

October 11th, 2018

Notice Of Meeting

You are invited to attend the Strategy Policy and Resources Committee Meeting to be held on **Thursday, 11th October 2018 at 5:00 pm** in **Mourne Room, Downshire Civic Centre Downpatrick.**

The Members of the Strategy Policy and Resources Committee are:-

Chair: Councillor M Savage

Vice Chair: Councillor W Walker


Members: Councillor R Burgess Councillor P Byrne
Councillor M Carr Councillor S Doran
Councillor C Enright Councillor D Hyland
Councillor O McMahon Councillor A McMurray
Councillor B Ó Muíri Councillor J Rice
Councillor M Ruane Councillor G Sharvin
Councillor J Trainor

Agenda

1.0 Apologies & Chairperson's Remarks

2.0 Declarations of Interest


3.0 Action Sheet arising from SPR Committee Meeting held on

 *SPR-13092018.pdf*

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Equality and Policy

4.0 Report on Section 75 Policy Screening Report - Quarterly Report for Period July-September 2018


 *Report on Section 75 Policy Screening Report - Quarterly Report for period July - September 2018.pdf*

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 *Appendix 1 Quarterly Screening Report July - September 2018.pdf*

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5.0 Report on Irish Language Financial Assistance Scheme 2019/2020 and Irish Language Bursary Scheme 2019/2020


 *Report on Irish Language Financial Assistance Scheme 2019-2020 and Irish Language Bursary Scheme 2019-2020.pdf*

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 *Tuairisc ar Sceim Chunamh Airgeadais na Gaeilge 2019-2020 agus Sceim Sparanachta na Gaeilge 2019-2020.pdf*

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6.0 Statutory reporting – Rural Needs Annual Monitoring Report for period 1 June 2017 – 31 March 2018

 *Statutory reporting – Rural Needs Annual Monitoring Report for period 1 June 2017 – 31 March 2018.pdf*

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 *Annex A - Newry, Mourne and Down District Council annual report to DAERA on implementation of Rural Needs Act for period Ju.pdf*

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 *Annex B - Newry, Mourne and Down District Council corporate approach to implementation of the Rural Needs Act.pdf*

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Performance

7.0 Performance Improvement Policy




 *Performance Improvement Policy Cover Report SPR.pdf*

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 *Performance Improvement Policy SPR.pdf*

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8.0 Party Groups Consultation Response to NILGA "Devolution within Northern Ireland" Report. (Attached).

 <i>SP&R - Cover Report - Draft Consultation Response to NILGA Devolution Report.pdf</i>	<i>Page 34</i>
 <i>SP&R - Appendix I - Draft NMDDC Response.pdf</i>	<i>Page 35</i>
 <i>SP&R - Appendix II - NILGA Report.pdf</i>	<i>Page 40</i>

Corporate Services - Human Resources

9.0 Report on Annual Monitoring Return

 <i>Report on Annual Monitoring Return.pdf</i>	<i>Page 62</i>
 <i>Completed Annual Monitoring Return 010118.pdf</i>	<i>Page 64</i>

Items Restricted in accordance with Part 1 of Schedule 6 of the Local Government Act (NI) 2014

10.0 Chief Executive Appraisal. (Report attached).

This item is deemed to be restricted by virtue of para.3 of part 1 of schedule 6 of the Local Government Act (NI) 2014 - information relating to the financial or business affairs of any particular person. The public may, by resolution, be excluded during this item of business

 <i>NILGA Memo - Pay Review.pdf</i>	<i>Not included</i>
 <i>Chief Executive Appraisal Report.docx</i>	<i>Not included</i>

11.0 Industrial Relations Update. (Report attached)

This item is deemed to be restricted by virtue of Paragraph 3 of Part 1 of Schedule 6 of the Local Government Act (Northern Ireland) 2014 - Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the council or a government department and employees of, or office holders under, the Council.

 <i>IR Report.docx</i>	<i>Not included</i>
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12.0 Update on Rates Support Grant

This item is deemed to be restricted by virtue of para.3 of part 1 of schedule 6 of the Local Government Act (NI) 2014 - information relating to the financial or business affairs of any particular person. The public may, by resolution, be excluded during this item of business

 <i>PSC 1236.18 - Letter to Council Chief Executives.pdf</i>	<i>Not included</i>
 <i>Leo O'Reilly - DFC - 10.10.pdf</i>	<i>Not included</i>

13.0 Request from Albert Basin Task & Finish Group to carry out works

This item is deemed to be restricted by virtue of para.3 of part 1 of schedule 6 of the Local Government Act (NI) 2014 - information relating to the financial or business affairs of any particular person. The public may, by resolution, be excluded during this item of business

 *Albert Basins Gates report to SPRC - Sept.pdf*

Not included

 *Appendix 2 - photos.pdf*

Not included

FOR NOTING Items Restricted in accordance with Part 1 of Schedule 6 of the Local Government Act (NI) 2014

14.0 Action Sheet arising from Albert Basin Task & Finish Group - 12th September 2018

 *12 September 2018.pdf*

Not included

Invitees

Cllr Terry Andrews	terry.andrews@nmandd.org
Cllr Naomi Bailie	naomi.bailie@nmandd.org
Cllr Robert Burgess	robert.burgess@nmandd.org
Cllr Pete Byrne	pete.byrne@nmandd.org
Mr Gerard Byrne	gerard.byrne@nmandd.org
Cllr Michael Carr	michael.carr@nmandd.org
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Cllr David Taylor	david.taylor@nmandd.org
Cllr Jarlath Tinnelly	jarlath.tinnelly@nmandd.org
Cllr John Trainor	john.trainor@nmandd.org
Cllr William Walker	william.walker@nmandd.org
Mrs Marie Ward	marie.ward@nmandd.org

ACTION SHEET – STRATEGY, POLICY AND RESOURCES COMMITTEE MEETING (SPR) – THURSDAY 13 OCTOBER 2016 – ITEMS STILL IN PROGRESS OR ON-GOING.

ITEMS RESTRICTED IN ACCORDANCE WITH PART 1 OF SCHEDULE 6 OF THE LOCAL GOVERNMENT ACT (NI) 2015					
SPR/236/2016	Right of Way Proposal at Ballyedmond, Killowen, Rostrevor	It was agreed to accept the officer's recommendations as follows: Approval of the details of the proposed Killowen Coastal Path around the Big Moat at Ballyedmond as per the presentation at the meeting, ie. the design drawings and technical specification. A joint application for Planning Permission will be submitted by the Ballyedmond Estate and the Council for the creation of the proposed Coastal Path as per the approved details.	C Mallon	On-going. Ballyedmond Estates Consultants updating the Ecological Impact Assessments and collating additional information. This matter is on-going. Report considered at September SP&R.	Y

ACTION SHEET – STRATEGY, POLICY AND RESOURCES COMMITTEE MEETING (SPR) – THURSDAY 17 NOVEMBER 2016 – ITEMS STILL IN PROGRESS OR ON-GOING.

SPR/282/2016	Correspondence from the Department for Communities Regeneration Bill	Council to write to the Minister for Communities asking him to reconsider the decision not to progress the Regeneration Bill.	L Hannaway	To be completed once a Minister for Communities is in place.	N
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ACTION SHEET – STRATEGY, POLICY AND RESOURCES COMMITTEE MEETING (SPR) – THURSDAY 12 APRIL 2018 – ITEMS STILL IN PROGRESS OR ON-GOING.

SPR/060/2018	Disposal of Land where Departmental Approval is required	It was agreed to note the content of the Officer's Report relating to disposal of Council land when, under legislation, Departmental approval is required and to invite Departmental representatives to meet with Council to discuss the matter.	L Moore	An invitation has been extended to the Department to meet with the Council. Department to attend November S P & R	N
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ACTION SHEET – STRATEGY, POLICY AND RESOURCES COMMITTEE MEETING (SPR) – THURSDAY 14 JUNE 2018 – ITEMS STILL IN PROGRESS OR ON-GOING.

SPR/081/2018	Engagement of External Consultancy	It was agreed to procure consultancy support to assist in an information management transformation programme.	A Robb	On-going	N
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SPR/088/2018	Sub-Lease to Drumanakelly Power Limited	It was agreed to note the contents of the officer's report and approve the recommendation in para 3.1 to agree an extension of the area at Drumanakelly leased to Drumanakelly Power Ltd as outlined on the report map, for the purposes of regularising their land use, and subject to the Council's legal costs being met by Drumanakelly Power Ltd, following a check by officers regarding comments	A Robb	Agreed	Y
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ACTION SHEET – STRATEGY, POLICY AND RESOURCES COMMITTEE MEETING (SPR) – THURSDAY 13 SEPTEMBER 2018

Minute Ref	Subject	Decision	Lead Officer	Actions taken/ Progress to date	Remove from Action Sheet Y/N
SPR/113/2018	Action Sheet of SPR Committee Meeting held on 16 August 2018	It was agreed that the Action Sheet of 16 August be noted, and actions removed as marked.	D Services	Noted	Y
SPR/114/2018	Planning Committee Scheme of Delegation & Operating Protocol	It was agreed to approve the revised Planning Committee Scheme of Delegation and Operating Protocol	M Ward	Approved	Y
SPR/115/2018	Report on Section 75 Policy Screening Report – Quarterly Report Apr – June 2018	It was agreed to note the Section 75 Policy Screening Report – Quarterly Report for period April – June 2018.	R Mackin	Noted	Y
SPR/116/2018	Report on Newry, Mourne and Down District Council Public Authority Statutory Equality and Good Relations Duties Annual Progress Report 2017-	It was agreed to note Newry, Mourne and Down District Council's Public Authority Statutory Equality and Good Relations Duties Annual Progress Report for the period 2017-18 for submission to the Equality Commission for	C Moffett	Noted	Y
SPR/117/2018	Report on Equality Action Plan 2017-18	It was agreed to note the contents of this Report and that following the closing of the 12 week public consultation period, Officers would now proceed to work to implement the positive actions identified in the Equality Action Plan 2018-2020.	C Moffett	Noted	Y

Minute Ref	Subject	Decision	Lead Officer	Actions taken/ Progress to date	Remove from Action Sheet Y/N
SPR/118/2018	Assessment of Performance 2017/18	<p>The Assessment of Performance 2017-18 was agreed:</p> <ul style="list-style-type: none"> • The publication of the Assessment of Performance by 30 September 2018, before full Council ratification, in order to meet the statutory deadline. • The results of the employee stress audit to be made available to Councillors • The Assessment of Performance 2017-18 • The publication of the Assessment of Performance by 30 September 2018, before full Council ratification, in order to meet the statutory deadline. • The results of the employee stress audit to be made available to Councillors 	J McBride	Agreed	Y
SPR/119/2018	Draft Consultation Response to NILGA "Devolution within Northern Ireland" Report	<p>It was agreed to write to NILGA to request an extension to the deadline date for responses.</p> <p>Party groups to feed back all responses directly to Mr McBride in advance of the next Council meeting on 1 October 2018 to facilitate the preparation of any additional content to the draft response.</p>	J McBride	Agreed. Agenda item	Y
SPR/120/2018	Councillors' Annual ICO Registration Fees	<p>It was agreed:</p> <ul style="list-style-type: none"> • Council pay the ICO registration fee on behalf of Members; • Council amend its Scheme of Allowances in order to have the vires to reimburse this cost; • Council reimburse the registration fee to any Member who had already paid same for the current year. 	D Carville	Agreed	Y

Minute Ref	Subject	Decision	Lead Officer	Actions taken/ Progress to date	Remove from Action Sheet Y/N
SPR/121/2018	Action Sheet From SPWG Meeting Re: CCTV – 11 September 2018	It was agreed: <ul style="list-style-type: none"> To suspend the decision of the Council on 8 January 2018 in relation to public space CCTV. To authorise Officials to engage external technical assistance to complete a detailed scoping exercise, with key stakeholders, for the purposes of identifying future public space CCTV requirements. A final report to be presented to the SPWG in due course. To continue with the current arrangements in relation to public space CCTV, including essential maintenance, whilst the detailed scoping exercise is being undertaken. 		Agreed	Y
SPR/122/2018	Local Development Plan Steering Group - Minutes of Meeting 13 April 2018	The Local Development Plan Steering Group Meeting was noted.		Noted	Y
SPR/123/2018	Residents Survey	The report giving an update on the Residents' Survey was noted.	J McBride	Noted	Y
SPR/124/2018	Participatory Budgeting Pilot Project	The Participatory Budgeting Pilot Project report was noted.		Noted	Y
ITEMS RESTRICTED IN ACCORDANCE WITH PART 1 OF SCHEDULE 6 OF THE LOCAL GOVERNMENT ACT (NI) 2015					
SPR/125/2018	Action Sheet From SPWG Meeting -11 September 2018	It was agreed to approve the Action Sheet from SPWG Meeting – 11 September 2018.		Approved	Y
SPR/126/2018	Action Sheet From Efficiencies Working Group -3 September 2018	It was agreed to approve the contents of the Action Sheet of the Efficiencies Working Group meeting held on 3 September 2018.		Approved	Y
SPR/127/2018	Action Sheet From Albert Basin Task And Finish - 2 August 2018	It was agreed to approve the contents of the Albert Basin task and finish action sheet of meeting held on 2 August 2018.		Approved	Y
SPR/128/2018	Newry Leisure Centre, Down Leisure Centre Update	It was agreed to note the contents of the officer's report and approve the recommendation contained in para. 3.1 relating to the revised capital budget for the Down Leisure Centre scheme.	C Mallon	Agreed	Y

Minute Ref	Subject	Decision	Lead Officer	Actions taken/ Progress to date	Remove from Action Sheet Y/N
SPR/129/2018	Update On Ballyedmond Prow	It was agreed to note the contents of the officer's report on progress with implementation of Terms of Settlement between the Council and the Ballyedmond Estate relating to a right of way.	C Mallon	Agreed	Y
SPR/130/2018	Update on Newry DEA Assets	It was agreed by 8 votes to 3, to proceed to declare McCreesh Park, Newry as surplus and proceed to the D1 disposal process, as some of Council's statutory partners could potentially make use of the land for the benefit of the community.	D Carville	Agreed	Y
SPR/131/2018	Use of Chief Executive's Power to settle a claim	It was agreed that Members note the contents of the Officer's report relating to the settlement of a claim for damages against the Council.	L Hannaway	Noted	Y

Report to:	Strategy, Policy and Resources Committee
Date of Meeting:	11 October 2018
Subject:	Section 75 Policy Screening Report – Quarterly Report for period July - September 2018
Reporting Officer:	Regina Mackin, Assistant Director Corporate Planning and Policy
Contact Officer:	Colin Moffett, Head of Corporate Policy

Confirm how this Report should be treated by placing an x in either:-

For decision	For noting only	X
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1.0	Purpose and Background
1.1	<p>In line with Council's Section 75 statutory duties and commitments within our approved Equality Scheme, policy screening reports are published quarterly.</p> <p>The Quarterly Report for the period July - September 2018, including screening reports, is available on Council's website www.newrymournedown.org. This information has also been forwarded to all equality consultees.</p>
2.0	Key issues
2.1	<p>As per the Council's approved Equality Scheme:</p> <ul style="list-style-type: none"> • All policies Council proposes to adopt must be equality screened, prior to implementation, to assess the likely impact of the policy on the promotion of equality of opportunity and/or good relations. • Council must publish quarterly reports on equality screening which are available on Council's website and forwarded to equality scheme consultees.
3.0	Recommendations
3.1	To note the Section 75 Policy Screening Report – Quarterly Report for period July - September 2018.
4.0	Resource implications
4.1	No financial or resources implications are anticipated.
5.0	Equality and good relations implications
5.1	<p>No equality and good relations implications are anticipated.</p> <p>Publishing quarterly reports, including screening reports, making them available on Council's website www.newrymournedown.org, and forwarding this information to all equality consultees is in accordance with the commitments contained within the Council's approved Equality Scheme.</p>
6.0	Rural Proofing implications
6.1	The Section 75 Policy Screening Report details policies screened within the designated period and does not fall within the scope of the Rural Needs Act (NI) 2016.

7.0	Appendices
	Appendix 1: Section 75 Policy Screening Report – Quarterly Report for period July - September 2018.
8.0	Background Documents
	Newry, Mourne and Down District Council Equality Scheme (approved by ECNI 25 March 2015)

Newry, Mourne and Down District Council Section 75 Policy Screening Report
Quarterly Report July - September 2018

Policy	Details of policy	Screening Outcome
Performance Improvement Policy	<p>The aims of this policy are to:</p> <ul style="list-style-type: none"> • Ensure that the Council discharges its performance improvement duties under Part 12 of the Local Government (Northern Ireland) Act 2014. • Mainstream the Council's Business Planning and Performance Management Framework, which drives and provides assurance that corporate priorities and performance improvement objectives are being delivered. • Ensure that Elected Members and officers have due regard for performance improvement in carrying out their duties. 	No EQIA considered necessary
Managing Attendance Policy	In recognition the inevitability that employees will experience periods of ill health which prevent them attending work, this policy aims to ensure that all such sickness absences are treated fairly and sympathetically, and that the Council are committed to providing appropriate support and encouragement to employees who are absent.	No EQIA considered necessary
Managing Attendance Procedure	In recognition the inevitability that employees will experience periods of ill health which prevent them attending work, this procedure aims to ensure that all such sickness absences are treated fairly and sympathetically, and appropriate support and encouragement is given to employees who are absent.	No EQIA considered necessary
Participatory Budgeting	<p>The aims of this are to:</p> <ul style="list-style-type: none"> • Enable citizens to have a direct say in how public money is spent • Extend community engagement by involving groups in making democratic decisions • Expanding community knowledge of priorities and assets 	No EQIA considered necessary

Implementation of a two hour waiting restriction in the car park The Square, Warrenpoint	The aim is to address ongoing car parking space availability and create turnover at The Square, Warrenpoint.	No EQIA considered necessary
Implementation arrangements for priority recommendations of Council's Play Strategy 2017-2022	This sets out revised arrangements regarding the delivery of the Council's play strategy consultation process to a single stage process. The revised arrangements are to enable Council to utilise additional match funding of £500,000 secured from the Rural Development Project (RDP), which requires all works to be completed by March 2019.	No EQIA considered necessary
Consultation / Engagement Toolkit	<p>The eight step toolkit has been produced as an integral part of the NMDDC Consultation/Engagement framework. It provides a guide on why, when and how to carry out consultations and has been developed in reference to best practice principles such as the Consultation Institute's Consultation Charter.</p> <p>The aims of the toolkit are :</p> <ul style="list-style-type: none"> • To ensure that we meet any statutory obligations when consulting with people • We adhere to the objectives and guiding principles noted in our Consultation/Engagement framework • Officers have the necessary guidance and tools to undertake consultation effectively and efficiently • The quality of any consultation is of a high standard • We have a consistent, coordinated and joined up approach to consultation across the council and with our partners. 	No EQIA considered necessary

Report to:	Strategy, Policy and Resources Committee
Date of Meeting:	11 October 2018
Subject:	Irish Language Financial Assistance Scheme 2019/2020 and Irish Language Bursary Scheme 2019/2020
Reporting Officer:	Regina Mackin, Assistant Director Corporate Planning and Policy
Contact Officers:	Colin Moffett, Head of Corporate Policy Ursula Mhic An tSaoir, Irish Language Development Officer Treaasa McAvoy, Irish Language Community Liaison Officer

For decision		X	For noting only		
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1.0	Purpose and Background
1.1	The Council's Irish Language Strategy Cross Party Working Group at its meeting on 19 September 2018 considered two update reports in relation to the implementation of the Irish Language Financial Assistance Scheme 2018/19 and Irish Language Bursary Scheme 2018/19.
1.2	<p><u>Irish Language Financial Assistance Scheme 2018/19</u></p> <p>Delivery agent: Council's Programmes Unit administered the Irish Language Financial Assistance call, in collaboration with the Corporate Policy Section who provided the criteria and participated in the assessment process.</p> <p>The financial assistance scheme had two specific themes, as follows:</p> <p>Theme 1: Irish language community renewal and development This theme was an open call for projects / initiatives that encourage Irish language community capacity building, mentoring and volunteering. It was envisaged that this scheme would inspire better developed Irish language communities to partner with newer or developing language communities to share resources and build better networks and encourage volunteering.</p> <p>Theme 2: Positively engaging the Irish language This theme was an open call for community engagement projects /initiatives to build positive relations, raise awareness and understanding, address perceptions and promote respect for the Irish language.</p> <p><u>Outcome</u> The financial assistance scheme had an indicative budget allocation of £50000.</p> <ul style="list-style-type: none">• 22 applications were received;• 14 of the applications were successful;• £17006.50 was awarded to successful applicants;

	<ul style="list-style-type: none"> Only 4 successful applications were for projects submitted by established Irish Language groups, demonstrating an increase in applications to the Irish Language themes from other community groups with an interest in renewal, development and positively engaging the Irish language.
1.3	<p><u>Irish Language Bursary Scheme 2018/19</u></p> <p>Delivery agent: Council's Irish Language Unit</p> <p>The purpose of the Bursary Scheme was to assist individuals to improve Irish Language skills through providing scholarships or bursaries for Irish Language courses, including Gaeltacht colleges, intensive courses and third level courses taking place within the 2018-2019 financial year (1 April – 31 March).</p> <p>The bursary covered course fees only, with applicants being eligible to apply for 50% of total fees for the course, up to a maximum of £300 in total.</p> <p>In terms of eligibility, all applicants must:</p> <ul style="list-style-type: none"> be resident in the Newry, Mourne and Down District Council area; in the case of minors (under 18 years of age), have parental / guardian permission to attend the Irish Language course; be registered to attend an Irish Language course; not already have a scholarship from public funds (eg Líofo Bursary); complete the Irish Language course by attending for its duration; provide proof of full payment of fees and attendance at the Irish Language course <p>Budget, launch date and promotion</p> <p>Budget for 2018/19: £30000</p> <p>Date of launch: week beginning 12 March 2018 during Irish Language Week with applications forms and guidelines available to download from the Council's website</p> <p>Promotion of the Irish Language Bursary Scheme was through the Council website, Council social media pages, and a press release to local news media.</p> <p>The application and assessment process</p> <ul style="list-style-type: none"> All applicants completed an application form. The application form and guidance note for applicants was available to download from the Council website or by contacting the Irish Language Unit. All applicants were informed of the outcome of their application, with letters of offer being issued to applicants that meet the outlined conditions of eligibility on a first come basis. This was a rolling scheme. When demand and eligibility for the Irish Language Bursaries exceeded available funds, applicants were placed on a waiting list should further funds become available. Successful applicants were informed of the amount of their individual grant, which was awarded only upon successful completion of the course and after fulfilment of

	<p>all the requirements for the bursary.</p> <ul style="list-style-type: none"> Applicant letters of offer lapsed four weeks (20 working days) after the finishing date of each applicant's course. <p>Outcome</p> <p>The Council received 172 applications, with 114 individual applicants receiving bursaries.</p> <p>The majority of applicants were from the Slieve Gullion (54%) and Crotlieve (28%) District Electoral Areas; were female (62%), under 18 years of age (99%), with no disability (100%), white (100%), and from a Catholic community background (98%).</p> <p>Further monitoring information is included within Appendix 1 of this report.</p>
2.0	Key issues
2.1	<p>Both the Irish Language Financial Assistance Scheme and Irish Language Bursary Scheme have been a success in their first year, and it would be expected that, as people become aware of the schemes, increased numbers of applications will be submitted for the 2019-2020 financial year.</p> <p>Specifically in relation to the Irish Language Bursary Scheme, key issues for consideration are as follows:</p> <ul style="list-style-type: none"> As a rolling scheme, with applications considered on a first come first served basis, applicants applying to courses organised later within the financial year are more likely be allocated a place on the reserve list. While this is not a specifically targeted children/young person's bursary scheme the vast majority of successful applications are from people under 18 years of age. The majority of applications have emanated from the Slieve Gullion and Crotlieve DEAs. The scheme criteria does not exclude applicants submitting applications year on year. Increased numbers of applications, in conjunction with maintaining eligibility criteria to apply for 50% of total fees for the course up to a maximum of £300, within the current allocated budget, has potential to lead to increased numbers of applicants being allocated to the reserve list. <p>In relation to the above, The Irish Language Strategy Cross Party Working Group gave consideration to the potential impact of increased numbers of applications, and recommended an increase in the allocated budget from £30,000 to £40,000 and to re-apportion £5,000 of these monies specifically for applicants seeking a bursary for attending courses in the period September – March.</p>
3.0	Recommendations
3.1	<p>The Irish Language Strategy Cross Party Working Group at its meeting on 19 September 2018 recommend the following for the 2019/2020 financial year:</p> <ol style="list-style-type: none"> To maintain both the Irish Language Financial Assistance Scheme and Irish Language Bursary Scheme for the period 2019/2020. A budget of £50,000 to be allocated to the Irish Language Financial Assistance scheme under a specific Irish Language budget line for the period 2019/2020. A budget of £40,000 to be allocated to the Irish Language Bursary Scheme 2019/20, and this to be apportioned to two distinct six-monthly periods April – September (£35,000) and October – March (£5,000).

4.0	Resource implications
4.1	<ul style="list-style-type: none"> • Allocation of £90,000 within Irish language budget for 2019/20 (£50,000 towards Irish Language financial assistance / £40,000 to Irish Language Bursary Scheme 2019/20). • Officer time regarding implementation of both schemes, including actions to ensure the initial launch of the Bursary Scheme 2019-2020 receives prominence in local and regional press to encourage and maximise the numbers and types of applications from across the area.
5.0	Equality and good relations implications
5.1	<p>The establishment of both the Irish Language Financial Assistance Scheme and the Irish Language Bursary Scheme were equality screened.</p> <p>While it was noted language is not an equality category, it was acknowledged the Irish language is predominantly spoken by people who are Catholic, Nationalist and of Irish national identity i.e. people of different religion, political opinion and racial group have potential to indirectly benefit from the schemes.</p> <p>In addition, the two schemes were designated as positive actions building upon the Council's Bilingualism Policy and Associated Procedures, the audit of Irish language provision in Newry, Mourne and Down area and the Irish language Strategy 2017/19.</p>
6.0	Rural Proofing implications
6.1	The schemes were delivered by way of open calls for applications and there is no evidence to suggest an urban bias or adverse impact upon people living in rural areas.
7.0	Appendices
	Appendix 1: Monitoring data re: Irish Language Bursary Scheme 2018/19
8.0	Background Documents
	None

Appendix 1:

Monitoring data re: Irish Language Bursary Scheme 2018/19

1. Applications to Irish Language Bursary Scheme 2018/19

Number of applications received:	172
Number of eligible applications:	167
Number of ineligible applications:	5
Number of applicants forwarded a letter of offer:	116
Number (currently) on reserve / waiting list	32
Number of applicants who failed to return letter of offer by required date:	12
Number of applicants who failed to return claim form by deadline:	7
Number of bursaries awarded:	114

2. Applicant monitoring information¹

District Electoral Area: Crotlieve: 48 Downpatrick: 2 Newry: 11 Mournes: 12 Slieve Croob: 6 Slieve Gullion: 93 Rowallane: 0	Disability: Yes: 0 No: 130
Gender: Male: 50 Female: 80 Transgender: 0	Racial group / ethnic origin: White: 130 Bangladeshi: 0 Chinese: 0 Black African: 0 Indian: 0 Black Caribbean: 0 Irish Traveller: 0 Black Other: 0 Pakistan: 0 Mixed Ethnic Group: 0
Age: Under 18: 129 18 – 40: 1 41 – 60: 0 60 plus: 0	
Community background: Protestant Community: 1 Catholic Community: 128 Neither: 1	

¹ DEA data has been prepared using postal addresses provided by applicants, while the equality characteristics related data is in relation to monitoring questionnaires submitted by applicants.

Tuairisc do:	Coiste Straitéise, Polasaí agus Acmhainní
Dáta an Chruinnithe:	11 Deireadh Fómhair 2018
Ábhar:	Scéim Chúnamh Airgeadais na Gaeilge 2019/2020 agus Scéim Sparánachta na Gaeilge 2019/2020
Oifigeach Tuairiscithe(Teideal Poist san áireamh)	Regina Mackin, Leas Stiúrthóir Phleanáil Corparáide agus Polasaí
Oifigeach Teagmhála (Teideal Poist san áireamh):	Colin Moffett, Ceannaire Polasaithe Corparáidigh Ursula Mhic An tSaoir, Oifigeach Forbartha na Gaeilge Teresa McAvoy, Oifigeach Teagmhála Phobal na Gaeilge

Deimhnigh cad atá uait faoin Thuairisc seo le x a chur i mbosca amháin:--

le haghaidh cinnidh	X	le haghaidh nótaílte amháin	
1.0		Aidhm agus Cúlra	
1.1		Cuireadh réamhthuairisc faoin bhráid Ghrúpa Oibre Traspháirtí um Straitéis na Gaeilge 19 Deireadh Fómhair 2018 le haghaidh plé maidir le cur i bhfeidhm Scéim Chúnamh Airgeadais na Gaeilge 2018/2019 agus Scéim Sparánachta na Gaeilge 2018/2019	
1.2		<p>Scéim Chúnamh Airgeadais na Gaeilge 2018/2019</p> <p>Maidir le seachadadh, ba é Aonad na gClár ChCíMD a riar ar ghlaio Scéim Chúnamh Airgeadais na Gaeilge, i gcomhoibriú le Rannóg Pholasaí Chorpáidigh a chuir na critéir le chéile agus a ghlac páirt sa phróiseas measúnaithe.</p> <p>Bhí dhá théamaí ar leith sa scéim chúnamh airgeadais, mar a leanas:</p> <p>Téama 1: Athnuachan agus Forbairt Phobal na Gaeilge Ba ghlaio oscailte an téama seo do thograí / thionscnaimh a spreagann forbairt acmhainní, meantóireacht agus obair dheonach i measc phobal na Gaeilge. Meastar go spreagfaidh an scéim seo pobail Ghaeilge atá níos forbartha comhpháirtíocht a dhéanamh le pobail atá níos úire nó atá go fóill ag forbairt, chun acmhainní a roinnt, gréasáin níos fearr a chruthú agus obair dheonach a chothú.</p> <p>Téama 2: Rannpháirtíocht dearfach leis an Ghaeilge Téama oscailte a bheadh i gceist leis seo do thograí / thionscnaimh rannpháirtíochta sa phobal chun caidrimh dhearfacha a chothú, feasacht agus tuiscint a ardú, tuairimí a phlé agus meas a chothú don Ghaeilge.</p> <p>Toradh Leithdháileadh buiséad tascach £50,000 ar Scéim Chúnamh Airgeadais na Gaeilge</p> <ul style="list-style-type: none"> • Fuarthas 22 iarratais • D'éirigh le 14 iarratais • Tugadh méid iomláin £17006.50 ar iarratasóirí a d'éirigh leo • Níor éirigh ach le 4 iarratas do thionscadail ó ghrúpaí bhunaithe na Gaeilge, a 	

	léiríonn méadú i líon na n-iarratas ar théamaí Gaeilge ó ghrúpaí pobail eile agus suim acu in athnuachan agus i bhforbairt na Gaeilge agus i bplé dearfach leis an Ghaeilge.
1.3	<p><u>Scéim Sparánachta na Gaeilge 2018/2019</u></p> <p>Gníomhaire seachadta: Aonad na Gaeilge de chuid na Comhairle</p> <p>Ba í aidhm na Scéim Sparánachta ná cuidiú le daoine a scileanna Gaeilge a fheabhsú trí scoláireachtaí nó sparánachtaí a chur ar fáil do chúrsaí Gaeilge, coláistí Gaeltachta, dianchúrsaí agus cúrsaí tríú leibhéal san áireamh a bheas ar siúl sa bhliain reatha faoi chomaoin (1 Aibreán – 31 Márta).</p> <p>Chlúdaigh an sparánacht seo táillí cúrsa amháin agusbhí iarratasóirí i dteideal cur isteach do 50% de tháillí iomlán an chúrsa suas go huasmhéid £300 ar fad.</p> <p>Ó thaobh cáilitheachta de, ní mór don iarratasóir:</p> <ul style="list-style-type: none"> • bheith ina c(h)ónaí i limistéar Chomhairle Ceantair an Iúir, Mhúrn agus an Dúin • más rud é go bhfuil an iarratasóir faoi 18bl., ní mór cead an tuismitheora/an chaomhnóra a fháil chun freastal ar an chúrsa Gaeilge • bheith cláraithe ar chúrsa Gaeilge • gan scoláireacht a bheith aige/aici ó chistí poiblí (m.sh. sparánacht Líofa) • an cúrsa Gaeilge a chríochnú agus bheith ann don tréimhse ar fad • fianaise de thinreamh agus íocaíocht na dtáillí cúrsa ar fad a sholáthar <p>Buiséad, dáta seolta agus cur chun cinn</p> <p>Buiséad do 2018/19: £30,000</p> <p>Dáta seolta: an seachtain dár tús 12 Márta 2018 le linn Seachtain na Gaeilge agus foirmeacha iarratas chomh maith le treoirnótaí le híoslódáil ó shuíomh idirlín na Comhairle</p> <p>Cuireadh Scéim Sparánachta na Gaeilge chun cinn ar shuíomh idirlín na Comhairle, leathanaigh mheáin sóisialta na Comhairle agus cuireadh preas ráiteas chuig na meáin nuachtáin áitiúla.</p> <p>Próiseas iarratais agus measúnaithe</p> <ul style="list-style-type: none"> • Ní mór do gach iarratasóir foirm iarratais a líonadh. • Bhí foirm iarratais agus treoirnótaí ar fáil ach iad a íoslódáil ó shuíomh idirlín na Comhairle nó teagmháil a dhéanamh le hAonad na Gaeilge • Cuireadh in iúl dona hiarratasóirí uilig maidir le toradh a n-iarratas le litreacha ofrála curtha chuig iarratasóirí a a chomhlíonaigh na coinníollacha cáilitheachta ar bhonn tús freastail ar an cheann is túisce. • Ba scéim leanúnach í seo. Nuair a sháraigh éileamh agus cáilitheacht na sparánachtaí Gaeilge ar an mhéid airgid a bhí ar fáil, cuireadh na hiarratasóirí ar liosta feithimh ach tuilleadh airgid ar fáil. • Cuireadh in iúl dona hiarratasóirí ar éirigh leo maidir le méid a sparánachta, a bronnfar ar chríochnú an chúrsa agus ina dhiaidh coinníollacha uilig na sparánachta a chomhlíonadh.

	<ul style="list-style-type: none"> Bhí litir ofrála an iarratasóra as feidhm 4 seachtain (20 lá oibre) indiaidh dáta deiridh an chúrsa. <p><u>Toradh</u></p> <p>Fuarthas 172 iarratas agus fuair 114 acu sparánacht.</p> <p>Bhí tromlach na n-iarratasóirí ó TA Shliabh gCuillinn (54%) agus ó TA Chrotshliabh (28%); Baineann (62%), faoi 18 bliana (99%) gan míchumas (100%) geal (100%) agus ó chúltra pobail Chaitliceach (98%)</p> <p>Tuilleadh eolais in iata le aguisín 1 den tuairisc seo.</p>
2.0	Buncheisteanna
2.1	<p>D'éirigh le Scéim Chúnammh Airgeadais na Gaeilge agus Scéim Sparánachta na Gaeilge sa chéad bhliain táthar ag súil, de réir mar a scaipeann an t-eolas faoin scéim, go mbeidh méadú ar uimhir na n-iarratasóirí don bhliain airgeadais 2019-2020.</p> <p>Go háirithe maidir le Scéim Sparánachta na Gaeilge, buncheisteanna le plé mar a leanas:</p> <ul style="list-style-type: none"> Mar scéim leanúnach agus iarratais le breathnú ar bhonn tús freastail ar an cheann is túisce, seans níos airde go mbeidh áit ar an liosta feithimh dona hiarratasóirí a chuireann foirm isteach do chúrsa a bheas ar siúl níos moille sa bhliain Cé na raibh an scéim sparánachta dírithe go speisialta ar pháistí/dhaoine óga, tháinig tromlach na n-iarratas ar éirigh le ó dhaoine faoi 18 mbliana d'aois Tháinig tromlach na n-iarratas ó Tá Shliabh gCuillinn agus ó Chrotshliabh Ní eisiaíonn critéir na scéime iarratasóirí ó iarratas a chur isteach bliain ar bhliain Tá féideartha ann go mbeidh méadú ar na hiarratasóirí curtha ar an liosta feithimh mar gheall ar mhéadú ar uimhir na n-iarratasóirí chomh maith le critéir cáilitheachta a choinneáil chun cur isteach do 50% de tháillí iomlán an chúrsa suas go huasmhéid £300 ar fad, taobh istigh den bhuiséad cionroinnte reatha <p>Maidir leis an mhéid thuasluaite, phléigh Grúpa Oibre Traspháirtí um Straitéis na Gaeilge tionchar féideartha ó mhéadú ar uimhir na n-iarratasóirí agus moladh ardú ar an bhuiséad leithdháilte ó £30,000 to £40,000 agus £5,000 den airgead seo a chionroinnt go speisialta d'iarratasóirí ar lorg sparánacht le freastal ar chúrsaí don tréimhse Meán Fómhar – Márta.</p>
3.0	Moltaí
3.1	<p>Moladh ag cruinniú den Ghrúpa Oibre Traspháirtí um Straitéis na Gaeilge ar 19 Meán Fómhair 2018 mar a leanas seo don bhliain airgeadais 2019/2020 :</p> <ol style="list-style-type: none"> Coinnigh le Scéim Chúnammh Airgeadais na Gaeilge agus le Scéim Sparánachta na Gaeilge don tréimhse 2019/2020 Leithdháilfear buiséad £50,000 ar Scéim Chúnammh Airgeadais don tréimhse 2019/2020 faoi líne bhuiséid áirithe Aonad na Gaeilge Leithdháilfear buiséad £40,000 ar Scéim Sparánachta na Gaeilge 2019/2020 agus go mbeidh sin roinnte ina dá thréimhse 6 mhí Aibreán – Meán

	Fómhair (£35,000) agus Deireadh Fómhair (£5,000)
4.0	Impleachtaí acmhainne
4.1	<ul style="list-style-type: none"> Leithdháileadh £90,000 i mbuiséad Aonad na Gaeilge don bhliain 2019/20 (£50,000 do Scéim Chúnamh Airgeadais na Gaeilge / £40,000 do Scéim Sparánachta na Gaeilge 2019/2020). Am na nOifigeach i leith chur i bhfeidhm an dá scéim, san áireamh le cinntiú go dtabharfar suntasacht do sheoladh tosaigh Scéim Sparánachta na Gaeilge 2019-2020 sna nuachtáin áitiúla agus reigiúnacha chun uimhir agus cineál na n-iaratas a spreagadh agus a uasmhéadú ón cheantar ar fad.
5.0	Impleachtaí Comhionannais agus Dea-chaidrimh
5.1	<p>Rinneadh scagadh chomhionannais ar Scéim Chúnamh Airgeadais na Gaeilge agus ar Scéim Sparánachta na Gaeilge.</p> <p>Tabharfar faoi deara nach catagóir chomhionannais í teanga, aithníodh go mbíonn teanga na Gaeilge labhartha ag daoine atá ina gCaitlicigh, Náisiúnaithe, agus a bhfuil féiniúlacht náisiúnta acu i.e. beidh daoine ó reiligiún, dhearcadh polaitíochta agus ghrúpa ciníoch eile in ann tairbhe indíreach a bhaint as na scéimeanna.</p> <p>Chomh maith leis sin ainmníodh an dá scéim mar idirdhealú dearfach ag tógáil ar Pholasaí Dátheangachais na Comhairle agus Nós Imeachta a bhaineann leis, ar iniúchadh ar sholáthar na Gaeilge i gCeantar an Iúir, Mhúrn agus an Dúin agus Straitéis na Gaeilge 2017/19.</p>
6.0	Impeachtaí Phromhadh Leas na tuaithe
6.1	Ba ghlaonna oscailte é Scéim Chúnamh Airgeadais na Gaeilge agus Scéim Sparánachta na Gaeilge le haghaidh iaratas agus níl aon fhianaise ann go bhfuil claonadh uirbeach ag an scéim féin nó ag an dá théama inti nó go bhfuil drochthionchar ar dhaoine ina gcónaí faoin tuath.
7.0	Aguisíní
	Aguisín 1: Sonraí monatóireacha maidir le Scéim Sparánachta na Gaeilge 2018/2019
8.0	Doiciméid Chulrá
	Ní bhaineann le hábhar

Aguisín 1

1. Sonraí monatóireachta m.l. Scéim Sparánachta na Gaeilge 2018/19

Uimhir na n-iarratas glactha:	172
Uimhir na n-iarratas incháilithe:	167
Uimhir na n-iarratas neamh-incháilithe:	5
Uimhir na n-iarratasóirí a fuair litir ofrála:	116
Uimhir na n-iarratasóirí ar liosta feithimh (faoi láthair):	32
Uimhir na n-iarratasóirí ar theip orthu litir ofrála a chur ar ais roimh an dáta riachtanach	12
Uimhir na n-iarratasóirí ar theip orthu foirm éilimh a chur ar ais roimh an spriocdáta:	7
Uimhir na sparánachtaí a bhronnadh:	114

2. Eolas monatóireachta na n-iarratasóiríⁱ

Toghcheantar Áitiúil: Crotshliabh: 48 Dún Pádraig: 2 An tIúr: 11 Múrna: 12 Sliabh Crúibe: 6 Sliabh gCuillinn: 93 Ruadha Álainn: 0	Faoi Mhíchumas: Tá: 0 Níl: 130
Inscne: Fireannach: 50 Baineann: 80 Trasinscineach: 0	Féiniúlacht chine / Grúpa eitneach: Geal: 130 Síneach: 0 Indiach: 0 Duine den lucht siúil: 0 Pacastánach: 0 Banglaidéiseach: 0 Afracach : 0 Afra-Chairibeach: 0 Duine gorm eile: 0 Grúpa ileitneach: 0
Aois: faoi 18 bliana: 129 18–40 bliana: 1 41– 60 bliana: 0 60 bliana: 0	
Cúlra pobail: Is ball an phobail Phrotastúnaigh mé: 1 Is ball an phobail Chaitlicigh mé: 1128 Ní ball an phobail Phrotastúnaigh nó Chaitlicigh mé: 1	

ⁱ Ullmhaíodh sonraí TÁ ag baint úsáid as seoltaí postálacha a cuireadh ar fáil ag na hiarratasóirí, agus baineann na saintréithe comhionannas le ceistiúcháin mhonatóireachta a chuir na hiarratasóirí ar ais

Report to:	Strategy, Policy and Resources Committee
Date of Meeting:	11 October 2018
Subject:	Statutory reporting – Rural Needs Annual Monitoring Report for period 1 June 2017 – 31 March 2018
Reporting Officer:	Regina Mackin, Assistant Director Corporate Planning and Policy
Contact Officer:	Colin Moffett, Head of Corporate Policy Suzanne Rice, Corporate Policy & Equality Officer

Confirm how this Report should be treated by placing an x in either:-

For decision	For noting only	X
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1.0	Purpose and Background
1.1	<p>The Rural Needs Act (NI) 2016 (the Act) became operational for government departments and district councils on 1 June 2017 and for the remaining public authorities listed on the schedule to the Act on 1 June 2018.</p> <p>In order to fulfil its statutory duty under the Act, the Department of Agriculture, Environment and Rural Affairs (DAERA) must publish a Rural Needs Annual Monitoring Report detailing the information compiled by public authorities on how they have exercised the due regard duty under section 1 (1) of the Act.</p> <p>DAERA has forwarded a note commissioning returns for the period 1 June 2017 – 31 March 2018, along with a written narrative detailing how the Act has been implemented within our organisation, to be returned by Friday 5 October 2018.</p>
1.2	<p>The appendices accompanying this report have been submitted to DAERA to meet DAERA's return deadline of 5 October 2018 i.e. Annex A - Newry, Mourne and Down District Council annual report to DAERA on implementation of Rural Needs Act for period June 2017 - March 2018 and (Annex A) and Annex B - Newry, Mourne and Down District Council corporate approach to implementation of the Rural Needs Act.</p>
1.3	<p>In relation to Newry, Mourne and Down District Council's corporate approach to implementation of the Rural Needs Act the following actions have been undertaken since its introduction:</p> <ul style="list-style-type: none"> • Two training seminars for elected members on the Rural Needs Act 2016 and implications for Council; • Two training seminars for council officials on the Rural Needs Act 2016 and the role of officials in ensuring that they are aware, understand and consider the implications of all decision making for rural areas within council; • One to one guidance with officers on the completion of the Rural Needs Impact Assessment template and signposting to the Council's evidence and research section to assist with the completion of same;

	<ul style="list-style-type: none"> Council has updated its corporate reporting template which is completed for all council agenda items. This template now includes a section on Rural Needs implications where officers must detail and outline how they have considered the rural implications of the decision/report/strategy/plan/service delivery which is being presented for consideration and approval; <p>Further to this, the Council's Corporate Policy and Equality Officer will undertake a sample review of the implementation of Council's revised corporate template with specific reference to the rural needs implications section to monitor and evaluate understanding of the requirements of this statutory duty.</p>
2.0	Key issues
2.1	<p>Council is required:</p> <ul style="list-style-type: none"> To conduct rural proofing of all policy and public service delivery decisions To monitor their rural proofing activity and report on this on an annual basis by; Submission of a report to DAERA, In their Annual Report and make it available in the public domain, and To carry out these duties in line with any guidance or advice set out by DAERA
3.0	Recommendations
3.1	To note reports submitted to DAERA to meet the deadline of 5 October 2018 i.e. Annex A - Newry, Mourne and Down District Council annual report to DAERA on implementation of Rural Needs Act for period June 2017 - March 2018 and (Annex A) and Annex B - Newry, Mourne and Down District Council corporate approach to implementation of the Rural Needs Act.
4.0	Resource implications
4.1	No financial or resources implications are anticipated.
5.0	Equality and good relations implications
5.1	No equality and good relations implications are anticipated.
6.0	Rural Proofing implications
6.1	The commitment to prepare an annual monitoring report falls under the scope of the Rural Needs Act (NI) 2016.
7.0	Appendices
	<p>Appendix 1: Annex A - Newry, Mourne and Down District Council annual report to DAERA on implementation of Rural Needs Act for period June 2017 - March 2018</p> <p>Appendix 2: Annex B - Newry, Mourne and Down District Council corporate approach to implementation of the Rural Needs Act</p>
8.0	Background Documents
	<ul style="list-style-type: none"> The Rural Needs Act (NI) 2016

Annex A - Template for Information to be Compiled

Information to be compiled by Public Authorities under Section 3(1)(a) of the Rural Needs Act (NI) 2016.

(To be completed and included in public authorities' own annual reports and submitted to DAERA for inclusion in the Rural Needs Annual Monitoring Report).

Name of Public Authority:

Reporting Period: June 20 to March 20

The following information should be compiled in respect of each policy, strategy and plan which has been developed, adopted, implemented or revised and each public service which has been designed or delivered by the public authority during the reporting period.

<i>Description of the activity undertaken by the public authority which is subject to section 1(1) of the Rural Needs Act (NI) 2016¹.</i>	<i>The rural policy area(s) which the activity relates to².</i>	<i>Describe how the public authority has had due regard to rural needs when developing, adopting, implementing or revising the policy, strategy or plan or when designing or delivering the public service³.</i>
NMDDC Fleet Policy	Ensuring that all driving activities within the Council are conducted in a manner that minimizes the risk to its employees and the public and ensuring that Council's vehicles are used efficiently in the delivery of its services.	The owner of the Council's Fleet policy has given due regard to the rural needs implications of this policy and has advised that it does not have a differential impact. The performance of the Internal Fleet Policy will be assessed by a range of Council's Performance objectives.
Newry, Mourne and Down Local	Conserve and enhance the	The owner of the Council's local biodiversity action

LBAP)	district for both current and future generations. Educate and raise awareness of the importance and variety of biodiversity found within the district and encourage local ownership of Newry, Mourne and Downs Districts biodiversity.	plan has given due regard to the rural needs implications and has advised it does not have a differential impact. The officer has advised that a project may be more expensive to run in a rural area but this will not be a barrier to the project if the need has been identified.
Proposed phased withdrawal of the provision of public space and facilities-based CCTV	The plan detailed the phased withdrawal of the provision of public space CCTV and the shutting down of all non- general data protection regulation. It also details the potential transfer of the ownership of the Council's public space CCTV systems at no cost.	The owner of this plan has given due regard to the rural needs implications and has advised it does not have a differential impact. Implementation will be a phased approach with progress monitored by the Council's Strategic Projects Working Group.
Play Strategy 2017- 2022	To review the current provision of fixed play and play provision throughout the district, in order to promote the UN convention on the Rights of the Child Article 31.	The consultations for the play strategy took place in each of the council's seven DEA's. The national standard from Fields in Trust was applied to the findings which was 150 children populated within a 20 minute walk. As a result of this application various hotspots in the lack of fixed play within the rural community were identified and Council has engaged with local rural communities with the provision of training and also free play pods for children in rural areas to avail of.

The owner of the Safeguarding policy has given due regard to the rural needs implications and has advised it does not have a differential impact. It is a council wide policy that's purpose is to promote safe experiences for all within the district.

that a holistic approach to safeguarding is embedded within all Council services and elected members, employees, casual workers, agency workers, grant aided organisations, contractors and volunteers understand their role and responsibilities to safeguarding.

NOTES

1. This information should normally be contained in section 1B of the RNIA Template completed in respect of the activity.
2. This information should normally be contained in section 2D of the RNIA Template completed in respect of the activity.
3. The information contained in sections 3D, 4A & 5B of the RNIA Template should be considered when completing this section.

Newry, Mourne and Down District Council's approach to implementation of Rural Needs Act within Council

The Rural Needs Act (Northern Ireland) 2016 (the Act) came into operation for government departments and district councils on 1 June 2017.

Newry, Mourne and Down District Council has undertaken the following actions since its introduction:

- Two training seminars for elected members on the Rural Needs Act 2016 and implications for Council;
- Two training seminars for council officials on the Rural Needs Act 2016 and the role of officials in ensuring that they are aware, understand and consider the implications of all decision making for rural areas within council;
- One to one guidance with officers on the completion of the Rural Needs Impact Assessment template and signposting to the Council's evidence and research section to assist with the completion of same;
- Council has updated its corporate reporting template which is completed for all council agenda items. This template now includes a section on Rural Needs implications where officers must detail and outline how they have considered the rural implications of the decision/report/strategy/plan/service delivery which is being presented for consideration and approval;
- The Council's Corporate Policy and Equality Officer will undertake a sample review of the implementation of Council's revised corporate template with specific reference to the rural needs implications section to monitor and evaluate understanding of the requirements of this statutory duty.

Report to:	Strategy, Policy and Resources Committee
Date of Meeting:	11 October 2018
Subject:	Performance Improvement Policy
Reporting Officer (Including Job Title):	Johnny McBride - Assistant Director: Community Planning and Performance
Contact Officer (Including Job Title):	Kate Bingham – Head of Performance and Improvement

Confirm how this Report should be treated by placing an x in either:-

For decision	X	For noting only	
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1.0	Purpose and Background
1.1	<p>The purpose of this report is to provide an overview of the Performance Improvement Policy for Newry, Mourne and Down District Council.</p> <p>This policy has been developed to:</p> <ul style="list-style-type: none"> • Ensure that the Council discharges its performance improvement duties under Part 12 of the Local Government Act (NI) 2014. • Mainstream the Council's Business Planning and Performance Management Framework, which drives and provides assurance that corporate priorities and performance improvement objectives are being delivered. • Ensure that Elected Members and officers have due regard for performance improvement when carrying out their duties.
2.0	Key issues
2.1	<p>As part of the 2016-17 Performance Audit and Assessment, the Northern Ireland Audit Office (NIAO) put forward the following 'proposals for improvement':</p> <ul style="list-style-type: none"> • Expand upon the Council's interim performance management framework to include the development of a performance improvement policy. The purpose of this will define the Council's own interpretation of the new duty. • Cascade the framework (or policy) and performance improvement responsibilities directly to all employees. <p>In 2017-18, the Council expanded and updated the interim performance management framework, as evidenced through the 'Business Planning and Performance Management Framework' within the Performance Improvement Plan.</p>
2.2	<p>Through the 2017-18 Performance Audit and Assessment, the NIAO concluded that the Council's arrangements to secure continuous improvement are becoming more established, as the Business Planning and Performance Management</p>

	<p>Framework is rolled out across the organisation, and will be supported by a performance improvement policy and performance management system’.</p> <p>The Council has committed to developing a Performance Improvement Policy to assist in ensuring legislative compliance with Part 12 of the Local Government Act (NI) 2014.</p>
3.0	Recommendations
3.1	<p>To consider the:</p> <ul style="list-style-type: none"> • Performance Improvement Policy for Newry, Mourne and Down District Council
4.0	Resource implications
4.1	The Performance Improvement Policy will be mainstreamed within existing resources.
5.0	Equality and good relations implications
5.1	The adoption of this policy will have a positive impact on employees, the organisational culture and the subsequent delivery of services to all residents across the District. The policy has been equality screened and it is recommended it not be subject to an equality impact assessment (with no mitigating measures required).
6.0	Rural Proofing implications
6.1	The policy has been subject to a Rural Needs Impact Assessment.
7.0	Appendices
	Performance Improvement Policy for Newry, Mourne and Down District Council
8.0	Background Documents
	<ul style="list-style-type: none"> • Local Government Act (NI) 2014 (Part 12) • Performance Improvement Plan (2017-18 and 2018-19) • NIAO Performance Audit and Assessment Reports for Newry, Mourne and Down District Council (2016-17 and 2017-18)

Performance Improvement Policy

Newry, Mourne and Down District Council

Policy title	Performance Improvement Policy
Departmental Ownership	Chief Executive’s Office / Community Planning and Performance Department
Department Owner	Johnny McBride – Assistant Director, Community Planning and Performance
Officer Responsible	Kate Bingham – Head of Performance and Improvement
Date of Approval	
Location where document is held	Shared ‘R’ Drive

1. Title

Performance Improvement Policy for Newry, Mourne and Down District Council.

2. Statement

This policy sets out the Council's commitment to embedding a performance culture across the organisation, in order to ensure that performance improvement is integrated into the exercise of functions and underpins the delivery of services, supporting continuous improvement and ensuring legislative compliance with The Local Government Act (NI) 2014.

The Local Government Act (NI) 2014 sets out a General Duty of Improvement, whereby all District Councils are required to put in place arrangements to secure continuous improvement in the exercise of their functions and to set performance improvement objectives for each financial year.

'Improvement' within the context of the Act means more than just quantifiable gains in service output or efficiency, or in the internal effectiveness of an organisation. Improvement means activity that enhances the sustainable quality of life and environment for all.

3. Aim

The aims of this policy are to:

- Ensure that the Council discharges its performance improvement duties under Part 12 of the Local Government Act (NI) 2014.
- Mainstream the Council's Business Planning and Performance Management Framework, which drives and provides assurance that corporate priorities and performance improvement objectives are being delivered, and are contributing to the achievement of community planning outcomes.
- Ensure that Elected Members and officers have due regard for performance improvement in carrying out their duties.

4. Scope

Elected Members, Senior Management and employees have a collective role to play in managing performance and securing continuous improvement in the exercise of functions and delivery of services.

The Business Planning and Performance Management Framework puts in place arrangements to ensure that:

- Elected Members and Officers share a common vision, recognising how their work contributes to the achievement of community planning outcomes, corporate priorities and performance improvement objectives.
- Performance is monitored, analysed, reviewed and reported on a regular basis.
- Good performance is recognised and poor performance is addressed.
- Robust and reliable evidence is used to inform the provision of services and strengthen the decision-making process.

Implementing the Business Planning and Performance Management Framework will support the Council in mainstreaming the Performance Improvement Policy and embedding a culture of performance improvement across the organisation, thereby complying with the General Duty of Improvement.

5. Related Policies

- Part 12 of the Local Government Act (NI) 2014
- Community Plan for Newry, Mourne and Down
- Newry, Mourne and Down District Council Corporate Plan 2015-19
- Performance Improvement Plan 2017-18 and 2018-19 (includes the Business Planning and Performance Management Framework)
- Other key plans and strategies

6. Policy Owners

Johnny McBride – Assistant Director, Community Planning and Performance

7. Contact details in regard of this policy are:

Kate Bingham – Head of Performance and Improvement

8. Policy Authorisation

SMT authorisation: 2 October 2018

Strategy, Policy and Resources Committee authorisation:

Full Council authorisation:

9. Policy Effective Date

Tbc

10. Policy Review Date

The policy will be reviewed in line with the Council's agreed policy review cycle i.e. every 4 years (as per Council's Equality Scheme commitment 4.31), or sooner to ensure it remains reflective of legislative developments.

11. Procedures and arrangements for monitoring the implementation and impact of the policy

Reviewing performance and reporting progress facilitates transparency, accountability and improvement. The Council has put in place governance arrangements to support the development, implementation, review and reporting of the Community Plan, Corporate Plan, Performance Improvement Plan, as well as other key plans and strategies.

Implementing the Business Planning and Performance Management Framework will support the Council in mainstreaming the Performance Improvement Policy and embedding a culture of performance improvement across the organisation, thereby complying with the General Duty of Improvement.

The Business Planning and Performance Management Framework puts in place arrangements to ensure that:

- Elected Members and Officers share a common vision, recognising how their work contributes to the achievement of community planning outcomes, corporate priorities and performance improvement objectives.
- Performance is monitored, analysed, reviewed and reported on a regular basis.
- Good performance is recognised and poor performance is addressed.
- Robust and reliable evidence is used to inform the provision of services and strengthen the decision-making process.

With overall responsibility for performance management, the Strategy, Policy and Resources Committee will monitor the implementation of the Business Planning and Performance Management Framework and Performance Improvement Policy. The Audit Committee will provide assurance that the Council's performance management arrangements are robust and effective.

Through the annual Improvement Audit and Assessment, the Northern Ireland Audit Office (NIAO) will determine whether the Council has discharged its performance improvement and reporting duties, and complied with the Guidance issued by the Department for Communities (DfC).

12. Equality Screening

The policy has been equality screened and it is recommended it not be subject to an equality impact assessment (with no mitigating measures required).

13. Rural Impact Assessment

The policy has been subject to a Rural Needs Impact Assessment.

Report to:	Strategy, Policy & Resources Committee						
Date of Meeting:	11 October 2018						
Subject:	Draft Consultation Response to NILGA “Devolution within Northern Ireland” Report						
Reporting Officer:	Johnny McBride - Assistant Director: Community Planning & Performance						
Contact Officer:	Johnny McBride - Assistant Director: Community Planning & Performance						
Decision(s) Required:							
<table><tr><td>For decision</td><td>X</td><td>For noting only</td><td></td></tr></table>				For decision	X	For noting only	
For decision	X	For noting only					
1.0	<u>Purpose & Background</u>						
1.1	The purpose of this report is to provide Members with a draft response to NILGA consultation in relation to its “Devolution within Northern Ireland” report. At last month’s Committee meeting, Members sought an extension to the response deadline to enable the Party groupings on the Council to feed-in their respective views. NILGA has agreed to such an extension.						
2.0	<u>Key Issues</u>						
2.1	NILGA has recently published a report, which has examined the evidence for an extension of the responsibilities of Local Government in Northern Ireland. The report argues for the transfer to Councils of direct responsibility for services and the scrutiny by Councils of local matters, which remain the direct responsibility of the NI Executive or its agencies.						
2.2	A draft response to the consultation document is provided at Appendix I , whilst a copy of the NILGA report is also provided at Appendix II . The extended deadline for a response is Friday, 26 October 2018.						
3.0	<u>Resource Implications</u>						
	There are no resource implications contained within this report.						
4.0	<u>Equality & Good Relations Implications</u>						
	There are no equality and good relations implications arising from this specific report.						
5.0	<u>Appendices</u>						
	<ul style="list-style-type: none">• Appendix I – draft response to the consultation document• Appendix II – NILGA “Devolution within Northern Ireland” Report						



Consultation: Devolution within Northern Ireland

31st July 2018 – 28th September 2018

RESPONSE TEMPLATE

NILGA is inviting councils to corporately respond to the questions outlined in this consultation and to provide any other comments and appendices that they wish to add by 28th September 2018, to Karen Smyth at the NILGA Offices (k.smyth@nilga.org).

Derek McCallan
Chief Executive

Date 31st July 2018

Q1: IN GENERAL, LOOKING AT PRINCIPLES AND CONTENT, WHAT IS YOUR COUNCIL’S OVERALL VIEW ON THE NPI REPORT “DEVOLUTION WITHIN NORTHERN IRELAND”?

THE COUNCIL WELCOMES THE REPORT AND THE DEBATE IT WILL CREATE CONCERNING THE POTENTIAL FOR THE TRANSFER OF NEW POWERS AND RESPONSIBILITIES TO LOCAL GOVERNMENT.

THIS IS CONSIDERED TIMELY GIVEN WIDER MACRO-ENVIRONMENTAL CHALLENGES (I.E. BREXIT & THE ABSENCE OF A NI EXECUTIVE) BUT ALSO AS LOCAL GOVERNMENT NEARS THE END OF ITS FIRST FULL TERM FOLLOWING THE ESTABLISHMENT OF THE ELEVEN NEW COUNCILS IN 2015 AND IS FOCUSED ON THE TRANSFORMATION OF THE SECTOR.

OUR RECENT EXPERIENCES, PARTICULARLY IN RELATION TO PLANNING, OFF-STREET CAR PARKING, COMMUNITY PLANNING AND WIDER LOCAL GOVERNMENT REFORM, AND THE EFFECTIVENESS OF HOW THESE FUNCTIONS AND POWERS WERE TRANSFERRED IN THE PAST, ALL ADD VALUE TO ANY DEBATE ABOUT THE POTENTIAL TRANSFER OF NEW RESPONSIBILITIES.

A CRITICAL ISSUE THAT ANY FUTURE DEBATE MUST ADDRESS IS BRINGING CLARIFICATION TO THE

STRATEGIC AND OPERATIONAL LINKS BETWEEN LOCAL GOVERNMENT, THE NI ASSEMBLY AND ITS DEPARTMENTS, CONCERNING THE ACHIEVEMENT OF PROGRAMME FOR GOVERNMENT OUTCOMES. THIS IS MORE THAN JUST ALIGNING AMBITION BUT MUST ALSO ADDRESS KEY ENABLERS JUST AS DEFINING SPECIFIC ROLES AND RESPONSIBILITIES, CIVIC PARTICIPATION, THE ALLOCATION OF RESOURCES, IMPLEMENTATION STRUCURES, AS WELL AS ISSUES OF ACCOUNTABILITY AND SCRUTINY.

FINALLY, THE ABILITY OF LOCAL GOVERNMENT TO LOBBY FOR AND LEVERAGE CHANGE IN RELATION TO THE STATUS QUO IS CURRENTLY HAMPERED BY THE ABSENCE OF A FULLY FUNCTIONING NI ASSEMBLY. WITHOUT THIS, WE WILL STRUGGLE TO TURN OUR AMBITION FOR THE SECTOR INTO REALITY.

Q2: WHAT ARE YOUR COUNCIL'S COMMENTS REGARDING THE "POTENTIAL FOR LOCAL GOVERNMENT IN NORTHERN IRELAND", AS PER PAGES 6 AND 7 OF THE NPI REPORT?

AS A GENERAL COMMENT, THE COUNCIL WOULD BE SUPPORTIVE OF THE SENTIMENT OF "THE POTENTIAL FOR LOCAL GOVERNMENT IN NORTHERN IRELAND" SECTION IN THE REPORT, BUT WOULD ALSO WISH TO MAKE THE FOLLOWING ADDITIONAL COMMENTS.

1. ANY DEBATE ON THE POTENTIAL TRANSFER OF NEW POWERS AND RESPONSIBILITIES MUST FIRST ADDRESS THE DEFICITS CREATED BY THE ORIGINAL PACKAGE OF FUNCTIONS TRANSFERRED IN 2015. MOST NOTABLY IS THE RETENTION OF LOCAL REGENERATION POWERS BY THE NI ASSEMBLY AND THE CONSEQUENCES THIS HAS HAD FOR LOCAL ECONOMIC AND PLANNING PERFORMANCE.
2. THE COUNCIL NOTES THE IMPORTANCE OF COMMON BOUNDARIES AS ONE OF THE ARGUMENTS FOR DEVOLVING MORE POWERS TO LOCAL GOVERNMENT. IN PRACTICAL TERMS, THE ABSENCE OF BOUNDARY CO-TERMINOSITY BETWEEN COUNCILS AND OTHER PUBLIC SECTOR ORGANISATIONS CONTINUES TO ACT AS A MAJOR BARRIER IN NORTHERN IRELAND. THIS ISSUE MUST BE ADDRESSED AS PART OF ANY FUTURE DEBATE.
3. LOCAL CITIZENS AND COMMUNITIES NOW EXPECT, AS AN ABSOLUTE MINIMUM, TO PARTICPATE AND BE INVOLVED IN LOCAL DECISION-MAKING, AND AT THE EARLIEST POSSIBLE OPPORTUNITY. THE DEVOLUTION DEBATE MUST TAKE COGNISANCE OF THIS NEW DYNAMIC AND PLAN FOR AN ENHANCED ROLE FOR LOCAL GOVERNMENT IN FACILIATING PARTICPATIVE DEMOCRACY ACROSS ALL TIERS OF GOVERNMENT.
4. CONSIDERATION ALSO NEEDS TO BE GIVEN TO AN ENHANCED ROLE AND REponsibility FOR LOCAL GOVERNMENT IN MAKING IMPROVEMENTS TO LOCAL INFRASTRUCTURE (I.E. ENERGY AND MAJOR ROADS) GIVEN ITS IMPORTANCE TO ECONOMIC, ENVIRONMENTAL AND SOCIAL OUTCOMES, AS WELL AS RATES GROWTH. THIS MAY REQUIRE LEGISLAITVE CHANGE.

Q3: WHAT ARE YOUR COUNCIL'S COMMENTS REGARDING THE PREMISE OF DEVOLVING NEIGHBOURHOOD SERVICES TO COUNCILS IN NORTHERN IRELAND, AS PER PAGES 13 AND 14 OF THE REPORT?

THE COUNCIL WOULD BE SUPPORTIVE OF THE CONCEPT OF NEIGHBOURHOOD SERVICES AND HAS RECENTLY COMMENCED THE DESIGN OF A NEIGHBOURHOOD SERVICE MODEL FOR NEWRY, MOURNE & DOWN.

A KEY ENABLER THAT HAS ALREADY BEEN IDENTIFIED BY ELECTED MEMBERS IS THE ROLE THAT OTHER OPERATORS (I.E. DFI ROADS & NIHE) COULD PERFORM IN SUPPORTING THE COUNCIL'S CORE SERVICES. THIS HAS ALSO SUGGESTED OPPORTUNITIES FOR ECONOMIES OF SCALE IN RELATION TO SERVICE PROVISION IN SPECIFIC GEOGRAPHIES. THE COUNCIL CONSIDERS THE MODEL IS BEST ORGANISED AROUND THE DISTRICT'S SEVEN DISTRICT ELECTORAL AREAS AND THE OPPORTUNITIES THIS PRESENTS FOR LOCAL COMMUNITY PARTICIPATION IN SERVICE DESIGN, IMPLEMENTATION AND PERFORMANCE.

BY INCREASING THE SCOPE OF NEIGHBOURHOOD SERVICES TO INCLUDE OTHER PUBLIC SECTOR OPERATORS, IN PARTICULAR FOR THOSE WHICH ARE TRANSACTION-BASED IN NATURE (I.E. FACILITIES MANAGEMENT & MAINTENANCE), AN OPPORTUNITY IS ALSO PRESENTED TO ADDRESS THE CURRENT GAPS THAT EXIST BETWEEN LOCAL CITIZEN EXPECTATIONS OF WHAT THE COUNCIL IS RESPONSIBLE FOR AND WHAT IS IT ACTUALLY RESPONSIBLE FOR.

Q4: THE APPENDICES TO THE REPORT EXPAND ON WHAT ARE CONSIDERED TO BE 'NEIGHBOURHOOD SERVICES'. IF YOUR COUNCIL HAS ANY PARTICULARLY STRONG VIEWS ABOUT INDIVIDUAL SERVICES THAT YOU BELIEVE SHOULD OR SHOULDN'T BE INCLUDED IN THIS PROCESS, PLEASE COMMENT BELOW:

THE COUNCIL WOULD BE SUPPORTIVE OF THE SUGGESTED IN-SCOPE LIST, HOWEVER AS PART OF ANY FUTURE DECISION ON THE POTENTIAL TRANSFER OF NEW RESPONSIBILITIES, A ROBUST AND INDEPENDENT DUE DILIGENCE EXERCISE MUST BE COMPLETED TO IDENTIFY AND RESOLVE ANY ISSUES ATTACHED TO RESOURCING. THE LESSONS OF THE ORIGINAL TRANSFER MUST BE CONSIDERED.

THE COUNCIL CONSIDERS THAT FURTHER OPPORTUNITIES ARE ALSO PRESENTED THROUGH THIS MODEL, BY DEVOLVING MORE STRATEGIC OR SERVICE-PLANNING RESPONSIBILITIES TO LOCAL GOVERNMENT. THIS WILL ENABLE LOCAL GOVERNMENT TO ADDRESS IMPORTANT ISSUES SUCH AS RURAL ISOLATION AND TRANSPORT PLANNING; ALL WITHIN A FRAMEWORK PROVIDED FOR BY AGREED LOCAL COMMUNITY PLANNING OUTCOMES.

Q5: WHAT ARE YOUR VIEWS ON HOW A DRIVE FOR DEVOLUTION OF NEIGHBOURHOOD SERVICES AND / OR OTHER POWERS & SERVICES COULD BE MATERIALLY LINKED TO THE PROGRAMME FOR GOVERNMENT, COUNCIL COMMUNITY PLANS AND THE ASPIRATIONS OF COUNCILS FOR THEIR RATEPAYERS AND THEIR DISTRICTS?

THE COUNCIL CONSIDERS THAT ALTHOUGH COMMUNITY PLANNING, AS A PROCESS, IS IN ITS INFANCY, RECENT EXPERIENCES SUGGEST THE IMPORTANCE OF HEALTH, EDUCATION AND HOUSING IN SUPPORTING THE ACHIEVEMENT OF LOCAL OUTCOMES. UNLESS LOCAL GOVERNMENT HAS A GREATER ROLE IN LOCAL ECONOMIC, HEALTH, HOUSING AND EDUCATION AFFAIRS, THEN THE POTENTIAL OF COMMUNITY PLANNING IN NORTHERN IRELAND WILL BE CONSTRAINED. THIS GREATER ROLE NEED NOT BE BUDGET RESPONSIBILITY BUT IN ITS ABSENCE MUST INCLUDE LOCAL OVERSIGHT AND SCRUTINY POWERS AS A MINIMUM.

A CRITICAL ISSUE THAT ANY FUTURE DEBATE MUST ADDRESS IS BRINGING CLARIFICATION TO THE STRATEGIC AND OPERATIONAL LINKS BETWEEN LOCAL GOVERNMENT, THE NI ASSEMBLY AND ITS DEPARTMENTS, CONCERNING THE ACHIEVEMENT OF PROGRAMME FOR GOVERNMENT OUTCOMES. THIS IS MORE THAN JUST ALIGNING AMBITION BUT MUST ALSO ADDRESS KEY ENABLERS JUST AS DEFINING SPECIFIC ROLES AND RESPONSIBILITIES, CIVIC PARTICIPATION, THE ALLOCATION OF RESOURCES, IMPLEMENTATION STRUCTURES, AS WELL AS ISSUES OF ACCOUNTABILITY AND SCRUTINY.

Q6: WHAT ARE YOUR COMMENTS REGARDING THE SIX RECOMMENDATIONS AS PER THE CONCLUSION AND PRACTICAL NEXT STEPS SECTION OF THE REPORT (PAGES 17 AND 18)?

THE COUNCIL WOULD BE BROADLY SUPPORTIVE OF THE SIX RECOMMENDATIONS; HOWEVER THE ABILITY OF LOCAL GOVERNMENT TO LOBBY FOR AND LEVERAGE CHANGE IN RELATION TO THE STATUS QUO IS CURRENTLY HAMPERED BY THE ABSENCE OF A FULLY FUNCTIONING NI ASSEMBLY.

Q7: WHAT ARE YOUR VIEWS REGARDING THE 'ILLUSTRATIVE TIMELINE' TEMPLATE, ALSO PROVIDED (ATTACHMENT 4) ?

THE COUNCIL CONSIDERS THAT ANY TIMETABLE (ILLUSTRATIVE OR SPECIFIC) CAN ONLY BE DETERMINED ONCE BROAD CONSENSUS EXISTS ACROSS KEY STAKEHOLDERS ON THE POTENTIAL FOR GREATER DEVOLUTION TO LOCAL GOVERNMENT AND WHAT THIS MAY MEAN FOR THE FUTURE DESIGN OF COUNCILS IN NORTHERN IRELAND.

Q8: WHAT DOES THE COUNCIL THINK WOULD BE NECESSARY TO HAVE IN PLACE TO UNDERPIN ANY FUTURE TRANSFER OF RESPONSIBILITIES (INCLUDING THE TYPES OF MECHANISMS NEEDED TO BRING SUCH RESPONSIBILITIES FROM CONCEPT TO REALITY)?

ANY FUTURE PROCESS ON THE POTENTIAL TRANSFER OF NEW RESPONSIBILITIES MUST INCLUDE A ROBUST AND INDEPENDENT DUE DILIGENCE EXERCISE TO IDENTIFY AND RESOLVE ANY ISSUES ATTACHED TO RESOURCING BEFORE TRANSFER. THE LESSONS OF THE ORIGINAL TRANSFER MUST BE CONSIDERED IN FULL.

THE DESIGN OF ANY NEW MODEL MUST BE COLLABORATIVE IN-NATURE AND SEEK THE VIEWS AND INPUT OF BOTH LOCAL CITIZENS AND LOCAL COMMUNITY PLANING PARTNERS.

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Devolution within Northern Ireland

A report for the Northern Ireland Local
Government Association

June 2018

Peter Kenway and Issy Petrie

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Executive Summary

This report examines evidence for an extension of the responsibilities of local government in Northern Ireland (NI) through devolution from Stormont. Its context is a drive towards greater power for cities and regions across the UK, the absence of a functioning Assembly, the proposed Augmentation Review as specified in the NI Local Government Act (2014) and the EU (Withdrawal) Bill. 'Devolution' includes the transfer to councils of direct responsibility for services and the scrutiny by councils of matters which remain the direct responsibility of NI Executive or its agencies.

The main findings are:

- Councils were responsible for under four per cent (£738m) of public spending in NI in 2015/16, compared with 27 per cent in Scotland and Wales. The NI Executive's 88 per cent share of total public spending was more than double that of the Scottish and Welsh Governments.
- Neighbourhood services are the main candidates for devolution of direct responsibility to councils. They cover highways and transport, cultural and related services, environment and regulation and planning and development. At present, councils are responsible for under half of them. If they took them all, they would be responsible for six to seven per cent of total NI public spending.
- A review of the arguments for devolution in England shows that what is key is local deliberation and decision-making about problems, priorities and solutions. Councils contain this local wisdom, but its source lies in the local community, including voluntary, third sector and business groups.
- Councils could also exercise scrutiny over areas of spending, for example aspects of social care and public health, which remain the responsibility of the Executive or its agencies. Scotland's Local Governance Review is a model which could be adopted to examine this approach in NI.
- To play this role, councils must be focused on outcomes and be willing to act as enablers as well as doers. What the councils bring which the agencies cannot is democratic legitimacy and the possibility of public engagement in the reform and delivery of services.

Whilst the lead must rest with NILGA and the councils, devolution within NI also requires initiatives by the Secretary of State, MLAs, the NI Executive and even the NI Affairs Committee (NIAC) in Westminster. As they wrestle with public service reform, NI agencies should consider what full involvement by and through councils could offer. Community, voluntary and business groups need to be engaged in identifying the different, better outcomes they want from public service provision in NI.

Introduction and focus

The purpose of this report is to consider evidence for an extension of the responsibilities of local government in Northern Ireland through greater devolution from Stormont. It has been written by the New Policy Institute (NPI), an independent think tank which carries out research across the United Kingdom. Over the last three years, this has included three devolution-driven studies for the Association of Public Service Excellence (APSE) on local government services.

The wider context for this report includes: a policy drive, both national and international, towards greater power for cities and regions, allied to localist, subsidiarity and place shaping policy momentum; the absence at the time of writing of a devolved legislative assembly in Stormont; and the EU (Withdrawal) Bill and the consequent transfer of legislative and regulatory responsibilities from the EU to the UK, devolved and local levels.

Public spending in Northern Ireland

In this section, we use HM Treasury data for 2015/16 to paint a picture of how much public money is spent in NI by whom (local government, devolved government or the UK government directly), on what and how this compares with Wales and Scotland. A separate annex has been made available from the Association of Irish Local Government in the Republic of Ireland, to highlight an additional key benchmark.

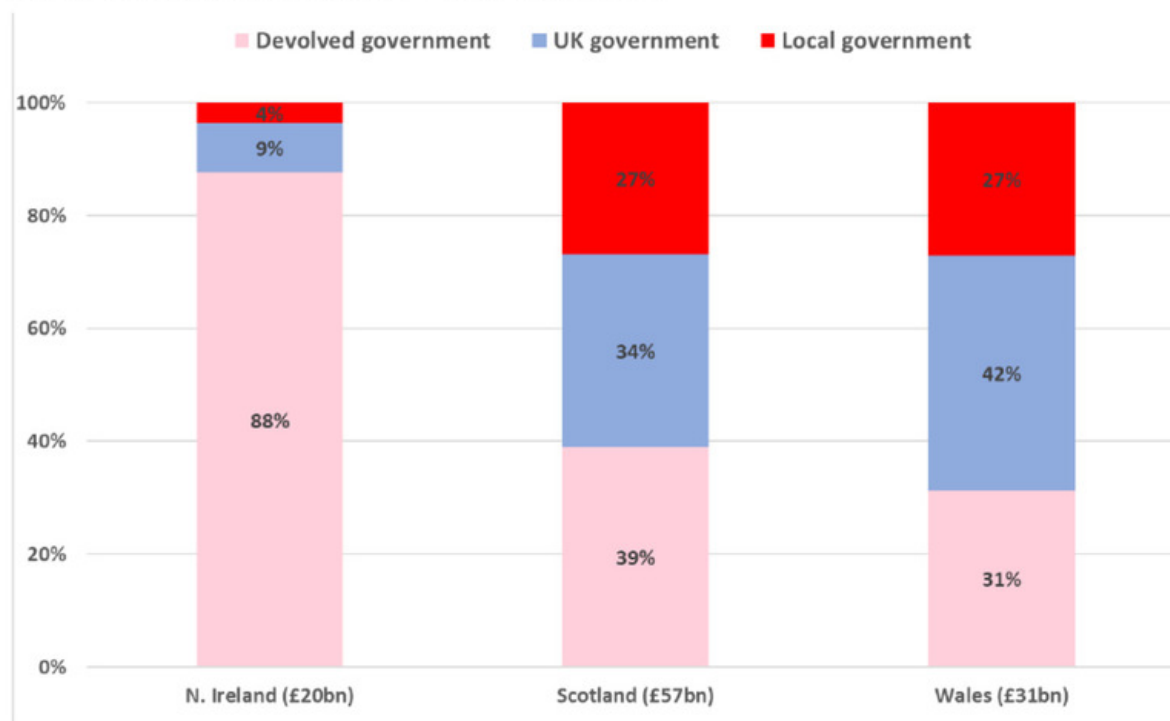
Spending at the local, devolved and UK government levels

In 2015/16, total public expenditure in NI by all levels of government combined totalled £20.3 billion. £19.0 billion of this counted as current expenditure and £1.3 billion as capital expenditure. Figure 1 compares NI with Wales and Scotland to show how responsibility for total public spending was split between the local, devolved and UK governments. There are two stand-out points for NI. The first is how low local government's share of this total is under four per cent (£738 million), compared with 27 per cent for each of the other two countries. This is after the Review of Public Administration which saw councils given new powers in April 2015. The second is how low the UK government's share is: nine per cent compared with 34 and 42 per cent in Scotland and Wales.

This second point is easily explained: spending on social security benefits (other than housing benefit) is retained at the UK level by the Department for Work and Pensions for Wales and Scotland but is devolved to the NI Executive (NIE). This was worth £5.8 billion in NI in 2015/16, 29 per cent of total public spending. If this were retained at the UK level instead of being devolved, the UK share of total public

spending in NI would (at 38 per cent) lie midway between the percentages for Wales and Scotland.

Figure 1: share of current and capital public expenditure on services, 2015/16: Northern Ireland, Scotland, Wales¹



With this adjustment, there is no further need to look at spending at the UK level. All other spending by local and devolved government in NI totalled £12.8 billion in 2015/16. Of this, local government's £738 million represented six per cent. The comparable figure for local government in Wales and Scotland was 43 per cent. This gap supports the point made by [Garry and Pow](#) to the Northern Ireland Affairs Committee of the House of Commons (NIAC) that NI has been suffering from a democratic deficit since long before the suspension of the Assembly.

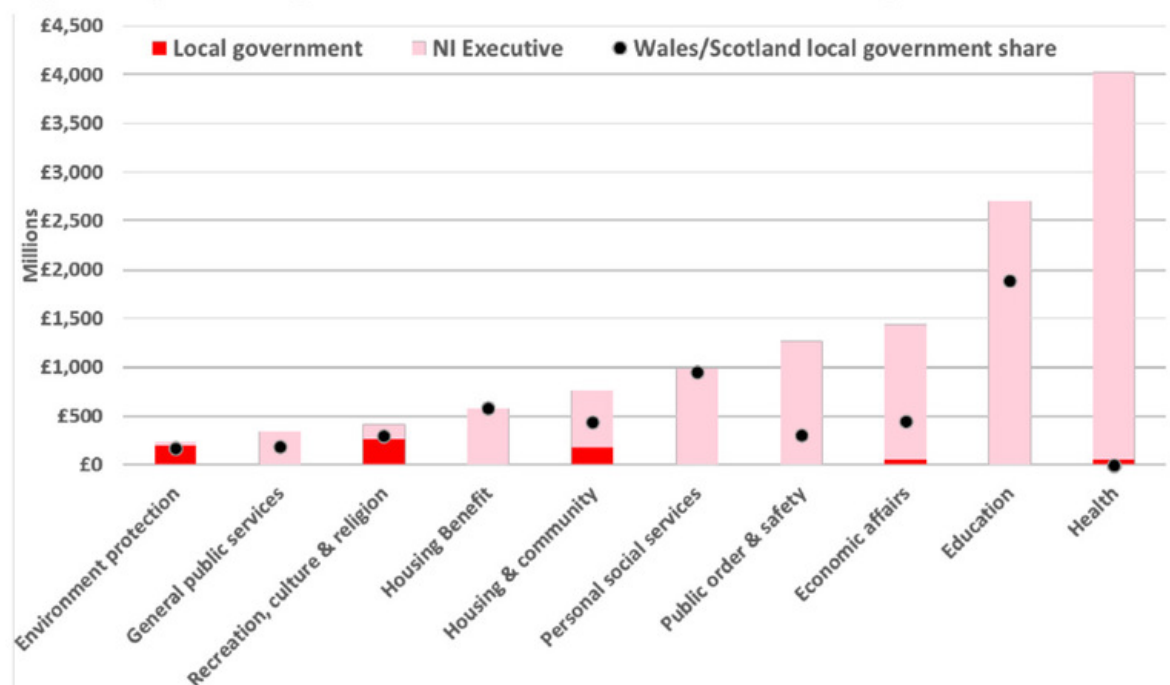
Figure 2 shows how this £12.8bn was spread across the different functions. As can be seen, local government spending was restricted to just five of the ten, namely: environment protection; recreation, culture and religion; housing and community amenities; economic affairs; health. Local government only accounted for a majority of the spending on the first two. On the last two its share was negligible.

Figure 2 also shows the proportion of spending on each function carried out by local government in Wales and Scotland. Comparing this with the proportion for local government in NI shows that the bulk of the difference arises from education,

¹ Source: HM Treasury, *Public Expenditure Statistical Analysis, 2017*, [table 9.21](#). Percentages don't always add to 100 because of rounding.

personal social services and the administration of housing benefit. There is also a smaller shortfall with economic affairs, housing and community amenities, general public services and public order and safety.

Figure 2: public expenditure, Northern Ireland 2015/16, by function



What is the potential for local government in Northern Ireland?

We have heard little whilst researching this paper to suggest that an appetite exists for local government in NI to take on responsibility for the administration of housing benefit, personal social services (social care), public order and safety or education. As these functions account for the bulk of the gap between NI and Wales and Scotland, a large gap is bound to persist. But for those functions where NI local government already has some responsibility, what happens in Wales and Scotland is a guide to what is possible. In short, it is economic affairs, housing and community amenities and the catch-all of general public services, where the main potential lies.

If local government spending for these three functions (and recreation, culture, and religion) took the same share as in Wales and Scotland, total spending by NI councils would rise by about £0.7 billion to around £1.4 billion (including current levels of spending on environmental protection and health). That total represents 11 per cent of spending by local government and the NIE combined or seven per cent of total public expenditure in NI including what is spent by the UK government directly.

These numbers show the potential for a second (numerically modest) step in terms of devolution but they are not in themselves an argument for it. Given the attention which the four per cent figure 1 has received since NILGA included it in its

evidence to the NIAC, this seven per cent figure is a useful counterpoint. What it is saying is that there is considerable potential for devolution within NI that will still leave NI far away from the norm in Wales and Scotland.

Arguments for devolution

In this section, we consider various arguments for devolution to local government that have been advanced in England.

Arguments for devolution are neither wholly portable – i.e. general ones which apply whatever the circumstances – nor wholly context-specific – i.e. NI is so different that arguments in favour of devolution, run-of-the-mill elsewhere, can have no relevance whatsoever. When thinking about such arguments for NI caution is therefore both normal and proper.

Devolution cannot be unconditional. Devolution deals in England (mainly so far to the Cities) may have started to reverse some of the problems of over-centralisation. Yet they have come into being during a period of austerity in which the poorest areas have usually seen the biggest cut in resources. In a country as unequal as England, enduring resource re-allocation from the centre is simply unavoidable. A report for APSE, calling for ‘real’ devolution deals which reduce but do not eradicate centralism, is an expression of this unavoidably awkward viewpoint.²

There is also a need to be cautious about claims for devolution which extend beyond better public services themselves to include wider benefits for local business and the economy. As a part of the public sector which is driven by local needs and gets things done, local government shares an outlook with business which favours devolution. But business and local government face different risks and rewards. Businesses, as well as some not-for-profit organisations, are in competition with one-another. If a competitor’s proximity to local government is thought to give them an unfair advantage, it may seem better that decisions should remain with a more remote but dis-interested devolved body.

Why devolution: four arguments from the English debate

In reviewing the arguments for devolution to local authorities in England, four basic arguments can be identified which carry over to NI. They are:

- Services can be better-designed when local knowledge is brought to bear.

² *The Real Deal: Pushing the parameters of devolution deals*, published by CLES and the Sheffield Political Economy Research Institute, 2016

- Services can be joined up more effectively at a local level.
- Services are better if decisions about them are made at the local level.
- Services designed locally offer more scope for innovation and diversity.

On the face of it, the idea that many services are better delivered when local knowledge is brought to bear seems common sense. But it raises the question of what kind of knowledge it is that can only be “local”. After all, when Google knows the whereabouts of traffic jams in real time, it can’t be the same answer as would have been given just a few years ago.

A report (by Policy Exchange) entitled *Smart Devolution* asserts that there is now a vast amount of under-utilised data which could improve decision making (including spending decisions) to inform public service reform, transport planning, supporting small business growth and better targeting frontline services. This may well be so, but held electronically, such “big data” cannot just be a local resource and therefore cannot be a reason for devolution. If “local” knowledge is to be a reason for devolution, it must be knowledge of a subtler kind, somehow less-systematic, probably part of the wisdom that goes into decision-making. Community Planning in NI can be harnessed fully in this vein.

The second argument for devolution is that by attributing primacy to the local area, services can be joined and made consistent in a way that is not possible at the regional or country-wide level. This argument has been made in a report by the Institute for Public Policy Research (IPPR) for English counties – the upper of the two local government tiers in rural areas – with a special emphasis on health and social care in rural areas. Common boundaries, so it is said, present an opportunity for public service reform and for delivering more efficient and better value for money services. A similar argument is also made in the economic sphere, in favour of taking control at the local level of employment, skills, and business support.

As with the argument for “local” knowledge, the challenge here is to be clear why “joining-up” is an argument for devolution. The degree of diversity across NI, with differences between local government districts being large compared with the differences within each one, is part of the answer. As a result, the right joined-up solution for one district is likely to be different from the right joined-up solution for another – a series of bespoke outcomes which a single, joined-up authority for NI would struggle to conceive and deliver. NILGA argues that “service homogeneity” is not desirable but that “service consistency” – core performance challenges tailored to local communities, rural, metropolitan and in between – is desirable.

Yet like the local knowledge argument, the advance of big data which increases a remote agency’s capacity to grasp local specifics means that this argument too has

less force than it did. Since this conclusion applies to any technocratic argument, the case for devolution must be based on further grounds.

While repeating the hoped-for gain from more joined-up working, the Review of Public Administration in NI identified a different reason for devolution, namely, that common boundaries make services easier for the public to understand. Why does public recognition matter? Because to be successful, devolution is not just about economic growth and integrating services, but also about enhancing democratic involvement and accountability. In *Democracy: the missing link in the devolution debate*, the New Economics Foundation laments the absence of community engagement and the failure of devolution deals in England so far to strengthen democracy, increase citizen involvement and democratise local decision-making.

This viewpoint finds an echo in the [submission](#) from the Northern Ireland Council on Voluntary Action (NICVA) to the NIAC enquiry into the democratic deficit. Against the backdrop of the continued suspension of Stormont and the possibility of direct rule, NICVA argues that “consideration should also be given to formalizing the role of social partners and the role of a citizens’ assembly or civic forum mechanism”. While this call is directed to the level of NI, it rests on the belief that there is a civic wisdom which should be brought to bear. The same argument can be advanced for the voice and involvement of local businesses. NILGA has for many years voiced the view that councils are best placed to unlock this civic wisdom, now backed up by strategic partners such as Stratagem (NI) in partnership with the Carnegie Trust (UK) in terms of Community Planning and Wellbeing.

NICVA also calls for a greater role for local councils: “Consideration should be given”, it says, “to how policies and legislation can be progressed at council level, looking along the lines of the Programme for Government outcomes and whether these can be delivered at more local level”. There are two points here. One is that councils themselves are containing this civic wisdom, rather than being part of a remote central state. The other is that if they are to play this role to the full, they in turn must be open to local citizens. This is only possible if there is public recognition of, and identification with, the council based on the district it serves.

This ‘civic wisdom’ is not just local knowledge. Citizens’ assemblies, civic forums and indeed council meetings are not primarily places where people bring facts. Rather they are places where they deliberate – and in the case of councils, decide – what to do about them. In short, the third argument for devolution boils down to a belief in the superiority of local decision-making.

The fourth argument takes this social case for devolution several steps further. Eleven local authorities create opportunities for autonomy, innovation and diverse leadership in ways which are simply not possible if services are planned and

delivered by NI-wide agencies. Even if a data-rich central authority can provide services in different ways in different areas, those bespoke solutions would first have to be found.

It is not just about solutions: devolution also allows councils to identify problems and designate them as priorities. What looks like a priority at the local level may not look like one, if it is visible at all, at the NI level. Regeneration powers, still held centrally, restrict NI councils to identifying capital investment proposals within narrow geographical boundaries. Elsewhere in the UK, where these powers are devolved, this restriction does not apply. For example, disused canals and pathways within and beyond the principal boundary can be linked together in a common-sense way, benefiting local wellbeing, tourism and the economy.

Neighbourhood services and local government

In this section, we look at what have been called “neighbourhood services” – a broad grouping of some 70 individual local government functions – to explore the potential for devolution within NI in more detail. The comparisons in this section are with English local government. In the first place, that is just because the data is English. But because England has (at least) six different types of local authority each with its own mix of powers, the devolution question in NI can be seen in English terms as being about the type of local authority that NI councils could aim to be.

Neighbourhood services

Sometimes referred to as public realm or liveability services, neighbourhood services are one of the core functions of local government in England, Wales and Scotland.³ The term, chosen after consultation during [research](#) for APSE, covers four groups of services, namely:

- highways and transport
- cultural services
- environmental and regulatory services
- planning and development.

The reason for the single term “neighbourhood services” is to give an identity, and therefore a collective weight, to the services provided by local government which don’t come under the high priority headings of education or social care. As a share of

³ For a fuller discussion, see Kenway and Barker, 2017, *Redefining neighbourhoods: A future beyond austerity?* <http://www.npi.org.uk/publications/local-government/redefining-neighbourhoods-future-beyond-austerity/>

all local government spending in 2015/16, neighbourhood services accounted for between 15 per cent (Wales) and 19 per cent (England). In the classification used in England, some 70 individual services come under this heading. Most of them, once they are named, speak for themselves. Mundane rather than glamorous, most are also essential to maintaining the quality of everyday life. Appendix 1 provides a list. Appendix 2, which shows powers of councils in the Republic of Ireland, offers a comparison.

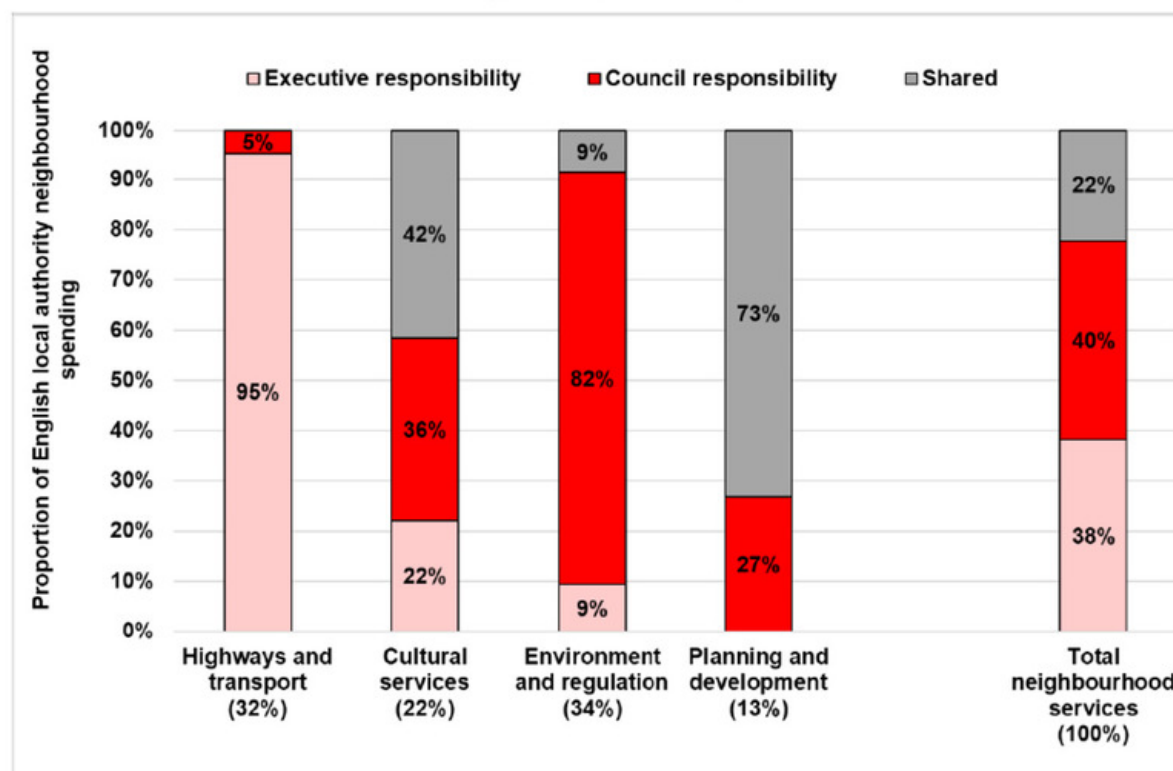
Responsibility for neighbourhood services in Northern Ireland

In NI, many of these functions are either the responsibility of the Executive and its agencies or shared between the Executive and councils. Of the 70 individual neighbourhood services, 16 are identified as being the responsibility of NI councils, 29 are the responsibility of the Executive and its agencies while 19 are shared between the councils and the Executive. The allocation of the other six is unclear. As a set of responsibilities currently administered by English local authorities, they appear to be a block of services that could be devolved to NI councils.

Figure 3 uses English local authority spending data on neighbourhood services to give a sense of the scale of devolution that this might imply. To do this, English local authority proxies have been selected for each of the 11 NI councils according to criteria measuring: i) the degree of rurality; ii) the share of working-age people in the total local population; iii) Gross Value Added per head (a measure of economic output); and iv) the employment rates. Using 2016/17 spending data for the 11 proxies, individual neighbourhood services were then categorised according to where current responsibility for them in NI is assessed as lying.

Overall, 40 per cent of what these English local authorities spend on neighbourhood services is the responsibility of councils in NI, with a further 22 per cent being the shared responsibility of the councils and the NIE. This differs greatly according to type of neighbourhood spending. Councils have a large share of spending relating to environmental services and regulation (82 per cent). By contrast, highways and transport is largely the domain of the NI Roads Service (95 per cent). Although councils are solely responsible for around a quarter of spending (27 per cent), there appears to be no category of spending on planning and development which is wholly the responsibility of the NIE.

Figure 3: spending on neighbourhood services in 11 English proxy local authorities, classified according to responsibility in Northern Ireland⁴



How far could devolution of neighbourhood services go?

At first sight, it looks like full devolution would mean councils becoming responsible for something like double their current spending on neighbourhood services (equal to 40 per cent of the total plus a share of the 22 per cent). Yet few, if any, English local authorities have sole responsibility for all these services. Of the English councils used here as proxies, the one that provides the widest range of services is Liverpool (the proxy for Belfast). Yet Liverpool is not responsible for waste services (provided instead by a Waste Authority covering the wider Merseyside area). Hartlepool (the proxy for Derry and Strabane) delivers most services including waste, but it does not, for example, deliver business support (which instead is the responsibility of the recently created Tees Valley Combined Authority).⁵

Liverpool is a metropolitan borough while Hartlepool is a unitary. The other nine councils have been identified with English shire districts.⁶ These districts are the lower level in an English two-tier system in which shire counties are the upper level.

⁴ Source: NPI and NILGA analysis of Local authority revenue expenditure and financing England, 2016/17.

⁵ Our spending totals include allocations of the spending by the Combined and Joint Authorities to both Liverpool and Hartlepool, based on their share of the relevant population.

⁶ Namely: Adur, Bassetlaw, Gedling, Mid Suffolk, South Holland, Stafford, Tendring, Weymouth and Portland, Wyre.

If the nine were responsible for all the neighbourhood services provided by English shire districts and if Belfast and Derry and Strabane had full responsibility in their areas, the eleven councils together would be responsible for around three quarters of total spending on neighbourhood services.

Identifying the other nine NI councils with English, lower-tier shire districts implicitly precludes the full devolution of neighbourhood services. This identification is not inevitable. Within neighbourhood services, it is mainly highways and transportation services that are at stake. That is, it is the upper tier, county councils which are responsible for almost all of them in the English two-tier areas.

Based on the size of the population, five councils could be unitary authorities (like Hartlepool or in effect Liverpool) and be responsible for all, not just lower-tier, neighbourhood services. The argument for five is that three councils – Armagh, Banbridge and Craigavon, Newry, Mourne and Down and Ards and North Down – are all larger than Derry and Strabane. The council in the English borough of Bedford, which converted from district to unitary status in 2009, has a population about the same size as Newry, Mourne and Down. The five are also larger than every one of the 22 Welsh authorities, all of which are unitary. Since the smallest NI council (Fermanagh and Tyrone) is larger than seven of the 22 Welsh authorities, the example of Wales shows that there is no argument based on size alone against all the 11 NI councils being unitary. If some NI councils are still judged to be too small to take on full responsibilities for neighbourhood services, a second answer could involve some form of formal co-operation between two or more councils. A third answer could see responsibility for running the “upper-tier” neighbourhood services remaining with the NI Executive and its agencies, with councils acquiring a formal governance or oversight role.

Devolving neighbourhood services: observations from Northern Ireland

Before developing this last answer, we report some reactions from within NI to the idea of devolving powers to councils, in particular, neighbourhood services. These reactions reflect discussions we have been involved in with councillors, MLAs and council officers, as well as interviews with a senior figure in an NI Agency and each of the business, community and charity sectors.

In general – but with one important exception – the idea that NI councils should be responsible for neighbourhood services has been met with support. Arguments for it include: the inefficiency of detailed matters like on-street parking requiring the attention of ministers or senior civil servants; the unresponsiveness, including to councillors, of a centrally-run system; and the mis-match between the public’s perception that councils are responsible for this sort of thing and the reality that they

are not. A further, allied point is that devolution of matters like these to councils would help free the Executive (and the Assembly) to concentrate on the strategic questions facing NI.

Elsewhere in the UK, regeneration is made easier by highways and transportation and planning sitting under the same roof. To that extent, arguments for NI councils to have the power to lead regeneration are also, in effect, arguments for the devolution of neighbourhood services too. Yet while we have heard forceful arguments for regeneration sitting with councils (the crucial thing being their ability to *drive* regeneration), we have also heard doubts. To the extent that these doubts arise within the community, they merit attention.

Even if the general argument for devolving neighbourhood services is judged to be strong, individual service areas can still be exceptions. One such is responsibility for flooding, where the area covered by an individual council is unlikely to bear much relation to any sensible geographical unit (for example, a river basin) for dealing with it. This does not rule out councils still playing a coordinating role (for example, Derry City and Strabane, Fermanagh and Omagh, and Mid Ulster who drew together fast response teams from across multiple agencies in the most recent winter).

What of the exception to the general support for devolving neighbourhood services? The point being made here was not that neighbourhood service should *not* be devolved – but rather that asking what *powers* should be devolved was the wrong question. Instead of focusing on powers and responsibilities, the focus instead should be on goals and *outcomes*. In our view, argument for devolution of neighbourhood services that include responsiveness and conformity with what the public believes councils do are themselves arguments about outcomes. So too are arguments about the greater effectiveness and efficiency of NI government were most neighbourhood services to be devolved. In short, if the case for neighbourhood services is not undermined by a focus on outcomes, it is because it can answer in those terms.

The challenge to local government to concentrate on outcomes need not be restricted to those functions for which it has, or wants, direct responsibility. As one interviewee put it: this is about how local government sees itself, whether as a doer or also as an enabler. Even if NI councils were to take on neighbourhood services in their entirety, it would still leave them with just six or seven per cent of total NI public spending. Though that would be a big step for the councils, it would still leave the bulk of public spending in NI in the hands of the NIE and its agencies. If councils want to increase their role, focusing on the outcomes in some of these many other areas of public spending is a way to do it.

Other services and local governance

The choice, then, is not just between devolving, or not devolving, executive responsibility to NI councils. Instead, alongside devolving some responsibilities to councils, councils could also exercise powers of scrutiny and governance over areas of spending which remain the responsibility of the NIE or its agencies.

Scotland's Local Governance Review

Scotland's recently announced [Local Governance Review](#) may offer a model which could be adopted to examine this question in NI. Three principles make the Scottish review relevant here. First, it is not a review of local government but of all locally delivered public services. Second, recommendations will adhere to the principle of subsidiarity, that is, decisions taken at the right and lowest level possible. Third, there will be scope for variation, in other words, the answer in the Western Isles does not have to be the same as the answer in Glasgow.

The Review is running through 2018, with a first phase of consultation and engagement lasting until the summer. It is expected that the eventual conclusions will then inform a local democracy bill. As figure 1 confirms, Scotland is more centralised than Wales in terms of the spending share. While the reason for Scotland's relatively high centralisation are different from those in NI, arguments for greater devolution can expect to face resistance. Both the conclusions, not at all foregone, and the process itself are likely to be instructive.

Scrutiny and governance: observations from Northern Ireland

The potential for councils to play a scrutiny and governance role in relation to services which they are not themselves responsible for was also discussed during the research for this paper.

Free from responsibility for delivering the service, a body with the power of scrutiny must concentrate on outcomes. This is an advantage. It means that in preparing to exercise such a role, a council would have to form a view about how it wants a service delivered, with what objectives and according to what principles.

NICVA's call for scrutiny powers over the NIE suggests that there are significant issues here. One mentioned in the [Macmillan](#) submission to the Northern Ireland Affairs Committee concerns the extent to which patients with terminal cancer die in hospital as opposed to where most of them would prefer, namely at home, in a care home or in a hospice. Another subject mentioned to us was the prevention of diabetes, a public health issue to do with lifestyle rather than just something for the NHS to treat once diabetes is diagnosed.

In principle, each council's Community Plan provides a framework within which the scrutiny role could be exercised, for example, by challenging the statutory partners to the Community Plan over their contribution and impact. The Community Planning process has strong supporters and significant support. Yet comments have questioned how far statutory partners to the Plans and the statutory agencies more generally are genuinely open to scrutiny by local government. Procedures on paper open the possibility of scrutiny but the reality of it requires compliance.

Within the limits of this paper, we offer three observations. First, is a failure to treat local government seriously a sign of strength on the part of the NI Executive and its agencies or a sign of weakness? If service provision is at odds with what most people want or if public health crises remain unaddressed the more likely answer is the latter than the former.

Second, if it is weakness, isn't this an opportunity for local government? With few direct responsibilities, councils in NI have a freedom to pick and choose where to seek to assert themselves. As the only functioning element of formal democracy in NI, at the time of writing, they have a unique legitimacy.

Third, isn't the challenge here to make sure that councils really do speak for their communities and that this is evident both to those communities and to the agencies? This comes back to whether councils see themselves as enablers as well as doers. The trouble with appearing as just a doer is that it downplays the very thing that gives councils their edge, leaving them looking like just another agency.

We know that proposals for greater citizen involvement are viewed with suspicion by some politicians, both local and national. Yet an argument that says "devolve only unto us" is not persuasive. NI's local authorities now enjoy the advantage of size, being neither too large nor too small – though being relatively new, their identity is still being established. Living within the communities they serve, council officers and elected members are highly accessible, evidenced by councillors returning weekly activity reports showing 60-70 hours activity in many cases, and weekend engagements being the norm. As NILGA puts it, they (council personnel) don't "go" to work, they live in work. In this situation, advocating devolution at every level can only strengthen them. What should follow naturally is the other key tenets of arguments for greater devolution – better application of local knowledge, greater local efficiencies, better decision taking and greater innovation and diversity.

Conclusion and practical next steps

Devolution and the role of the Northern Ireland institutions

Our review of the arguments put forward for devolution concluded that what is decisive is local decision-making not just local knowledge. Local decision-making means that local judgements are being made about priorities and how to meet them. It fosters innovation. It is a prerequisite for co-operation between councils. It rests on a view of councils as bearers of a certain civic wisdom whose fount lies elsewhere, in the wider community which they represent. It is a view of councils that can only be expected to prevail when that openness and responsiveness to the wider community can be shown and not merely asserted.

But devolution is not independence. Devolution of authority to NI councils requires devolution of the financial means to allow them to exercise this authority. How much money to allocate and how the total sum is to be distributed between the councils is unavoidably a central decision. Since the reasonable demands on this money always outstrip what is available, this decision requires that judgements be made at the centre between competing, often incommensurate, claims. Decisions by the Welsh and Scottish governments have meant that the impact of austerity on local authorities in those countries has been different from its impact on local authorities in England. These decisions are political through and through. In the absence of political (Ministerial) decision taking, NILGA has re-convened an elected member forum, drawn from central-local government members of the statutory Political Partnership Panel, so that political scrutiny can take forward such work.

Decisions made in Belfast are an integral and enduring part of devolution to NI local government: not only do they provide the financial framework within which councils act, they are also fundamental to the acceptability of the devolution settlement. If the success of devolution depends ultimately on judgements at the local level, its legitimacy depends on judgements at the NI-wide level. It is hard to see how devolution to NI local government could flourish without the Assembly.

Practical next steps and who must take them

Making a reality of devolution within NI requires deliberation of a range of questions by a range of organisations. In identifying these questions, we assume that the lead rests with councils themselves, through NILGA, and with the NIE. But the organisations which need to be involved range much more widely, from community organisations in NI to MLAs and their political parties, and MPs.

1. *The Secretary of State, the Northern Ireland Executive and NILGA* should launch a Review of Local Governance, using all relevant avenues but

particularly the Central Local Elected Member Forum and the NIAC, based on the Scottish model and tailored to NI requirements. This should consider both the devolution of executive power to councils and the creation of scrutiny powers for councils over matters which remain the direct responsibility of the NI Assembly and the NI Executive or its agencies.

2. *NILGA and councils* should identify the executive powers over neighbourhood services they want, supported by a clear view of the different outcomes those powers can be expected to deliver to local communities. Community and business groups have a large part to play in forming this view.
3. *NILGA and councils* should identify a short list of subjects on matters for which NI agencies are responsible where local communities desire different outcomes from those delivered now. *NI agencies* should identify where local involvement, facilitated by councils, would help achieve different outcomes.
4. *The NI Assembly, NILGA and councils* should develop a process by which individual NI councils can apply and be considered for a status akin to Welsh and English “unitary” local authorities with the powers to match.
5. *MLAs, the NI Executive and NILGA* should consider the twin questions of the level of financial resources to make available for devolution to NI councils and how those resources should be distributed between councils (linked to the need to indemnify councils through appropriate “New Burdens” legislation).
6. The draft Programme for Government mechanisms should factor in successor activity, whether budgetary, strategic or governance activity, to foster greater executive and scrutiny roles for councils in the medium and long term.

Clearly (and in conclusion) this report can only serve to open a practical, tangible series of actions to create positive changes to the devolution picture in Northern Ireland. The need for positive change is inescapable, and NILGA as the representative and support body for the 11 councils is critical to it. Without the material, corporate and voluble involvement of the many partners which the Association has garnered in recent years, the opportunity will be lost. That would be a great shame for the communities and the economy of Northern Ireland, as well as the institutions which govern and serve them.

Appendix 1: current responsibility for neighbourhood services in Northern Ireland and English shires

Group	Service	NI	England
Highways and Transport	Highways maintenance planning, policy and strategy	NI-wide	County
	Public and other transport planning, policy and strategy	NI-wide	County
	Structural maintenance - principal roads	NI-wide	County
	Structural maintenance - other LA roads	NI-wide	County
	Structural maintenance - bridges	NI-wide	County
	Environmental, safety and routine maintenance - principal roads	NI-wide	County
	Environmental, safety and routine maintenance - other LA roads	NI-wide	County
	Winter service	NI-wide	County
	Street lighting (including energy costs)	NI-wide	County
	Bus lane enforcement	NI-wide	County
	Road safety education and safe routes	NI-wide	County
	Other traffic management	NI-wide	County
	On-street parking	NI-wide	County
	Off-street parking	Local	District
	Statutory concessionary fares	NI-wide	County
	Discretionary concessionary fares	NI-wide	County
	Support to operators - bus services	NI-wide	County
	Support to operators - rail services	NI-wide	County
	Support to operators - other	NI-wide	County
	Public transport co-ordination	NI-wide	County
	Airports, harbours and toll facilities	NI-wide	District
Cultural services	Archives	NI-wide	County
	Arts development and support	Both	District
	Heritage	Both	County
	Museums and galleries	Both	District
	Theatres and public entertainment	Local	District
	Community centres and public halls	Local	District
	Foreshore	Both	District
	Sports development and community recreation	Both	District
	Sports and recreation facilities, including golf courses	Local	District
	Open spaces	Both	District
	Tourism	Both	District
	Library service	NI-wide	County
me nt and	Cemetery, cremation and mortuary services	Local	District
	Trading standards	NI-wide	County

Group	Service	NI	England
	Water safety	Both	District
	Food safety	Both	District
	Environmental protection; noise and nuisance	Both	District
	Housing standards	Both	District
	Health and safety	Both	District
	Port health (excluding levies)	Local	District
	Port health levies	Unclear	District
	Pest control	Local	District
	Public conveniences	Local	District
	Animal and public health; infectious disease control	Both	District
	Licensing - Alcohol and entertainment licensing; taxi licensing	Both	District
	Crime Reduction	NI-wide	District
	Safety Services	Unclear	District
	CCTV	Unclear	District
	Defences against flooding	NI-wide	County
	Land drainage and related work (excluding levy / Special levies)	NI-wide	District
	Land drainage and related work - Levy / Special levies	NI-wide	District
	Coast protection	NI-wide	District
	Agricultural and fisheries services	NI-wide	County
	Street cleansing (not chargeable to Highways)	Local	District
	Waste collection	Local	District
	Waste disposal	Local	County
	Trade waste	Local	District
	Recycling	Local	District
	Waste minimisation	Local	District
	Climate change costs	Unclear	County
Planning and development	Building control	Local	District
	Development control	Local	District
	Conservation and listed buildings planning policy	Both	District
	Other planning policy	Both	District
	Environmental initiatives	Unclear	District
	Economic development	Both	District
	Economic research	Unclear	County
	Business support	Both	District
	Community development	Both	District

Appendix 2: overview of council powers in the Republic of Ireland⁷

In Ireland, 31 local authorities are responsible for approximately 8% of Government spending, which proportionately (based on a national spend of approximately €63 billion p.a.) is about €5 billion.

Following modernisation / legislation in 2014, councils in Ireland have approximately twice the service portfolio, and five times the expenditure of councils in Northern Ireland, with some housing and local regional roads maintenance (neighbourhood services) being their most distinct statutory responsibilities.

Councils provide an extensive range of public services and through community / spatial development promote the interests of local citizens, including the social, economic, environmental, recreational, cultural, community or general development of places.

Responsibilities of local authorities

These are typically broken down into the following broad categories:

- Housing
- Planning
- Roads
- Development incentives and controls
- Environmental protection including rivers, lakes, air and noise
- Recreation facilities and amenities

In addition to the functions outlined above, a fundamental role of democratically elected local government is the representation of local communities, voicing local concerns and responding to local needs.

Local authorities and housing

Local authorities provide and maintain housing in their area. They assess the housing needs for the area and build, buy and lease dwellings. They also provide loans for the repair and improvement of dwellings within the area.

⁷ Sources: Citizens Information Library and the Association of Irish Local Government (AILG). This appendix was sourced separately by NILGA from the rest of the Report.

Local authorities and recreation facilities and amenities

Local authorities provide amenities, facilities and services related to artistic and cultural activities, sports and games, general recreational and leisure activities, libraries, civic improvements such as monuments, environmental and heritage protection and the public use of amenities.

Local authorities and planning

The local authority is the planning authority. It decides whether to grant or refuse planning permission for building and development in your area. It also creates a Development Plan every 6 years, which sets out its planning policies.

Local authorities and essential services

Local authorities provide essential services such as roads and bridges, fire services and drainage. Irish Water is responsible for water and wastewater services.

Local authorities also control dangerous places and buildings, abattoirs and knackeries and provide and maintain graveyards and burial grounds.

Local authorities and environmental protection

The local authority has an important function in relation to pollution control and animal control. It issues licenses for waste disposal and for emissions into the air from plants. It collects or arranges for the collection of domestic and other waste and it monitors the environment for signs of pollution. It also issues licenses for keeping dogs and licenses for horses within its area.

The local authority grants licenses to street traders to allow them to sell goods on the street and to casual traders to allow them to sell goods at casual trading areas designated by the city, county, town or borough council.

Report to:	Strategy, Policy and Resources Committee
Date of Meeting:	11 October 2018
Subject:	Newry, Mourne and Down District Council's Annual Fair Employment Monitoring Return; 2 January 2017 – 1 January 2018
Reporting Officer (Including Job Title):	Catrina Miskelly (Assistant Director Corporate Services: (HR & Safeguarding)
Contact Officer (Including Job Title):	Anne Jennings (HR Business Support Manager)

Confirm how this Report should be treated by placing an x in either:-

For decision	For noting only	x
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1.0	Purpose and Background																																																																																																																							
1.1	The Council is required under Article 52 of the Fair Employment and Treatment (NI) Order 1998 and Regulations 17 and 18 of the Fair Employment (Monitoring) Regulations (NI) 1999 (as amended) to annually prepare and submit a monitoring return to the Equality Commission for Northern Ireland (ECNI).																																																																																																																							
1.2	The Council’s Annual Fair Employment Monitoring Return for year ended 1 January 2018, was submitted to the ECNI on 24 April 2018 (a copy of this is enclosed with this report).																																																																																																																							
2.0	Key issues																																																																																																																							
2.1	A comparison of the Council’s 2017 and 2018 Annual Fair Employment Monitoring is provided at 2.2 of this report and illustrates: <ul style="list-style-type: none">Numbers of employees at 1 January 2018 compared 1 January 2017Community background of employees at 1 January 2018 compared 1 January 2017Numbers of applicants, appointees and leavers, during the years ending 1 January 2018 and 1 January 2017; including community background comparisons																																																																																																																							
2.2	<table><tr><th>2017</th><th>Totals</th><th>P</th><th>RC</th><th>ND</th><th>2018</th><th>Totals</th><th>P</th><th>RC</th><th>ND</th></tr><tr><td>EMPLOYEES</td><td>918</td><td>18.41%</td><td>77.45%</td><td>4.14%</td><td>EMPLOYEES</td><td>939</td><td>17.68%</td><td>78.06%</td><td>4.26%</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>Male</td><td>59.59%</td><td></td><td></td><td></td><td>Male</td><td>57.83%</td><td></td><td></td><td></td></tr><tr><td>Female</td><td>40.41%</td><td></td><td></td><td></td><td>Female</td><td>42.17%</td><td></td><td></td><td></td></tr><tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>APPLICANTS</td><td>767</td><td>17.08%</td><td>74.05%</td><td>8.87%</td><td>APPLICANTS</td><td>966</td><td>13.77%</td><td>73.40%</td><td>12.83%</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>APPOINTEES</td><td>98</td><td>21.43%</td><td>72.45%</td><td>6.12%</td><td>APPOINTEES</td><td>161</td><td>14.91%</td><td>80.12%</td><td>4.97%</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>LEAVERS</td><td>79</td><td>18.99%</td><td>75.95%</td><td>5.06%</td><td>LEAVERS</td><td>64</td><td>20.31%</td><td>75.00%</td><td>4.69%</td></tr></table>										2017	Totals	P	RC	ND	2018	Totals	P	RC	ND	EMPLOYEES	918	18.41%	77.45%	4.14%	EMPLOYEES	939	17.68%	78.06%	4.26%											Male	59.59%				Male	57.83%				Female	40.41%				Female	42.17%														APPLICANTS	767	17.08%	74.05%	8.87%	APPLICANTS	966	13.77%	73.40%	12.83%											APPOINTEES	98	21.43%	72.45%	6.12%	APPOINTEES	161	14.91%	80.12%	4.97%											LEAVERS	79	18.99%	75.95%	5.06%	LEAVERS	64	20.31%	75.00%	4.69%
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2.3	Summary Findings on comparison of employees at 1 January 2018 compared 1 January 2017:																																																																																																																							
i.	Community Background (employees) <ul style="list-style-type: none">0.73% reduction in employees determined to be from the Protestant Community0.61% increase in employees determined to be from the Roman Catholic Community0.12% increase in employees determined to be from neither the Protestant nor Roman Catholic Community																																																																																																																							

ii.	Community Background (applicants) <ul style="list-style-type: none"> • 3.31% reduction in applicants determined to be from the Protestant Community • 0.65% reduction in applicants determined to be from the Roman Catholic Community • 3.96% increase in applicants determined to be from neither the Protestant nor Roman Catholic Community
iii.	Gender (employees) <ul style="list-style-type: none"> • 1.76% reduction in male employees • 1.76% increase in female employees
iv.	Community Background (appointees) <ul style="list-style-type: none"> • 6.52% reduction in appointees determined to be from the Protestant Community • 7.67% increase in appointees determined to be from the Roman Catholic Community • 1.15% reduction in appointees determined to be from neither the Protestant nor Roman Catholic Community
v.	Leavers <ul style="list-style-type: none"> • 1.32% increase in leavers determined to be from the Protestant Community • 0.95% reduction in leavers determined to be from the Roman Catholic Community • 0.37% reduction in leavers determined to be from neither the Protestant nor Roman Catholic Community
3.0	Recommendations
3.1	To note the contents of this report.
4.0	Resource implications
4.1	Refer to 5.1.
5.0	Equality and good relations implications
5.1	<ul style="list-style-type: none"> • determine whether members of the Protestant and Roman Catholic communities are enjoying, and are likely to continue to enjoy, fair participation in employment • take affirmative action if fair participation is not being secured by members of the Protestant and Catholic communities • set goals and timetables as part of affirmative action • take account of the guidance in the Fair Employment Code of Practice <p>This will be the 1st review of the Council since merger and will be finalised by March 2019.</p>
6.0	Rural Proofing implications
6.1	Not applicable
7.0	Appendices
7.1	Annual Fair Employment Monitoring Return year ended 1 January 2018
8.0	Background Documents
	None

FAIR EMPLOYMENT MONITORING RETURN

DATE: 24/04/18

FAIR EMPLOYMENT (NORTHERN IRELAND) ORDER 1998

TIME: 11:06:17

FAIR EMPLOYMENT (MONITORING) REGULATIONS (NORTHERN IRELAND) 1999

64

The monitoring return is in five parts.

Parts A, B and E must be completed by ALL Registered Employers and Public Authorities.

Part C to be completed ONLY by Registered Employers and Public Authorities who have employed apprentices i.e. employees employed under a contract of apprenticeship during the twelve month period ending on the date at A2.

Part D must be completed ONLY by Registered Employers with more than 250 employees and Public Authorities.

Guidance notes to assist you in completing your monitoring return are included throughout this form.

PART A

A1. Registration Number	38163
A2. Date to which the report relates	01/01/18
A3. Deadline for return	01/05/18

Failure to complete and return this monitoring return to the Equality Commission for Northern Ireland by the date A3 is a criminal offence and carries on conviction a fine of up to £5,000

GUIDANCE NOTES TO HELP YOU FILL IN YOUR FAIR EMPLOYMENT MONITORING RETURN

DATE: 24/04/18

TIME: 11:06:18

65

Part A - To be completed by all Registered Employers and Public Authorities.

A2 The date to which this return relates is the date (or anniversary) of your date of registration with the Equality Commission for Northern Ireland.

A6 List those premises, other than the address at A5, at which employees worked. It is not necessary for the employer to own or occupy the premises. If there is insufficient space in the form, continue on a separate sheet of paper and attach it to the form

PART A - To be completed by ALL Registered Employers and Public Authorities.

A4. Name of employer **NEWRY, MOURNE AND DOWN DISTRICT COUNCIL**

A5. Address **MONAGHAN ROW
NEWRY**

BT35 8DJ

A6.. List other locations

Amenity Skip Site (Camlough)
 Amenity Skip Site (Hilltown)
 Amenity Skip Site (Kilkeel)
 Amenity Skip Site (Newry)
 Amenity Skip Site (Newtownhamilton)
 Amenity Skip Site (Warrenpoint)
 Amenity Skip Sites (South Armagh)
 Annacloy DLC
 Annalong
 Annalong Harbour
 Annsborough N/C
 Ardglass
 Ardglass DLC
 Assumption
 Aughnagun Landfill Site
 Bagenal's Castle
 Ballykine HRC
 Ballykinlar
 Ballymote
 Ballynahinch
 Ballynahinch Centre
 Ballyvange Centre
 Bann Road Community Centre
 Bann Road HRC
 Barcroft Community Centre
 Bessbrook Community Centre
 Camlough General
 Camlough Lake/Newry Canal/Flagstaff
 Castlewellan (Bann Road)
 Castlewellan Community Centre
 City Centre Management Office
 Cloonagh Road
 Cloughreagh Community Centre
 Council Offices
 Countryside Facilities
 Cranfield Amenity Area

GUIDANCE NOTES TO HELP YOU FILL IN YOUR FAIR EMPLOYMENT MONITORING RETURN

DATE: 24/04/18

TIME: 11:06:18

66

Part A - To be completed by all Registered Employers and Public Authorities.

A2 The date to which this return relates is the date (or anniversary) of your date of registration with the Equality Commission for Northern Ireland.

A6 List those premises, other than the address at A5, at which employees worked. It is not necessary for the employer to own or occupy the premises. If there is insufficient space in the form, continue on a separate sheet of paper and attach it to the form

PART A - To be completed by ALL Registered Employers and Public Authorities.

A4. Name of employer NEWRY, MOURNE AND DOWN DISTRICT COUNCIL

A5. Address MONAGHAN ROW
NEWRY

BT35 8DJ

Crossgar B/H
Crossmaglen Community Centre
Crossmaglen General
Crossmaglen HRC
Dan Rice Hall
Dan Rice Hall B/H
Delamont Country Park
Delamont Park
Donard Park N/C
Down Business Centre - Downpatrick
Down Civic Arts Centre
Down County Museum
Down Leisure Centre
Downpatrick
Downpatrick TIC
Downshire Civic Centre
Drumanakelly
Drumanakelly Landfill Site
Dundrum
Dundrum N/C
Dunleath DLC
European House
Forkhill Community Centre
Greenbank Council Offices
Household Recycling Centres within the District
Kilbroney Park
Kilkeel Bowling Green
Kilkeel General
Kilkeel Leisure Centre
Kilkeel Town Hall
Killough DLC
Killyleagh
Killyleagh Community Centre
Killyleagh KCC
Kilmore
Langley Road
Leisure Facilities

GUIDANCE NOTES TO HELP YOU FILL IN YOUR FAIR EMPLOYMENT MONITORING RETURN

DATE: 24/04/18

TIME: 11:06:18

67

Part A - To be completed by all Registered Employers and Public Authorities.

A2 The date to which this return relates is the date (or anniversary) of your date of registration with the Equality Commission for Northern Ireland.

A6 List those premises, other than the address at A5, at which employees worked. It is not necessary for the employer to own or occupy the premises. If there is insufficient space in the form, continue on a separate sheet of paper and attach it to the form

PART A - To be completed by ALL Registered Employers and Public Authorities.

A4. Name of employer NEWRY, MOURNE AND DOWN DISTRICT COUNCIL

A5. Address MONAGHAN ROW
NEWRY

BT35 8DJ

Lislea/Camlough Community Centre

Magh-Inis House

Market House

McGrath Centre

Meadow/High Street

Monaghan Court

Monaghan Row Council Offices

Newcastle

Newcastle Centre

Newcastle TIC

Newry Arts Centre

Newry General

Newry Leisure Centre

Newry Pool & Kilkeel Leisure Centre

Newry SC/Newry SP/St Colmans

Newry Sports Centre

Newry Swimming Pool

Newry Town Hall

Newry Variety Market

O Fiaich House

Rostrevor General

Saintfield B/H

Slieve Gullion

St Colman's Sport and Community

Stranford DLC

Strangford Lough Office

Strangford Road Depot

Struell Cemetery

Three Ways/Derrybeg Community Centres

TIC St Patrick Visitor Centre

Tyrella/Murlough Beach

Warrenpoint

Warrenpoint General

Warrenpoint Park

Warrenpoint Town Hall

MALE EMPLOYEES

DATE: 24/04/18

TIME: 11:06:20

PART B To be completed by ALL Registered Employers and Public Authorities.

68

The information in this part of the form relates to the date at A2.

B7(a). Enter in the appropriate box the number of Full Time (FT), Part Time (PT) and Total (T) male employees on the date at A2 described in columns (2) to (4) who are employed in the major groups of the Standard Occupational Classification described in column (1).

(1) Standard Occupational Classification Major Groups	(2) No. of PROTESTANT MALE Employees			(3) No. of ROMAN CATHOLIC MALE Employees			(4) No. of MALE Employees WHOSE COMMUNITY CANNOT BE DETERMINED		
	FT	PT	T	FT	PT	T	FT	PT	T
1. MANAGERS AND SENIOR OFFICIALS	18	0	18	28	0	28	2	0	2
2. PROFESSIONAL	10	0	10	19	1	20	2	0	2
3. ASSOCIATE PROFESSIONAL AND	12	1	13	53	1	54	3	0	3
4. ADMINISTRATIVE AND SECRETARIAL	4	0	4	11	1	12	1	0	1
5. SKILLED TRADES	15	0	15	62	0	62	1	0	1
6. PERSONAL SERVICE	8	1	9	72	16	88	2	0	2
7. SALES AND CUSTOMER SERVICE	0	0	0	0	0	0	0	0	0
8. PROCESS, PLANT AND MACHINE	10	0	10	90	0	90	2	0	2
9. ELEMENTARY	11	0	11	82	1	83	3	0	3
TOTALS	88	2	90	417	20	437	16	0	16

B8(a). TOTAL NO. OF MALE EMPLOYEES AS ABOVE

B9(a). Enter in the appropriate box below (if applicable) the total number of male employees included in columns (2) and (3) above whose community has been determined using the residuary method of monitoring.

	No of Protestant Male employees			No of Roman Catholic Male employees		
	FT	PT	T	FT	PT	T
Male employees whose community has been determined under the residuary method of monitoring	0	0	0	7	1	8

FEMALE EMPLOYEES

DATE: 24/04/18

TIME: 11:06:21

PART B To be completed by ALL Registered Employers and Public Authorities.

69

The information in this part of the form relates to the date at A2.

B7(b). Enter in the appropriate box the number of Full Time (FT), Part Time (PT) and Total (T) female employees on the date at A2 described in columns (5) to (7) who are employed in the major groups of the Standard Occupational Classification described in column (1).

(1) Standard Occupational Classification Major Groups	(5) No. of PROTESTANT FEMALE Employees			(6) No. of ROMAN CATHOLIC FEMALE Employees			(7) No. of FEMALE Employees WHOSE COMMUNITY CANNOT BE DETERMINED		
	FT	PT	T	FT	PT	T	FT	PT	T
1. MANAGERS AND SENIOR OFFICIALS	7	1	8	25	1	26	2	0	2
2. PROFESSIONAL	4	0	4	16	0	16	0	0	0
3. ASSOCIATE PROFESSIONAL AND	22	3	25	70	8	78	9	2	11
4. ADMINISTRATIVE AND SECRETARIAL	31	2	33	133	7	140	8	1	9
5. SKILLED TRADES	1	0	1	1	0	1	0	0	0
6. PERSONAL SERVICE	4	0	4	21	4	25	0	2	2
7. SALES AND CUSTOMER SERVICE	0	0	0	0	0	0	0	0	0
8. PROCESS, PLANT AND MACHINE	0	0	0	2	0	2	0	0	0
9. ELEMENTARY	1	0	1	6	2	8	0	0	0
TOTALS	70	6	76	274	22	296	19	5	24

B8(b). TOTAL NO. OF FEMALE EMPLOYEES AS ABOVE

396

B9(b). Enter in the appropriate box below (if applicable) the total number of female employees included in columns (5) and (6) above whose community has been determined using the residuary method of monitoring.

	No of Protestant Female employees			No of Roman Catholic Female employees		
	FT	PT	T	FT	PT	T
Female employees whose community has been determined under the residuary method of monitoring	3	0	3	1	0	1

APPLICANTS

DATE: 24/04/18

TIME: 11:06:23

PART B *To be completed by ALL Registered Employers and Public Authorities.*

70

The information in this part of the form relates to the 12 month period ending on the date A2.

B10. Enter in the appropriate box the number of Applicants for employment in the major Standard Occupational Groups.

(1) Standard Occupational Classification Major Groups	(2) No. of PROTESTANT MALE Applicants	(3) No. of ROMAN CATHOLIC MALE Applicants	(4) No. of MALE Applicants WHOSE COMMUNITY CANNOT BE DETERMINED	(5) No. of PROTESTANT FEMALE Applicants	(6) No. of ROMAN CATHOLIC FEMALE Applicants	(7) No. of FEMALE Applicants WHOSE COMMUNITY CANNOT BE DETERMINED
1. MANAGERS AND SENIOR OFFICIALS	20	48	10	7	22	7
2. PROFESSIONAL	6	16	9	5	26	9
3. ASSOCIATE PROFESSIONAL AND	13	54	14	16	66	10
4. ADMINISTRATIVE AND SECRETARIAL	8	47	7	20	124	14
5. SKILLED TRADES	2	12	1	0	1	0
6. PERSONAL SERVICE	11	92	13	4	56	10
7. SALES AND CUSTOMER SERVICE	1	2	1	0	0	0
8. PROCESS, PLANT AND MACHINE	4	17	3	0	0	0
9. ELEMENTARY	15	118	14	1	8	2
TOTALS	80	406	72	53	303	52

B11. Enter into the appropriate box below the number of Applicants above who are male, the number who are female and the total number of applicants.

	Male	Female	Total
Applicants	558	408	966

B12. Enter in the appropriate box below (if applicable) the number of applicants included in columns (2), (3), (5) and (6) above whose community has been determined using the residuary method of monitoring.

	No of Protestant Male applicants	No of Roman Catholic Male applicants	No of Protestant Female applicants	No of Roman Catholic Female applicants
Applicants whose community has been determined under the residuary method of monitoring	0	0	0	0

APPOINTEES

DATE: 24/04/18

TIME: 11:06:24

PART B To be completed by ALL Registered Employers and Public Authorities.

71

The information in this part of the form relates to the 12 month period ending on the date A2.

B13. Enter in the appropriate box the number of Appointees (who are employees at B7(a) and B7(b)) in the major Standard Occupational Groups.

(1) Standard Occupational Classification Major Groups	(2) No. of PROTESTANT MALE Appointees	(3) No. of ROMAN CATHOLIC MALE Appointees	(4) No. of MALE Appointees WHOSE COMMUNITY CANNOT BE DETERMINED	(5) No. of PROTESTANT FEMALE Appointees	(6) No. of ROMAN CATHOLIC FEMALE Appointees	(7) No. of FEMALE Appointees WHOSE COMMUNITY CANNOT BE DETERMINED
1. MANAGERS AND SENIOR OFFICIALS	4	4	1	2	3	1
2. PROFESSIONAL	3	3	0	0	4	0
3. ASSOCIATE PROFESSIONAL AND	2	10	0	7	20	1
4. ADMINISTRATIVE AND SECRETARIAL	0	3	0	2	31	3
5. SKILLED TRADES	2	2	0	0	1	0
6. PERSONAL SERVICE	1	21	1	0	10	0
7. SALES AND CUSTOMER SERVICE	0	0	0	0	0	0
8. PROCESS, PLANT AND MACHINE	0	7	0	0	0	0
9. ELEMENTARY	1	10	1	0	0	0
TOTALS	13	60	3	11	69	5

B14. Enter into the appropriate box below the number of Appointees above who are male, the number who are female and the total number of appointees.

	Male	Female	Total
Appointees	76	85	161

B15. Enter in the appropriate box below (if applicable) the number of appointees included in columns (2), (3), (5) and (6) above whose community has been determined using the residuary method of monitoring.

	No of Protestant Male appointees	No of Roman Catholic Male appointees	No of Protestant Female appointees	No of Roman Catholic Female appointees
Appointees whose community has been determined under the residuary method of monitoring	0	0	0	0

PROMOTEES

DATE: 24/04/18

TIME: 11:06:28

73

PART D *To be completed ONLY by Registered Employers who employ more than 250 employees and by ALL Public Authorities.*

The information in this part of the form relates to the 12 month period ending on the date A2.

D17. Enter in the appropriate box the number of Promotees (who are employees at A2) in the major groups of the Standard Occupational Classification described in column (1).

(1) Standard Occupational Classification Major Groups	(2) No. of PROTESTANT MALE Promotees	(3) No. of ROMAN CATHOLIC MALE Promotees	(4) No. of MALE Promotees WHOSE COMMUNITY CANNOT BE DETERMINED	(5) No. of PROTESTANT FEMALE Promotees	(6) No. of ROMAN CATHOLIC FEMALE Promotees	(7) No. of FEMALE Promotees WHOSE COMMUNITY CANNOT BE DETERMINED
1. MANAGERS AND SENIOR OFFICIALS	0	0	0	0	0	0
2. PROFESSIONAL	0	0	0	0	0	0
3. ASSOCIATE PROFESSIONAL AND	0	0	0	0	0	0
4. ADMINISTRATIVE AND SECRETARIAL	0	0	0	0	0	0
5. SKILLED TRADES	0	0	0	0	0	0
6. PERSONAL SERVICE	0	0	0	0	0	0
7. SALES AND CUSTOMER SERVICE	0	0	0	0	0	0
8. PROCESS, PLANT AND MACHINE	0	0	0	0	0	0
9. ELEMENTARY	0	0	0	0	0	0
TOTALS	0	0	0	0	0	0

D18. Enter into the appropriate box below the number of Promotees above who are male, the number who are female and the total number of Promotees.

	Male	Female	Total
Promotees	0	0	0

LEAVERS

DATE: 24/04/18

TIME: 11:06:28

PART D *To be completed ONLY by Registered Employers who employ more than 250 employees and by ALL Public Authorities.*

74

The information in this part of the form relates to the 12 month period ending on the date A2.

D19. Enter in the appropriate box the number of Leavers in the major Standard Occupational Groups.

(1) Standard Occupational Classification Major Groups	(2) No. of PROTESTANT MALE Leavers	(3) No. of ROMAN CATHOLIC MALE Leavers	(4) No. of MALE Leavers WHOSE COMMUNITY CANNOT BE DETERMINED	(5) No. of PROTESTANT FEMALE Leavers	(6) No. of ROMAN CATHOLIC FEMALE Leavers	(7) No. of FEMALE Leavers WHOSE COMMUNITY CANNOT BE DETERMINED
1. MANAGERS AND SENIOR OFFICIALS	1	4	0	0	2	0
2. PROFESSIONAL	0	0	0	0	0	0
3. ASSOCIATE PROFESSIONAL AND	1	3	0	0	2	0
4. ADMINISTRATIVE AND SECRETARIAL	0	0	2	2	10	0
5. SKILLED TRADES	2	5	0	0	1	0
6. PERSONAL SERVICE	2	12	0	0	2	1
7. SALES AND CUSTOMER SERVICE	0	0	0	0	0	0
8. PROCESS, PLANT AND MACHINE	2	4	0	0	0	0
9. ELEMENTARY	3	3	0	0	0	0
TOTALS	11	31	2	2	17	1

D20. Enter into the appropriate box below the number of Leavers above who are male, the number who are female and the total number of Leavers:

	Male	Female	Total
Leavers	44	20	64

PART E To be completed by ALL Registered Employers and Public Authorities.

E21. Signed	<input type="text" value="Anne Jennings"/>
E22. Print name	<input type="text" value="ANNE JENNINGS"/>
E23. Position in concern	<input type="text" value="HR BUSINESS SUPPORT MANAGER"/>
E24. Date	<input type="text" value="24.4.18"/>

ADDITIONAL INFORMATION

E25. Please give a contact for any queries arising from this return:

Name	<input type="text" value="CATRINA MISKELLY"/>
Telephone No	<input type="text" value="03000132233"/>
Fax No	<input type="text"/>

THIS RETURN SHOULD BE COMPLETED AND SENT TO:

**Equality Commission
Equality House
7/9 Shaftesbury Square
BELFAST BT2 7DP**

BEFORE THE DEADLINE AT A3.

**YOU ARE ADVISED TO KEEP A COPY OF YOUR COMPLETED
MONITORING RETURN FORM FOR YOUR OWN INFORMATION.**

If you require any advice or assistance in completing this return, contact
the Equality Commission at the above address or telephone 028 9050 0600