information. Therefore the potential positive impact of this policy on Catholics does not automatically create an adverse negative impact on people with other religious beliefs.
Political opinion	Whilst it could be assumed that this policy may positively impact upon people from the Nationalist and/or Republican political perspective, it cannot be assumed to adversely impact people with any other political opinion as the focus of the policy is a commitment to facilitate and encourage the promotion and use of both the Irish and English language in the Council area rather than the promotion of any political perspective or opinion.
Racial group	No adverse impacts anticipated.
Age	The policy has the potential to impact positively upon young people, as most fluent speakers of Irish are in the 12-15 age range but the policy does not discriminate on the basis of age or, indeed on the basis of any other S75 grouping. The policy will not impact adversely on those in other age categories.
Marital status	The policy has the potential to impact positively upon single people, and to a lesser extent on married people, but will not adversely impact upon those from other marital status categories.
Sexual orientation	No adverse impacts anticipated.
Men and women generally	Small potential for positive impact on males. No adverse impacts on females.
Disability	No adverse impacts.
Dependants	The policy has the potential to impact positively upon people without dependents but no adverse impacts are anticipated for people with dependents.

Screening questions

1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? minor/major/none

Section 75 Category	Details of Policy Impact	Level of impact Minor / major / none
Religious belief	Policy recognises the Irish language as part of the shared cultural wealth of the region	Minor/positive for people identifying as Catholic.

Newry, Mourne and Down District Council Policy Screening Form

20

V3 Feb 2015

	and is based on the concepts of non-discrimination and equality of opportunity i.e. Potential for positive impacts on people identifying as Catholic, but no adverse impacts anticipated for people with differing religious beliefs.	Neutral impact for all other religious beliefs
Political opinion	Policy based on concept of non-discrimination. Policy may be perceived to positively impact upon people from the Nationalist and/or Republican political perspective but it cannot be assumed to adversely impact people with any other political opinion as the policy focus is linguistic and cultural and designed to be explicitly non-discriminatory.	Minor/positive for people identifying as Nationalist. Neutral impact for all other political opinions.
Racial group	No adverse impacts anticipated.	None / Neutral
Age	Potential for positive impacts on 12-15 age category	Positive impact on younger people. Neutral impact on older people
Marital status	Potential for positive impacts on single people but no adverse impacts for other marital status categories anticipated.	Minor /Positive impact on single and married people. Minor/Neutral for all other marital statuses.
Sexual orientation	No adverse impacts.	None / Neutral
Men and women generally	No significant differential impact but small potential for positive impact on males.	Positive impact on males.
Disability	No adverse impacts	None / Neutral
Dependants	Potential for minor positive impact on households without dependents.	Minor/Positive impact on households without dependents. None/neutral for households with dependents.

Newry, Mourne and Down District Council Policy Screening Form

21

V3 Feb 2015

2. Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?

Section 75 category	If Yes, provide details	If No, provide details
Religious belief	<p>Yes – By ensuring that members of the public can access Council services and information in their preferred language i.e. Irish or English .</p> <p>This is outlined in the key policy objectives which include to:</p> <p>4a) Enable everyone who receives or uses Council services, or contributes to the democratic process, to do so through the medium of Irish or English, according to personal choice.</p> <p>4c) Recognise that members of the public, Council members, management and employees can express their needs better in their preferred language.</p> <p>4d) recognise that enabling the public to use their preferred language is a matter of good practice and customer care and not a concession.</p>	
Political opinion	Yes – as above	
Racial group		No – this S75 category is not directly impacted by this policy
Age		No – there are no adverse impacts for this S75 category
Marital status		No – there are no adverse impacts for this S75 category
Sexual orientation		No – there are no adverse impacts for this S75 category
Men and women generally		No – there are no adverse impacts for this S75 category
Disability		No – there are no adverse impacts for this S75 category
Dependants		No – there are no adverse impacts for this S75 category

Newry, Mourne and Down District Council Policy Screening Form

V3 Feb 2015

3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group? **Minor/Major/None**

Good relations category	If Yes , provide details	If No , provide details
Religious belief	<p>The aim of the policy is to detail the commitment of the Council to facilitate and encourage the promotion and use of both Irish and English in the Council area. While it is acknowledged there is potential to have an adverse impact upon good relations for people from a Protestant community background, the policy itself is a positive action measure giving consideration to positive impact on people predominantly identifying as Catholic.</p> <p>However, it is not envisaged that the Council's policy commitment, so ensuring linguistic equality for all who avail of and/or provide Council services as far as reasonably possible, should have an adverse negative impact upon people with different religious beliefs.</p>	Minor
Political opinion	<p>The aim of the policy is to detail the commitment of the Council to facilitate and encourage the promotion and use of both Irish and English in the Council area. While it is acknowledged there is potential to have an adverse impact upon good relations for people from a unionist political background, the policy itself is a positive action measure giving consideration to positive impact on people predominantly identifying as nationalist and/or republican.</p> <p>However, it is not envisaged that the Council's policy commitment, so ensuring linguistic equality for all who avail of and/or provide Council services as far as reasonably possible, should have an adverse negative impact upon people with different political opinion.</p>	Minor
Racial group	N/A	None

4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

Good relations category	If Yes , provide details	If No , provide details

Newry, Mourne and Down District Council Policy Screening Form

23

V3 Feb 2015

Religious belief	<p>Yes – Language Awareness Training and Irish Language Skills Training is offered to all Council staff: the aim of this training is to promote awareness and understanding of the Irish language as part of the shared cultural wealth of the region, and helps to normalise the use of the language within the corporate environment.</p> <p>Yes - By ensuring that members of the public can access Council services and information in their preferred language i.e. Irish or English language.</p> <p>This is outlined in the key policy objectives which include to:</p> <p>4a) Enable everyone who receives or uses Council services, or contributes to the democratic process, to do so through the medium of Irish or English, according to personal choice.</p> <p>4c) Recognise that members of the public, Council members, management and employees can express their needs better in their preferred language.</p> <p>4d) recognise that enabling the public to use their preferred language is a matter of good practice and customer care and not a concession.</p>	
Political opinion	Yes – as above	
Racial group		No – this S75 category is not directly impacted by this policy

Additional considerations

Multiple identity

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities? (For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).

The policy may have the potential to impact positively on males in the 12-15 age category who identify as or were brought up as Catholics. This does not, however, signify that people outside of this multiple identity category will be adversely affected.

Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

Screening Decision

Newry, Mourne and Down District Council Policy Screening Form

24

V3 Feb 2015

In light of your answers to the previous questions, do you feel that the policy should (please underline one):

1. **Not be subject to an EQIA (with no mitigating measures required)**
2. Not be subject to an EQIA (with mitigating measures /alternative policies)
3. Not be subject to an EQIA at this time
4. Be subject to an EQIA

If 1. or 2. (i.e. not be subject to an EQIA), please provide details of the reasons why:

This policy is a combination of both the preceding Councils, Newry and Mourne District Council (policy dated June 2011) and Down District Council (policy dated October 2014) the latter being screened in for Equality Impact Assessment and a full consultation was undertaken. The Newry, Mourne and Down District Council policy purpose, objectives and principles remain unchanged from the preceding Councils.

In this instance it is recommended not to proceed with conducting an equality impact assessment on the policy. This decision is based upon consideration of the intention of the policy statement, aim and scope. In this regard it must be taken into account that:

- The policy sets out the Council's commitment to facilitate and encourage the promotion and use of both the Irish language and the English language;
- It is to ensure linguistic equality for all who avail of and/or provide Council services as far as is reasonably possible;

In addition, the scope of the key policy objectives include to:

- Enable everyone who receives or uses Council services, or contributes to the democratic process, to do so through the medium of Irish or English, according to personal choice.
- Recognise that members of the public, Council members, management and employees can express their needs better in their preferred language.
- Recognise that enabling the public to use their preferred language is a matter of good practice and customer care and not a concession.
- Seek to remove, where possible, restrictions which would discourage or work against the maintenance or development of the language.

On considering the Bilingualism Policy it is the conclusion that the policy would be designated as having minor positive impact for people predominantly from a Catholic community background and from a nationalist and or republican background. In addition, there is potential for the policy to make a positive contribution for people aged 12-15 years old, single people, males and households without dependents.

It is acknowledged any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for disadvantaged people.

Newry, Mourne and Down District Council Policy Screening Form

V3 Feb 2015

If 2. (i.e. not be subject to an EQIA), in what ways can identified adverse impacts attaching to the policy be mitigated or an alternative policy be introduced?

No mitigation measures are deemed necessary and no alternative policy is required. However, the policy will be reviewed on a four yearly basis, or sooner as necessary, to ensure that it remains up-to-date with legislative advancements etc.

In light of these revisions, is there a need to re-screen the revised/alternative policy?
Yes / No. If No, please explain why

If 3. or 4. (i.e. to conduct an EQIA), please provide details of the reasons:

Timetabling and prioritising EQIA

If 3. or 4, is the policy affected by timetables established by other relevant public authorities? YES / NO

If YES, please provide details:

Please answer the following questions to determine priority for timetabling the EQIA. On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for EQIA.

Priority criterion	Rating (1-3)
Effect on equality of opportunity and good relations	
Social need	
Effect on people's daily lives	
Relevance to a public authority's functions	

Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for EQIA. This list of priorities will assist you in timetabling the EQIA. Details of your EQIA timetable should be included in the quarterly Section 75 report.

Proposed date for commencing EQIA: _____

Newry, Mourne and Down District Council Policy Screening Form

26

V3 Feb 2015

Monitoring

Effective monitoring will help identify any future adverse impacts arising from the policy which may lead you to conduct an EQIA, as well as help with future planning and policy development.

Please detail proposed monitoring arrangements below:

The policy will be reviewed on a four yearly basis, or sooner as necessary, to ensure that it remains up-to-date with legislative advancements etc.

Approval and Authorisation

Screened by:	Position/Job Title	Date
Colin Moffett	Equality Officer, Newry & Mourne District Council	23 February 2015
Liam McLernon	Equality & Policy Officer, Down District Council	23 February 2015
Approved by:		
Gerard Mc Givern	Director Of District Development	24 February 2015

Agenda Item:	
Report to:	Strategic Planning & Resources Committee
Subject:	Community Planning (incorporating the Age Friendly Strategy, Children and Young Peoples Youth Strategy and the Consultation and Engagement Framework)
Date:	16 April 2015
Reporting Officer:	Eddy Curtis, Director of Strategy, Planning & Performance
Contact Officer:	Heather McKee, Community Planning Manager

Decisions Required

To consider and agree contents of the report

1.0 Purpose & Background

- 1.1 From 1 April 2015 local government in Northern Ireland is required to initiative, facilitate and manage a community planning process. This involves local government working with the statutory, voluntary and community sectors to develop and implement a shared vision to promote collaborative working, ultimately improving the social, economic and environmental well being of the district.

The Local Government Act (2014) sets out the high level aspects of the community planning process including the Council's responsibilities to initiative, facilitate, maintain and participate in the process. It outlines how Councils and partners identify:

- Long term objectives for improving the social, economic and environmental wellbeing of the district.,
- Achieving sustainable development,
- Actions and functions to be performed including the monitoring and review of the plan.

The Shadow Council commenced preparatory work to support the introduction of the Community Planning process as outlined below.

2.0 Key Issues

Inherited Arrangements from Predecessor Councils

- 2.1
- The community planning process commenced and was reported to the Shadow Council between November 14 and March 15.
 - Shadow Council comments were submitted to the DoE on the Community Planning Partnership Order and the draft Community Planning Guidance.
 - An initial engagement process was commenced to raise awareness of the community planning process and provide an engagement baseline across the key community planning themes of Economic Development, Regeneration & Tourism, Environment, Safety, Education, Health and Planning. Initial Feedback is attached at **Appendix 1**.

- The Shadow Council agreed to the tendering of the 'datahub' to provide the required evidence base for the community planning process.
- A baseline evidence document was compiled as a foundation for more in-depth engagement and planning around the key themes – attached at **Appendix 2** for information.
- Initial meetings were held with Partner organisations to build relationships, discuss their priorities and ongoing involvement in the community planning process.

Convergence Arrangements

- 2.3
- Workshops held with Council Officials addressing what community planning is, the requirement for evidence based planning, coordination of work to better address the needs of the communities we serve.
 - Workshop was held with members as above including a review of the legislation.
 - Individual and round table meetings with Partner organisations as above.
 - Individual and round table meetings with the community voluntary sector umbrella groups to commence an exploration of their role in the community planning process.
 - Initial, broad engagement process undertaken District wide to provide a baseline for more targeted engagement. (Synopsis of feedback included at Appendix 1)

Possible Future Issues for Consideration

- 2.4
- Alignment of existing work across Council Departments to the Community Planning process and themes. Linking to and encompassing the Age Friendly Strategy and Children and Young Peoples Youth Strategy – outlined in **Appendix 3**.
 - Undertake a coordinated Engagement and Consultation process with Partners, supported by all Council Departments, incorporating the Councils corporate engagement framework – outlined in **Appendix 3**.
 - Build relationship with Community Planning Partners and align work towards building a community plan.
 - Explore options with Partners, for a community planning structure and process to support the development and delivery of a robust community plan.

3.0 **Resource Implications**

- 3.1 Staff time across Council Departments
Engagement Facilitation support

4.0 **Appendices**

- **Appendix 1 - Synopsis of engagement feedback**
- **Appendix 2 – Thematic Evidence Baseline Document**
- **Appendix 3 – Outline of the Age Friendly Strategy, Children and Young People's Youth Strategy and the Corporate Consultation and Engagement Framework**

Appendix 1 – Synopsis of engagement feedback

Economic Development, Regeneration, Tourism

What has worked well:

Bike Trails
Parks – Kilbroney, Slieve Gullion
Wifi
Funding – DSD/Soar/Peace III etc
Impact from large companies - Norbrook, First
Derivatives (Newry)
MOU with Louth
Environmental improvement schemes – eg Newcastle
Major events/festivals

Not Worked Well:

Tourism and its promotion of our ANOBs and Newry city
Poor Infrastructure across rural areas
Broadband
Lack of support for small business
Support for arts and culture
Regeneration of city centre
Poor coordination of funding
Poor link between economic dev and social development
Lack of major employers –
Ballynahinch/Downpatrick/Saintfield
Investment in farming
Lack of business space

Priorities:

Job creation/development
Road infrastructure
Tourism promotion – eg Mourne Coastal route
Better community development
Potential for strategic partnership with PSNI/NIFRS of Ballykinlar site

Education

What has worked well:

Primary schools have good relationship with
community
Good Quality schools
SELB Youth Provision
FE – good range of courses
Retention of schools

Not worked well:

Lack of pre school places
Not enough breakfast clubs
FE – courses too expensive
Courses have to be finished in Belfast
Everything Belfast centric
Cant pay by instalment
Not enough apprenticeships
Post primary transport inadequate
Few university level courses available at SERC
Not enough youth provision in rural areas eg
Warrenpoint
Failure to share council/school/education facilities with
wider community
Lack of outreach education
Inadequate provision for special needs

Priorities:

Shared use of school buildings and better use of public sector assets/transport and services
Improve teacher pupil ratio
Improve transport arrangements
Increased opportunities for apprenticeships
More youth clubs/activities and better coordinated youth work with schools
Opportunities for adult education
Other uses of school buses

Environment

What worked well:

- Waste management
- Mountain biking tracks
- Public realm schemes
- Air free zones
- Community gardens
- Affordable warmth
- Community bonfires
- Environmental Education

Priorities:

Green space development
 Social housing need addressed with stronger role for tenants
 Education around waste management
 Environmental impact education
 Harnessing natural resources
 Promotion of recycling

What has not worked well:

Lack of social housing
 Poor landlord management
 Dog fouling
 Fuel laundering and associated waste
 Newry: City park of Newry
 Bonfires – more management required
 Flooding
 Ballynahinch: Traffic, wifi, riverside
 Harnessing natural sources of energy

Health & Wellbeing

What has worked well:

Local hospitals
 Access to services, advice and support
 Affordable leisure facilities
 Free public transport for elderly
 Free services at point of delivery
 Good community care
 Integrated care
 Rural community development – men's sheds
 Big Bus, Good morning, Home start, MARA, faith based clubs

Priorities:

Connect services to people in need
 Mental health services need more support and adequate buildings
 Promote physical activity and develop natural resources – river walks / cycle paths
 Support GP Service
 Education regarding drugs and alcohol

What has not worked well:

Short term funding for groups
 GP service – need education on provision
 Access and getting appointment
 Transport and access to O/Ps
 Early intervention
 Abuse of health service
 Affordable childcare
 Lack of mental health services
 Waiting times
 Short term nature of programmes
 Lack of facilities - Saintfield

Planning

What has worked well:

Good working relationship between Councillors and planners
 Planning process is fair in its decision making and transparency
 Interagency working with PSNI
 Environmental Improvement Schemes
 Introduction of wind power generation
 Farming housing rule

What has not worked well:

Decision process too long
 Not enough info to allow people to make informed decisions eg neighbour notifications
 information sharing between planners and public needs improved
 Lack of effective enforcement
 Failure of politics to locate spatial planning at a local level
 Not transparent decision making
 Boundaries/settlements
 Confusion around how communities can influence zoning
 Environmental impact of road system – B'hinch
 Rural proofing

Priorities:

More information sharing between planners and public
 Development plan urban and rural needs balanced

Safety

What has worked well:

Engagement with young people
 Neighbourhood Policing Teams
 PSNI facebook page
 Partnership approach
 PCSP initiatives
 Neighbourhood Watch
 Flexible funding
 Community capacity building supporting joint working

What has not worked well:

Avoid reactive work
 Increased positive communication about local projects
 Increased engagement with hard to reach
 Little recognition of sexual/domestic violence
 Bridging gap between youth and elderly
 Decreased numbers of NPT
 Flag and bonfire issues
 Invisible interfaces
 Rural isolation
 Dealing with shared space issues

Priorities:

Partnership approach required with continued relationship building between communities and agencies
 Retain community aspect of PSNI – NPT and community safety wardens
 Enhance existing structures with strategic partnership approaches
 Proportionate use of police

Appendix 2

Baseline Analysis Report

Demographics

As of 1 April Newry, Mourne and Down will be comprised of 41 wards represented by 41 councillors.

The average growth in population across NMDDC is 8.9% since 2001.

Of those wards Ballybot has the highest population with 6,199. Whitecross has the lowest population totaling 3,443. The top 5 highest and lowest ward populations are as follows:

Population 2015 (Highest)			Population 2015 (Lowest)		
Rank	Ward	Count	Rank	Ward	Count
1	Ballybot	6199	1	Whitecross	3443
2	Warrenpoint	5366	2	Ballydugan	3477
3	Ballynahinch	5273	3	Burren	3482
4	Donard	5144	4	Camlough	3514
5	Murlough	5086	5	Forkhill	3548

These same wards also have the highest and lowest populations in relation to persons aged 0-15, persons 16-64 and persons 65+.

When we look at the growth in the population of these wards however the percentage increase from 2001 shows that the wards with the lowest population actually experienced the greatest growth in population.

Similarly those wards that currently have the greatest population experienced the lowest percentage increase since 2001.

Every one of the 41 wards experienced a decrease in persons aged 0-15 from 2001 to present.

14 of the 41 wards across the new district experienced a decrease in persons aged 16-39 but all wards experienced increases of at least 18% in persons aged 40-64 since 2001.

During this same time period however we see that there was an increase across all wards in relation to persons aged 65+, with some wards such as Whitecross experiencing growth of over 30%.

Birth rates in all the new NMDDC wards increased between 2001 and 2015, reaching over 12% in Whitecross. Estimates show a higher male to female birth rate across all the new wards.

There has been a decrease across all wards in the number of deaths by persons under 75, indicating that the population is living longer.

Environment

The ward of Ballybot contains the highest number of occupied housing stock totalling 2,203.

Whitecross is the ward with the lowest number of occupied housing stock numbering 1223.

Similarly these two wards also contain the highest and lowest numbers of vacant housing stock. There is an average of 6.3% vacant housing stock as a percentage of total housing stock throughout Newry, Mourne and Down.

2,059 households across NMDDC have solid fuel central heating, while 1,660 have electric central heating.

The ward of Ballybot has the highest number of households with solid and electric central heating across all the wards.

There has been an average decrease of 5.2% across NMDDC in relation to the number of households that have no car or van since 2001.

Economic Development / Regeneration / Rural Development

There are more claimants in each ward across NMDDC claiming disability living allowance than housing benefit.

Ballybot has the highest number of housing benefit and disability living allowance claimants across all the wards, while Whitecross has the lowest.

When combining all the benefit claimants as a percentage of the total it shows that over 19% of each wards population claim housing benefit, disability living allowance and/or incapacity benefit.

Incapacity benefit claimants have decreased by over 94% in all wards across NMDDC since 2001.

During this same period however disability living allowance recipients rose by between 39% and 50% across all wards in NMDDC.

Income support claimants decreased by over 70% in all wards.

The percentage of the population in paid employment has increased across all wards in the NMDDC area. The greatest increase occurring in Whitecross ward which rose by 19.8%.

40% of NMDDC's population is in paid employment.

On average the proportion of the population that is economically active has experienced an increase of 20.6% since 2001.

NMDDC has 17 of its 41 wards with an above NI average of persons employed in the construction industry.

The employment sector with the most persons (aged 16-74) employed is Wholesale, Retail, Trade and Repair of Motor Vehicles and this is the case across all wards.

Real Estate, Renting and Business Activities employ the lowest amount of the population in NMDDC. This sector has experienced the most significant decrease in employment since 2001, falling by an average of 84%. In 2001 this sector employed 3,949 and now in 2015 it is estimated to employ 626.

The number of pension credit claimants in NMDDC has increased from between 7% and 14% between 2001-2015.

Job seekers allowance claimants have increased significantly between 2001-2015 with all wards experiencing growth of over 40%.

When looking at these numbers however we see that there are still a higher number of pension credit claimants than job seeker claimants in 2015.

There has been a large percentage increase in the number of lone parent households with dependent children, which has increased by between 27% and 37% since 2001. The ward of Ballybot has 196 lone parent households with dependent children, the highest across all the wards.

Education

There has been a significant increase in further education, professional and technical enrolments across all of the 41 wards between 2001 and 2015, with all wards experiencing growth of over 65%.

11 wards across NMDDC experienced a decrease in enrolments in Higher Education with the highest increase of 3.7% being experienced in Whitecross.

While students studying full time in Northern Ireland have increased slightly over the last 15 years, those studying part time have decreased by as much as 11%.

In relation to FE achievements every ward has a higher number of female achievements than male achievements.

Newry, Mourne and Down has 19 of its wards with an above NI average (7) of pupils with learning difficulties (Special Schools)

Unauthorised absences were higher at post-primary level than primary level for all wards across NMDDC.

4 households in Ballybot (which was the highest number across NMDDC) had unauthorised absences in 2015.

There have been decreases across all wards in the number of persons aged 16-74 with no qualifications. The highest percentage decrease occurred in Ballybot which fell by 21.8% between 2001 and 2015.

There have also been decreases in the number of persons with Level 1 as their highest qualification attained, in all wards across NMDDC between 2001 and 2015 and significant increases in Level 3 and 4 being the highest qualification attained during this same period. Particularly in Level 4 where increases of over 160% were experienced by all wards.

Health & Wellbeing

There was a significant decrease in persons across the Newry, Mourne and Down District Council area (NMDDC) with limiting long-term illnesses between 2001 and 2015, with almost all wards experiencing a decrease of between 35% and 40%.

However during this same period there was a significant decrease across all wards of people who identified that their general health was good, with all wards decreasing by at least 50%.

Just over 11.5% of each ward's population provide between 1 and 50+ hours of unpaid care a week.

The number of persons providing 50+ hours of unpaid care a week has increased by as much as 27% since 2001.

The number of households with one pensioner has decreased slightly across 19 wards between 2001 and 2015, while slight increases experienced in the remaining 22. However it should be noted that nearly 10% of all households in each ward contains one pensioner.

While deaths due to circulatory diseases have decreased from 2001 by as much as 34.9% in Ballybot, deaths due to malignant neoplasms has increased during this

same period by over 19% in wards such as Whitecross, Ballydugan, Burren and Camlough.

The Median age at Death across NMDDC has increased from 78 in 2001 to 80 in 2015.

There has been a significant increase in dental registrations aged 0-2 and 3-5 over the past 15 years. A 35.9% increase was the greatest increase in the 0-2 registrations while a 41.2% increase was experienced in the 3-5 year olds.

Primary school free meal entitlements have increased by over 100% in all wards across NMDDC since 2001.

At post primary level an increase has also occurred by as much as 96%.

There has been an average increase of 5% across all wards in GP registrations since 2001.

There is a higher proportion of each wards population with deafness or partial hearing loss than suffering with blindness or partial sight loss. In fact deafness or partial sight loss is more than double that of persons with blindness or partial sight loss.

Safety

Criminal damage incidents have decreased significantly across all wards over the past 14 years, with all wards experiencing a decrease of over 40% since 2001.

The five wards with the highest and lowest incidents of recorded crime offences across NMDDC are as follows:

Incidents of Recorded Crime Offences 2015 (Highest)			Incidents of Criminal Damage 2015 (Lowest)		
Rank	Ward	Count	Rank	Ward	Count
1	Ballybot	316	1	Whitecross	175
2	Warrenpoint	273	2	Ballydugan	177
3	Ballynahinch	269	2	Burren	177
4	Donard	262	4	Camlough	179
5	Murlough	259	5	Forkhill	181

Anti-social behaviour has also decreased significantly across all wards over the past 14 years, with all experiencing over 45% of a decrease. However it should be noted that anti-social behaviour incidents make up nearly half of the entire wards total recorded crime offences.

On the other side of that however incidents of violence against the person, sexual offences and robbery has increased dramatically since 2001, with many wards experiencing growth in these crimes of over 50%.

Offences recorded with a domestic abuse motivation have seen the most dramatic percentage increase between 2001-2015 with all wards increasing by over 140%. (It should be highlighted however that in 2001 figures for this ranged between 8 and 16 and have increased to between 22 and 39).

In relation to burglary and theft significant decreases have occurred between 2001 and 2015 however we can see that in the past 2-3 years this type of crime has been on the increase.

Overall, all wards have experienced a decrease of between 14 – 16% in total recorded crime offences.

Planning

There has been an increase across all wards of owner occupied households, where it is owned outright. This increase ranges from 17.4% in Ballybot to 26.8% in Whitecross.

During this same period 29 wards with households which are owner occupied with a mortgage or loan decreased by an average of 1.8% since 2001.

There has been a decrease in the number of households rented from the Northern Ireland Housing Executive (NIHE) between 2001 and 2015 with all wards experiencing a decrease of between 34% and 40%.

Ballybot has the highest number of households renting from the NIHE with 179 while Whitecross and Ballydugan have the lowest with 100.

Houses rented from Housing Associations, Housing co-operatives or Charitable Trusts experienced a significant percentage increase between 2001-2015 with all experiencing growth of 42% or more. It should be noted however that the actual figures for this type of rented accommodation is quite low and remains about three quarters than NIHE rented.

Private rental from landlord or letting agency has increased significantly since 2001, with all wards experiencing growth of over 120%.

Owner occupied is still however the most preferred housing type across NMDDC. 44,165 households in the new district are owner-occupied (Owned outright, owns

with a mortgage or loan and shared ownership), amounting to 66%. 15,529 households are renting (Renting from NIHE, Housing Association, Housing Co-operative or Charitable Trust, and Private Landlord or Letting Agency) across NMDDC.

The number of terraced properties across NMDDC has experienced on average a decrease of 0.8% since 2001 while semi-detached properties have experienced an average increase of 1.1%.

Appendix 3

Report on Children and Young Peoples Youth Strategy

1. Background

Over the past 18 months Newry and Mourne District Council has worked in partnership with a range of statutory organizations to develop a Children and Young Peoples Action Plan. Following extensive research the partnership identified a number of key areas to address and took the decision to focus on one key area at present. To date the Strategy has delivered a programme of activities around this theme. However there is a need to review progress to revise the priorities in terms of the new district.

Action Plan	Time table
Review progress to date and undertake a stakeholder mapping to identify relevant and appropriate future partners and current programmes and activities for children and young people	April – June 2015

Signed: Regina Mackin

Report on Age Friendly Strategy

1. Background

Newry and Mourne District Council in partnership with a wide range of statutory organisations and partners with responsibility for designing and delivering services to older people developed an Age Friendly Strategy for the district in 2014 and is currently implementing its first years action plan up to the period September 2015. Its key aim is to promote the best possible health, well being safety and quality of life for older people. The Council adopted the World Health Organisations' 8 Age Friendly Themes as its strategic template and undertook a wide range of engagement and consultation to inform the development of the plan. An Older Peoples Forum has been established and an Age Friendly Website has been created to provide information.

2. Headline – Actions over next months

Action	Timetable
Continued implementation of Age Friendly Action Plan	April – September 2015
Ongoing meetings Older People Forum	Monthly

Continued development Age Friendly Website	Ongoing
Ongoing engagement with older people	June 2015 onwards
Begin process in Down District Legacy Council on development of Age Friendly Plan with the overall aim of having a District wide Age Friendly Strategy	April 2015 onwards

Signed: Regina Mackin

Report on Public Consultation/Engagement

1. Background

Both legacy Councils and the new Newry, Mourne and Down District Council is committed to engaging and consulting with its many and diverse stakeholders in an effective, meaningful, inclusive and transparent manner to inform decision making, policy development and service delivery. With the integration of new function areas into Council, this engagement continues to be of paramount importance particularly in terms of Community Planning. The Planning Service is also required to set out its Statement of Community Involvement (SCI) on how the Council proposes to engage the community and stakeholders in exercising its planning functions.

The Council needs to develop a consultation and engagement process framework with the community, voluntary groups, stakeholders, local businesses and partners in order that views can be considered and used to inform decision making, policy development and service design.

2. Headline actions over next months

Action	Time Table
Development of a Corporate consultation/engagement framework	June/July 2015

Signed: Regina Mackin

Report to:	<i>Strategic Planning and Resources Committee Meeting</i>
Subject:	<i>Award of tender for Internal Audit to be provided by external suppliers</i>
Date:	<i>16 April 2015</i>
Reporting Officer:	<i>Mr R Dowey</i>
Contact Officer:	<i>Mr R Dowey</i>

Decisions Required

Members are asked to note the contents of the report, and consider and agree to:

- **Award a tender to Company A for a period of 12 months expiring 31 March 2016 in the event that the first 12 months is satisfactory then the contract will be extended for a further 2 years.**

1.0 **Purpose & Background**

- 1.1 *To award the tender for the Internal Audit for Newry, Mourne and Down District Council for a period of 12 months with the option to extend for a further 24 months.*

This course of action was agreed at the Finance and Resources Committee Meeting held on 16 October 2014 and formally ratified at the Shadow Council Meeting on 4 November 2014.

2.0 **Key Issues**

- 2.1 *The tender was evaluated by 2 officers and 5 submissions were received, all from suitably qualified organisations.*

A matrix was completed which resulted in the following:-

COMPANY	PREFERENCE
<i>A</i>	<i>First</i>
<i>B</i>	<i>Second</i>
<i>C</i>	<i>Fourth</i>
<i>D</i>	<i>Third</i>
<i>E</i>	<i>Fifth</i>

3.0	<u>Resource Implications</u>
3.1	There is a monetary value for the provision of these services which is within the figure budgeted for in the annual budget. However pending the lapse of the alcatel period this figure cannot be reported.
4.0	<u>Appendices</u>
	<ul style="list-style-type: none">▪ Appendix - none

Report to:	Strategic Planning and Resources Committee Meeting
Subject:	Shared Parental Leave Policy
Date:	16 April 2015
Reporting Officer:	Catrina Miskelly, Assistant Director Corporate Services (Human Resources)
Contact Officer:	Catrina Miskelly, Assistant Director Corporate Services (Human Resources)

Decisions Required

Members are asked to note the contents of the report and agree to the recommendation to adopt this Policy.

1.0 Purpose & Background

1.1 The purpose of this report is to advise Members that the enclosed policy has been developed to ensure the Council complies with its legal obligations as an employer. It has been agreed between Management and Trade Unions at the Local Cluster Negotiating Forum (LCNF) and is recommended for adoption by Councils.

2.0 Key Issues

2.1 The Work and Families Act (Northern Ireland) 2015 (the "2015 Act") governs the new shared parental leave ("SPL") and statutory shared parental pay ("SSPP") regime which is available for eligible employees whose baby is due on or after 5 April 2015 or who have a child placed with them for adoption on or after that date.

2.2 The new SPL is aimed at giving parents more choice and flexibility in how they care for their child while enabling both parents to retain strong links with the labour market, helping employees better reconcile their work and non-work lives, helping employers to secure the business benefits of flexible working, and increasing the flexibility for employers and employees to reach agreement on how best to balance work and domestic needs.

3.0 Resource Implications

3.1 Only employees are entitled to SPL. Agency workers, self-employed parents, or parents who are not employed, are not entitled to SPL

3.2 This is a very significant change which has considerable implications in terms of workforce planning in terms of facilitating the sharing parental leave.

3.3 The operation and practical application of this policy will be kept under review.

4.0 Appendices

Newry, Mourne and Down District Council Shared Parental Leave Policy

Newry, Mourne and Down District Council *Shared Parental Leave Policy*

1. Title

Newry Mourne and Down District Council Shared Parental Leave Policy.

2. Statement

The Work and Families Act (NI) 2015 gives parents the right to take Shared Parental Leave and places a duty on employers to ensure that their employees are not penalised for using their entitlement or put under pressure to cancel or change a leave notification. This policy sets out Newry Mourne and Down District Council's policy on Shared Parental Leave (SPL).

3. Aim

The aim of this policy is to:

- ensure statutory compliance;
- enable employees to consider the best arrangement to care for their child during the child's first year or first year after placement for adoption;
- ensure all employees are aware of their rights and obligations under the regulations.

4. Scope

This policy applies to eligible parents of babies due, or children placed for adoption, on or after 5 April 2015.

For the purpose of this policy the feminine pronoun has been used, recognising that in cases of adoption the primary adopter may be male.

5. Related Policies

- *Parental Leave Policy*
- *Maternity Policy*
- *Paternity Policy*
- *Flexible Working Policy*

6. Eligibility to SPL

SPL enables parents to share caring responsibilities evenly or have one parent taking the main caring role, depending on their preferences and circumstances, during their child's first year. SPL replaces the right to Additional Paternity Leave and Pay which have been abolished.

Unlike maternity, paternity or adoption leave, eligible employees can stop and start their SPL and return to work between periods of leave.

Parents will remain entitled to take maternity, paternity and adoption leave; however, an eligible mother/primary adopter may now choose to reduce her maternity/adoption leave early and opt in to SPL.

The amount of leave available is calculated using the mother/primary adopter's entitlement to maternity/adoption leave which currently allows up to 52 weeks' leave. If the mother/primary adopter curtails her maternity/adoption leave entitlement then she and/or her partner may opt-in to the SPL system and take any remaining weeks as SPL. This means her partner could begin to take SPL while the mother is still on maternity/adoption leave.

Newry, Mourne and Down District Council

Shared Parental Leave Policy

A birth mother/primary adopter must take at least two weeks maternity leave following the birth/placement of a child but can otherwise choose to end the maternity/adoption leave period at any stage.

The mother/primary adopter can share their leave with only one other person.

In order to qualify for the right to SPL for one or both parents, the mother must have a partner, be entitled to maternity/adoption leave or pay or maternity allowance and have curtailed, or given notice to reduce, their maternity/adoption leave, or their pay/allowance

A parent who intends to take SPL must be a Council employee, share the primary responsibility for the child with the other parent at the time of the birth or placement for adoption and have complied with the notification and evidence requirements.

7. Notification

An employee wishing to take SPL is required to notify his/her manager no later than 8 weeks before the intended leave start date. If the child is born more than 8 weeks early, this period can be shorter. Discussions should take place between the employee and his/her line manager regarding the total amount of leave to be used and when it will be taken.

Notices to book SPL can be for either one 'continuous' or multiple 'discontinuous' periods and each eligible parent may submit up to three notices booking periods of leave (refer also to Section 8 - Varying/cancelling a period of booked leave).

Requesting a discontinuous block means asking for leave over a period of time, with breaks between the leave where the employee returns to work. Discontinuous leave, in a single notice may be granted when the needs of the Council and employee have both been considered. Once a request for discontinuous leave is made, the Line Manager should discuss the request with the employee within 14 calendar days.

If a request for discontinuous leave is not agreed then the total amount of leave in the request must be taken as one continuous block unless the employee withdraws their notice and submits a new request.

8. Varying/cancelling a period of booked leave

The Council recognises that situations may arise where an employee may need to vary or cancel a period of booked leave. Employees should give written notice to vary/cancel their leave and make clear what change they are seeking. Any variation must be made at least eight weeks before the dates varied begin.

A notice to vary booked SPL will count as a further notification (as one of the three notices permitted) and if the permitted number of notifications has already been used the Council may consider the request and determine whether it is reasonably practicable to grant it.

If the Council proposes a variation to leave, and the employee is agreeable, this would not count as a further notification.

9. Statutory Shared Parental Pay (ShPP)

A mother who is eligible for Statutory Maternity or Adoption Pay or Maternity Allowance may curtail her entitlement by providing notice before she will have received it for 39 weeks. Any remaining weeks could become available as ShPP. Therefore if a mother curtails her maternity pay by 13 weeks, she makes 13 weeks ShPP available be shared with her partner.

Newry, Mourne and Down District Council

Shared Parental Leave Policy

In addition to SMP and SAP, employees of the Council are entitled to 12 weeks half pay as Contractual Maternity or Adoption Pay. Employees should consider how opting for ShPP will impact upon their entitlement to contractual maternity/adoption pay as contractual maternity or adoption pay is not transferable.

10. Reasonable contact

Reasonable contact during allows the Council and its employees to keep up-to-date on changes within the workplace and to personal circumstances that can help ease the return to work. How and when contact will take place should be discussed in advance of the leave period being taken.

11. Shared Parental Leave In Touch Days (SPLIT days)

An employee, in agreement with his/her Line Manager, may attend work for a maximum of 20 days during SPL without bringing the leave period to an end and this is referred to as Shared Parental Leave In Touch (SPLIT) Days. The type of work that an employee can undertake on SPLIT days would be an activity ordinarily classed as work under her contract of employment. For all hours worked on a SPLIT day the employee will be paid at their normal rate of pay and where an employee agrees to work for part of a SPLIT day, this will count as one day.

These days are in addition to Keeping in Touch (KIT) days already available under the Maternity and Adoption provisions.

12. Rights after a period of Shared Parental Leave

An employee who returns to work after SPL is entitled to return to the same job on the same terms and conditions. In exceptional circumstances, for example when a restructuring exercise has taken place, this may not be possible and the Council will endeavour offer a suitable and appropriate job on terms and conditions that are no less favourable.

13. Annual Leave and SPL

Employees on a period of SPL will continue to accrue annual leave and this should be taken within the leave year wherever possible. It is important therefore that an employee incorporates both annual leave and Statutory Holiday arrangements into preparations for SPL with his/her Line Manager.

14. Policy Owner

Human Resources Department

15. Contact details in regard of this policy are:

Downshire Civic Centre, Downshire Estate, Ardglass Road, Downpatrick, Co. Down, BT30 6GQ
District Council Offices, Monaghan Row, Newry, BT35 8DJ

16. Policy Authorisation

Agreed at LCNF on
Approved by Strategic Planning and Resources Committee on
Adopted by Council on

9 March 2015
16 April 2015

Newry, Mourne and Down District Council
Shared Parental Leave Policy

17. Policy Effective Date

5 April 2015

18. Policy Review Date

April 2019

19. Procedures

This policy should be read in conjunction with the Shared Parental Leave Procedures.

20. Equality Impact Assessment

21. Version Control

Version 1 3 March 2015

Newry, Mourne and Down District Council

Shared Parental Leave Policy

Appendix 1 **Glossary of Terms**

Mother	The woman who gives birth to a child or the primary adopter
Partner	The child's biological father or the partner of the mother/primary adopter. This can be a spouse, civil partner or a partner who is living in an enduring relationship with the mother and the child.
Continuous leave	A period of leave that is taken in one block
Discontinuous Leave	A period of leave that is arranged around weeks where the employee will return to work
SPLIT day	Shared Parental Leave in Touch Day
Curtail	Where an eligible mother brings their maternity/adoption leave and, if appropriate, pay or allowance entitlement to an end early.

Report to:	Strategic Planning and Resources Committee Meeting
Subject:	Local Government Staff Commission (LGSC) – Financial Scheme 2015-2016
Date:	16 April 2015
Reporting Officer:	Catrina Miskelly, Assistant Director Corporate Services (Human Resources)
Contact Officer:	Catrina Miskelly, Assistant Director Corporate Services (Human Resources)

Decisions Required

Members are asked to note the contents of the report and appendix.

1.0 Purpose & Background

1.1 The purpose of this report is to advise Members of the Council's contribution to the operation of the LGSC and its contribution to the Local Government Training Group (LGTG) fund for this financial year.

2.0 Key Issues

2.1 In accordance with the Local Government Act (NI) 1972, the budget for the operation of the LGSC is apportioned between local Councils and the Northern Ireland Housing Executive.

2.2 Councils are also able to avail of value for money training, learning and development activities for Members and Officers, procured on behalf of the sector through the LGTG; for which each council makes a contribution.

3.0 Resource Implications

3.1 Newry, Mourne and Down District Council is required to pay £47,236 to the LGSC and £25080 to the LGTG, to be remitted by 30 April 2015.

4.0 Appendices

Letter and invoice from LGSC dated 24 March 2015.

Letter, invoice account and Training Group Summary from LGTG dated 25 March 2015.


THE LOCAL GOVERNMENT STAFF COMMISSION FOR NORTHERN IRELAND

Commission House, 18-22 Gordon Street, Belfast BT1 2LG Telephone: (028) 9031 3200 Fax: (028) 9031 315

Typetalk: 18001 028 9031 3200 E.mail: info@lgsc.org.uk Website: www.lgsc.org.uk

50

Our Ref: AEK/bd/CC

Your Ref:

Date: 24 March 2015

Mr Liam Hannaway
 Chief Executive
 Newry, Mourne and Down District Council
 Monaghan Row
 Newry
 BT35 8DJ

Chief Executive
 25 MAR 2015
 NMDDC

Dear Mr Hannaway

LOCAL GOVERNMENT STAFF COMMISSION – FINANCIAL SCHEME 2015-2016

In accordance with Schedule 3, paragraph 7 of the Local Government Act (NI) 1972, the budget for the operation of the Local Government Staff Commission is to be apportioned between all District Councils and the Northern Ireland Housing Executive (NIHE).

In line with the 2015-16 Business Plan the Commission has estimated its total financial requirement for the year ahead to be £809,870. Income from ongoing operations, which is offset against this figure is estimated at £100,615, leaving an amount of £709,255 to be raised from District Councils and the NIHE (the NIHE paying £144,475).

By virtue of the apportionment arrangements Newry, Mourne and Down District Council with a rateable value of £1,949,880 is required to pay 6.66% of £709,255, namely £47,236.

As previously notified, the Department will no longer deduct the sum due from your Council's General Grant Fund and I therefore attach an Account for the amount to be remitted to the Commission by 30 April 2015.

The Commission's Strategic Plan 2015-17/Business Plan 2015-16 has been agreed by the Commission and approved by the Department of the Environment Minister.

I enclose four copies of the Plan for circulation to your senior team and would ask you to note that the Plan can also be accessed on the Commission's website www.lgsc.org.uk/ under the 'Latest Items' section and the 'About Us' section, for downloading further copies if required.

If you have any queries in relation to the work of the Commission or the services provided or require further information, please do not hesitate to contact me.

Yours sincerely

ADRIAN E KERR
 Chief Executive

Encs





INVOICE

To:

 Newry, Mourne & Down District Council
 District Council Offices
 O'Hagan House
 Monaghan Row
 NEWRY
 BT35 8DJ

Invoice No.	1071
Invoice Date	24/03/2015
Customer Order No.	
Account No.	NEW02

Details

Local Government Staff Commission Financial Contribution 2015-16

Net

47,236.00

Please make BACS payments to:
 Local Government Staff Commission for
 Northern Ireland
 First Trust Bank
 Main Street
 BANGOR
 Co Down
 Sort Code 93-82-03
 Account No 02235469

Remittances to:
 Local Government Staff Commission for NI
 Commission House
 18-22 Gordon Street
 BELFAST BT1 2LG
 Tel no: 02890313200

Total Net Amount	47,236.00
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Invoice Total	47,236.00
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Local Government Training Group

AEK/bd/lgtg/cc

Learning and Development in Local Government

..... enhancing knowledge and skills

..... building capacity

52

25 March 2015

Mr Liam Hannaway
Chief Executive
Newry, Mourne and Down District Council
Monaghan Row
Newry
BT35 8DJ

Chief Executive
27 MAR 2015
NMDDC

Dear Mr Hannaway

LOCAL GOVERNMENT TRAINING GROUP – BUDGET FOR THE FINANCIAL YEAR 2015/16

Following a detailed discussion on the training and development needs for the forthcoming year, the Training Group have agreed a budget of £300,000 for the financial year 2015/16. This amount will constitute the net expenditure of the Local Government Training Fund and will be apportioned on the basis of the net rateable value of each district council area.

This figure confirms a contribution freeze for the fifth successive year. The Training Group has achieved this freeze by making operating efficiencies without loss of quality and by taking advantage of the competitive market in learning and development provision.

Newry, Mourne and Down District Council has a net rateable value of £1,949,880 which represents 8.36% of the Northern Ireland total and will therefore contribute £25,080 to the Training Fund.

As previously notified, the Department will no longer deduct the sum due from your Council's General Grant Fund and I therefore attach an Account for the amount to be remitted to the Local Government Training Group by 30 April 2015.

For your information an Activity Update for 2014/15 and a breakdown of the proposed expenditure of the Local Government Training Fund for 2015/16 are attached.

Yours sincerely

STEPHEN REID
Chairman

Encs

The Local Government Training Group Secretariat
Commission House, 18-22 Gordon Street, Belfast, BT1 2LG
T: 028 9031 3200 E: lgtg@lgsc.org.uk



Local Government Training Group

INVOICE

To:

 Newry, Mourne & Down District Council
 Monaghan Row
 Newry
 BT35 8DJ

Invoice No.	6601
Invoice Date	25/03/2015
Customer Order No.	
Account No.	NEW04

Details

Local Government Training Group Financial Contribution 2015-16

Net

25,080.00

Please make BACS payments to:
 First Trust Bank
 Main Street
 BANGOR
 Co Down
 Sort Code 93-82-03
 Account No 05558248

Remittances to:
 Local Government Training Group
 Commission House
 18-22 Gordon Street
 BELFAST BT1 2LG
 Tel no: 02890313200

Total Net Amount	25,080.00
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Invoice Total	25,080.00
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Local Government Training Group

THE LOCAL GOVERNMENT TRAINING GROUP

ACTIVITY UPDATE

APRIL 2014 — MARCH 2015

SUMMARY FIGURES

OPEN COURSE PROGRAMME

85 courses were delivered on the LGTG open course programme in 2014/15 with **1,050** officers trained

IN-HOUSE FUNDING

24 councils were given direct funding support from the LGTG to deliver **141** courses in-house for approx. **1,700** officers and elected members

LATEST NEWS

LGTG has purchased an eLearning platform for use in all councils

Staff and councillors will be able to access courses and materials from PCs, laptops, tablets and smart phones

The system is currently being piloted in councils—look out for local announcements

Elected Member Development

Over **80** individual **elected member induction modules** were delivered in the 11 shadow councils using professional providers from the LGTG Call-off Framework, and **3** regional events were supported in partnership with NAC and NILGA

LGTG also:

- ◆ agreed to increase the number of supported places available to elected members and officers to attend the Advanced Diploma in Civic Leadership and Community Planning at Ulster University
- ◆ gave funding support towards the updated Councillors' Guide
- ◆ is funding the implementation of the EM Charter in 2 councils
- ◆ designed and issued training materials at the request of the Elected Member Development Steering Group for a course entitled *"Employment and HR Issues Affecting Council Staff in the Change Process—your role as a councillor"*

Leadership Programmes

Funding support was given to:

- ◆ **25** delegates attending the Advanced Diploma in Management Practice at UU
- ◆ **16** delegates attending the Business & Emerging Leaders programmes at the Leadership Institute, QUB
- ◆ **5** delegates attending the CIPFA leadership Programme for Finance Officers
- ◆ **12** elected member and officer delegates attending the Next Generation Leadership Programme at QUB
- ◆ A bespoke Leadership Development Programme for the **11** new chief executives at the Leadership Institute, QUB

Equality & Diversity

LGTG gave financial support for:

- ◆ **9** Equality and Diversity projects in councils in partnership with the Staff Commission
- ◆ **11** delegates to a bespoke programme at UU entitled *"Champions for Change—Embedding Diversity in the Local Government of the Future"*

The 'At Risk' Staff

LGTG funded a number of courses and programmes to support the staff deemed to be 'At Risk' of redundancy in local government

LOCAL GOVERNMENT TRAINING GROUP

55

FINANCIAL SCHEME FOR 2015/2016

Expenditure	2015/16 £	£	2014/15 £	£
1.0 Strategic Framework Implementation				
1.1 Leadership & Talent Management				
Chief Executive Support	40,000		40,000	
Leadership Development	60,000		60,000	
Development Centres	10,000		20,000	
Talent Management Framework	30,000		40,000	
		140,000		160,000
1.2 Performance Culture				
Performance Improvement/OD Initiatives	70,000		50,000	
		70,000		50,000
1.3 Employee Relations & Pay and Reward				
Employee Relations Framework	10,000		5,000	
Pay and Reward Framework	15,000		5,000	
		25,000		10,000
1.4 Talent Management				
1.5 Learning Organisation				
Development Programmes	10,000		15,000	
Knowledge and Skills Based Training	190,000		190,000	
Professional Groups & Support Staff	20,000		30,000	
Advanced Diploma in Mgt Practice (UU)	32,000		22,000	
eLearning	25,000		30,000	
		277,000		287,000
2.0 Capacity Building for Local Government Reform and ICE				
STCs/Shadow Councils	0		15,000	
Conference/Workshops	15,000		15,000	
Support for the 'At Risk' Groups	5,000		20,000	
		20,000		50,000
3.0 Equality and Diversity		50,000		50,000
4.0 Capacity Building for Elected Members		40,000		40,000
5.0 Miscellaneous Initiatives				
Quality Standards	10,000		2,000	
Cross-Border Initiatives	5,000		1,000	
		15,000		3,000

LOCAL GOVERNMENT TRAINING GROUP

6.0 Administration

Printing and Stationery	1,000	1,000
LGSC Administration	22,000	22,000
Bank Charges	200	200
IT/Website Maintenance	1,000	1,000
Professional Fees	1,000	1,000
Travel & Subsistence	800	800
LMS Commissioning	15,000	0
	<u>41,000</u>	<u>26,000</u>
Total	<u>678,000</u>	<u>676,000</u>

FUNDING REQUIRED TO FUND 2014/15 FINANCIAL SCHEME

Funding Required	2015/16		2014/15	
	£	£	£	£
Projected Spend		678,000		676,000
Surplus b/f	288,000		285,200	
Income from Activities	90,000		90,800	
Bank Interest	0		0	
Total Income	<u>0</u>	<u>378,000</u>	<u>0</u>	<u>376,000</u>
Required Funding		<u>300,000</u>		<u>300,000</u>

The figures for 2014/15 have been included for comparative purposes only.

Report to Strategic Planning & Resouces Committee – 16 April 2015

Subject: Appointment of representatives to:
 (a) Louth, Newry, Mourne & Down (LNMD) Joint Committee
 (b) NILGA
 (c) National Association of Councillors

Date: 8 April 2015

Reporting Officer: Eileen McParland, Democratic Services Manager

Contact Officer: Eileen McParland, Democratic Services Manager

Decisions required:

Members are asked to note the contents of the report and agree appointments to the following:

- (a) LNMD Joint Committee – 3 members (in addition to 3 Sinn Fein and 3 SDLP members appointed at AGM).
- (b) NILGA 2 members (in addition to 3 Sinn Fein and 3 SDLP members appointed at AGM).
- (c) National Association of Councillors (NAC) – 2 members (in addition to 3 Sinn Fein and 3 SDLP members appointed at AGM).

1.0 Purpose and Background:

The purpose of this report is to highlight for members consideration, the need to complete appointments to the above 3 external organisations, in line with proportionate allocation as agreement was not reached on final appointments to these organisations at the Council's AGM:

- (a) LNMD Joint Committee – 3 members (additional to 3 Sinn Fein and 3 SDLP members appointed at AGM – Councillors Hearty, Mulgrew, Ruane, Curran, Donnelly and D McAteer.
- (b) NILGA 2 members (additional to 3 Sinn Fein and 3 SDLP members appointed at AGM – Councillors Casey, Doran, O'Gribin, Andrews, Curran and Quinn
- (c) National Association of Councillors (NAC) – 2 members (additional to 3 Sinn Fein and 3 SDLP members appointed at AGM – Councillors Casey, W Clarke, Mulgrew, Andrews, Carr and Curran.

2.0 Key Issues:

- 2.1 To agree outstanding appointments to the following organisations:
 LMND Joint Committee - 3 members
 NILGA - 2 members
 NAC - 2 members

3.0 Resource Implications:

There are no resource implications contained within this report.

4.0 Appendices:

None

Report to Strategic Planning & Resouces Committee – 16 April 2015

Subject: East Border Region - Appointment of Directors

Date: 8 April 2015

Reporting Officer: Eileen McParland, Democratic Services Manager

Contact Officer: Eileen McParland, Democratic Services Manager

Decisions required:

Members are asked to note the contents of the Report and agree to the appointment of 3 of those members appointed to the East Border Region Forum to the position of Director of the East Border Region Board.

1.0 Purpose and Background:

The purpose of this report is to request members to consider the appointment of 3 of those members appointed to the East Border Region Forum as Directors of the Board of the East Border Region.

2.0 Key issues

- 2.1 The Council appointed the following 6 members to the East Border Region Forum at its AGM on 31 March 2015 – Councillors Larkin, Ruane, Andrews, Loughran, Hyland and Reilly.
- 2.2 In letter of 19 February 2015 the Chief Executive Officer of the East Border Region advised that 3 members of the Forum should be appointed as Directors of the East Border Region Board. This letter stated the importance of the Board continuing to reflect the political make-up of Northern Ireland and requested that the Council take cognisance of this fact and ensure that nominated Directors reflect the main political parties and that consideration also be given to gender balance.

3.0 Resource Implications:

- 3.1 There are no resource implications contained within this report.

4.0 Appendices:

Appendix 1 – Letter dated 19 February 2015 from the Chief Executive Officer of the East Border Region.



Appendix 1



European Union
European Regional
Development Fund
Investing in your future

60

This project is part funded by the EU's INTERREG IWA Programme

Mr Liam Hannaway
Chief Executive Designate
Newry, Mourne and Down District Council
District Council Offices
Monaghan Row
Newry
BT35 8DJ

Chief Executive
20 FEB 2015
NMDDC

19 February 2015

Re: East Border Region Ltd (EBR)

As you are aware East Border Region Ltd has been preparing for the introduction of the Reform of Public Administration Northern Ireland for the past two years. On the 1st April 2015 the seven current NI member councils of East Border Region become three. This has implications for the Corporate Governance of East Border Region Ltd which we are currently addressing.

At a Board meeting held on Thursday 9th October 2014 it was agreed that the current policy whereby member councils nominate one elected member as Director of East Border Region Ltd should be amended to reflect the smaller number of member councils post RPA.

I am thus requesting that Newry, Mourne and Down District Council nominate the following to East Border Region:

- (i) 3 elected members to the Board
- (ii) 6 elected members to the Members Forum
(to include the 3 nominated Directors to the Board)

It is important the East Border Region Board continues to reflect the political makeup of Northern Ireland. I would thus respectfully request that Newry, Mourne and Down District Council take cognisance of this fact and ensure that nominated Directors reflect the main political parties. I would further request that, when nominating, cognisance be given to gender balance.

Thank you in anticipation of your co-operation.

Yours sincerely

Pamela Arthurs
Chief Executive Officer

2 Monaghan Court, Newry, Co. Down, Northern Ireland BT35 6BH

Tel: NI 028 3025 2684 Rol 048 3025 2684 Fax: NI 028 3025 2685 Rol 048 3025 2685

W: www.eastborderregion.com Email: admin@eastborderregion.com



Redmond " <Victoris.redmond@trianglehousing.org.uk>, Volunteer Now <info@volunteernow.co.uk>, West Belfast Partnership Board <info@wbpb.org>, Western Education and Library Board <info@welbni.org>, Women's Forum Northern Ireland <patinine@googlemail.com>, Women's Information Group <michele@womensinfoni.com>, Women's Resource and Development Agency <nieve.carberry@wrda.net>, Women's Support Network <info@wsn.org.uk>, "info@ycni.org" <info@ycni.org>, Youthnet <cflack@youthnet.co.uk>, Zoe Anderson <zoe.anderson@hearingloss.org.uk>

cc

Subject Department for Social Development Disability Action Plan - Public Consultation

The Department for Social Development is carrying out a public consultation on the Disability Action Plan 2014 – 2017 for 12 weeks from the 09 March 2015 until the 31 May 2015.

Under Section 49A of the Disability Discrimination Act 1995 public authorities, when carrying out their functions must have due regard to the need to

- promote positive attitudes towards disabled people and
- encourage participation by disabled people in public life.

The Disability Action Plan 2014 – 2017 sets out how the Department for Social Development proposes to fulfil these duties.

The public consultation document is available on the Department for Social Development's website.

The Disability Action Plan 2014 – 2017

Any queries regarding this email please contact:

Equality Unit
Department for Social Development
Fourth Floor
Lighthouse Building
Gasworks Business Park
Belfast

Tel: 028 9082 9110

Email: equality.unit@dsdni.gov.uk

**From the Office of the
Minister of Finance & Personnel**



**DFP Private Office
2nd Floor
Clare House
303 Airport Road West
Belfast
BT3 9ED**

Telephone: 028 90816711

Email: private.office@dfpni.gov.uk

Your reference: NMD/FR

Our reference: INV/19/2015

Mr Liam Hannaway
Chief Executive Designate
Newry, Mourne & Down District Council
O'Hagan House
Monaghan Row
Newry BT35 8DJ

26 March 2015

Dear Mr Hannaway

Thank you for your further letter of 4th March to Simon Hamilton MLA requesting a meeting to discuss the impact of the revaluation of business rates on small businesses located in your Council area. The Minister has read your letter and has asked me to respond on his behalf.

I regret that due to ongoing diary commitments at this time the Minister is unable to meet with Newry, Mourne and Down Council. However, in response to the issues raised in your letter the Minister has advised that the Executive is sympathetic to the needs of the small business sector and has funded £20m for small business rate relief for 2015/16. Additionally, the Executive has agreed a rates relief scheme for up to £30m for rates convergence.

The Council should also be encouraged to note that from 1st April 2010 to 28th February 2015, 1,435 small businesses in Down Council area have benefited from £2.728m in small business rate relief. In the same period in Newry & Mourne, 1,911 small businesses benefitted from £3.443m in relief.

Clearly some ratepayers will have concerns regarding individual rateable assessments following the revaluation; in such circumstances an application may be made to the District Valuer within Land & Property Services on or after the 1st April 2015 when the Valuation List comes into force. Further recourse is available to the Commissioner of Valuation and the Lands Tribunal for Northern Ireland.

Yours sincerely



**SIOBHAN TWEEDIE
PRIVATE SECRETARY TO SIMON HAMILTON MLA**



Mr Liam Hannaway
 Chief Executive
 Newry, Mourne and Down District Council
 District Council Offices
 O'Hagan House
 Monaghan Row
 NEWRY
 BT35 8DJ

2nd April 2015

2015 NILGA Conference - La Mon Hotel, Thursday 18th June 2015

Dear Liam,

The NILGA Annual Conference and Exhibition will be held on Thursday 18th June 2015 in the La Mon Country House Hotel, Gransha Road, Castlereagh. The theme for Conference 2015 is **"Growing Local Democracy & Economies in Partnership: Northern Ireland's Councils First 100 days"**.

This is the first flagship, all Council Conference co-ordinated by NILGA, the Local Government Association, during the first hundred days of the New Councils in Northern Ireland.

Local government and local economies are already at the forefront of economic development in Northern Ireland. Going forward, with the increased services and functions delivered through the 11 councils, further substantial opportunities are now on the horizon, and Conference will explore both the pioneering and the practical next steps.

Now in its 12th year, the NILGA Conference is regarded as a key event that promotes the sharing of knowledge, skills and ideas, as well as providing the opportunity to network with colleagues.

We very much will welcome the attendance of councillors and staff from your council. To support this we are offering **one free place** at Conference for your First Citizen or a senior council representative (as allocated on your council specific booking form).



the voice of local government

In addition a **5% discount will be applied to all council delegate bookings received by NILGA before the end of April 2015** (please note, invoices for council bookings will be issued one week after the event).

Should you have any queries please do not hesitate to contact Mark Maher, Communication and Engagement Officer at the NILGA office in the first instance.



Yours sincerely,



Derek McCallan


Chief Executive, Northern Ireland Local Government Association

Enc. NILGA Conference Booking Form and working agenda.

 NILGA ANNUAL CONFERENCE LA MON HOTEL, THURSDAY 18TH JUNE 2015 	
NORTHERN IRELAND'S NEW COUNCILS: BEYOND THE FIRST 100 DAYS: GROWING LOCAL DEMOCRACY & ECONOMIES IN PARTNERSHIP	
SESSION ONE - OPENING - Chair: NILGA President	
9.30 - 9.35	Conference Welcome Lisburn & Castlereagh City Council
9.35 - 9.40	NILGA President's opening address to Conference
9.40 - 10.05	Keynote Address – Office of the First and Deputy First Minister Response from NILGA President
10.05 - 10.25	US Cities and Municipalities as Economic Drivers US Consul General, Gregory S Burton
SESSION TWO - NEW COUNCILS, THE FIRST 100 DAYS - Chair: NILGA OB	
10.25 - 10.45	Keynote Address Department of Environment
10.45 - 11.10	Ambition and Expectation – Community Planning as seen by a new councils Views from the Councils- Elected Member/Chief Executive
11.10 - 11.35	Refreshment Break
SESSION THREE - UNLOCKING EUROPEAN GROWTH - Chair: European Commission	
11.35 - 12.10	It's the Economy, Stupid: Using New Powers to Unlock Growth Welsh Local Government Association
12.05 - 12.35	Getting the best from Europe – NI Councils, The Committee of the Regions and European Entrepreneurial Region Award 2015 Committee of the Regions, EER
12.35 - 13.45	Lunch
SESSION FOUR - PARTNERSHIP AND INVESTMENT - Chair: NILGA Full Member	
13.45 – 14.05	Partnership and Investment Pays – Delivering through Local Government Department of Enterprise, Trade and Investment
14.05 – 14.45	Panel Debate - Sponsors/Partners statements of Intent for the new Councils - Finance - Innovation / Education (Ulster University) - Jobs and Investment
14.45 - 15.10	Refreshment Break
SESSION FOUR – DoE Committee Open Session – Beyond 100 Days	
15.10 – 16.00	Representatives of the DoE Committee, responsible for scrutiny of Local Government and Council Reform, offer their key challenges and commitments to the New Councils with audience participation.
SESSION FIVE – WHAT'S TO COME? OPPORTUNITIES FOR COUNCILS AND THE REVIEW OF THE NORTHERN IRELAND ASSEMBLY Chair: NILGA OB	
16.00 – 16.30	Beyond Transition: Regional Investment & Effective, Efficient Collaboration. SOLACE and NILGA Policies and Work Programmes SOLACE and NILGA
16.30 – 16.55	KEY NOTE – Closing Address
16.55 – 17.00	Conference Close

Eileen. - SPR - Agenda.
16th. Aprt.

Comhairle Ceantair an Iúir
Mhúrn agus an Dúin
Newry, Mourne and Down
District Council



Date received by Postroom 9/11/15

Date saved to EMS

Actioned by E. McParland

Date 9/11/15

Initialled ee.

