



June 13th, 2016

Notice Of Meeting

You are invited to attend the Strategy Policy and Resources Committee Meeting to be held on **Thursday, 16th June 2016 at 5:00 pm** in **Mourne Room, Downshire.**

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

Chair: Councillor P Brown

Vice Chair: Councillor C Enright

Members: Councillor T Andrews Councillor N Bailie

Councillor R Burgess Councillor P Byrne

Councillor M Carr Councillor W Clarke

Councillor S Doran Councillor M Murnin

Councillor B Ó'Muirí Councillor B Quinn

Councillor M Ruane Councillor G Sharvin

Councillor W Walker

Agenda

- 1 **Apologies**
- 2 **Declarations of Interest**
- 3 **Action Sheet of the Strategy, Policy and Resources Committee Meeting held on 12 May 2016 (copy attached)**

[SPR-12-05-2016.pdf](#)

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- 4 **To Agree Committee start time's for the incoming year**

Community Planning and Well-being

- 5 **Draft Programme for Government (copy attached)**

[Programme for Government.pdf](#)

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Correspondence

- 6 **DFP Letter re Public Service Commission (copy attached)**

For Noting.

[DFP letter.pdf](#)

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For Consideration and/or Decision

- 7 **Submission of 'Sustainable Atlantic Shorelines' Project to the Atlantic Area Programme (copy attached)**

[Atlantic Area Programme - SPR - 16.06.16.pdf](#)

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8 Councillors Accredited Training Application (copy attached)

[Report for Elected Member to undertake Accredited Training.pdf](#) Page 20

[Accredited Training Appx 1.pdf](#) Page 22

[Appendix 2 Course outline.pdf](#) Page 25

9 Annual Review of the Corporate Plan (copy attached)

[Corporate Plan First Year Review Cover Report June SPR.pdf](#) Page 27

[Corporate Plan Review Report June 2016.pdf](#) Page 29

[NMD - Corporate Performance Scorecard - 2015-16 - KEY ACTIONS v1.2 FINAL.pdf](#) Page 33

10 Performance Improvement Plan for 2016-17 (copy attached)

[Item - Performance Improvement Plan \(2016-17\).pdf](#) Page 50

11 Report of the Meeting of the Efficiency Working Group, 6 June 2016 (copy attached)

[Efficiency Working Group 6.6.2016.pdf](#) Page 75

Communication

12 Irish Language Audit Report (copy attached)

[Foirm Thuairiscithe an Iniúchta Bealtaine Audit Reporting Form May 2016.pdf](#) Page 80

[Tuairisc ar Iniúchadh na Gaeilge 2016 Report on Audit of Irish language Provision 2016 in NMDDC.pdf](#) Page 83

13 Options for the Provision of an Irish Language Website (copy attached)

[Corporate Website Options for the Provision of an Irish Language Website Cover Report.pdf](#) Page 132

[Website options.pdf](#) Page 134

14 Update on Decade of Centenaries 2016 civic initiatives (copy attached)

[Update Report on Decade of Centenaries 2016 civic initiatives for consideration at SP&R meeting 16 June 2016.pdf](#)

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15 Report on revised Terms of Reference for Councillors' Equality and Good Relations Reference Group (copy attached)

[Revised Terms of Reference for Councillors' Equality & Good Relations Reference Group for consideration at SP&R .pdf](#)

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[Revised Terms of Reference for Councillors' Equality and Good Relations Reference Group June 2016.pdf](#)

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16 Report on request to extend Shopmobility Scheme in Newcastle (copy attached)

[Report on request to extend Shopmobility Scheme in Newcastle .pdf](#)

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17 European Rural Network for Job Mobility – ERN4mob Project (copy attached)

[Report ERN4mob June 2016.pdf](#)

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Grant Aided Programmes

18 Peace IV (copy attached)

[PEACE IV June.pdf](#)

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[Revised Terms of Reference for Councillors' Equality and Good Relations Reference Group June 2016.pdf](#)

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19 Sister Cities (copy attached)

[Sister Cities June 16.pdf](#)

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20 Social Investment Fund (copy attached)

[SIF June.pdf](#)

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

21 Disabled Angling Facility Whitewater, Kilkeel - Without Prejudice/Subject to Contract (copy attached)

This item is deemed to be exempt under paragraph 3 of Part 1 of Schedule 6 of the Local Government Act (Northern Ireland) 2014 - Information relating to the financial or business affairs of any particular person (including the Council holding that information) and the public may, by resolution, be excluded during this item of business.

[Disabled Angling Facility Whitewater.pdf](#)

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[Disabled Angling Facility Whitewater - map.pdf](#)

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22 Report on Issue Relating to location of big screen, Hill Street, Newry (report to follow)

This item is deemed to be restricted by virtue of paragraph 5 of Part 1 of Schedule 6 of the Local Government Act (Northern Ireland) 2014 - Information in relation to which a claim for legal professional privilege could be maintained in legal proceedings, and the public may, by resolution, be excluded during this item of business.

23 Council Unit at Camlough Old Primary School (copy 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 the financial of business affairs of any particular person (including the Council holding that information) and the public, may, by resolution, be excluded during this item of business

[Camlough PS.pdf](#)

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[Location 1.pdf](#)

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[Photo - Council Unit.pdf](#)

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24 Organisational Design (Sustainability) (copy attached)

This item is deemed to be exempt under paragraph 4 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 and the public may, by resolution, be excluded during this item of business.

25 Provision of Agency Workers (copy attached)

Due to the commercial sensitivities attached to this issue, this report will be considered to be exempt under paragraph 3 of Part 1 of Schedule 6 of the Local Government Act (Northern Ireland) 2014.

SPRC Agency Workers Report 160616.pdf

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26 RPA Severance (report to be circulated at the meeting)

This item is deemed to be restricted by virtue of paragraph 1 of Part 1 of Schedule 6 of the Local Government Act (Northern Ireland) 2014 - Information in relation to any individual and the public may, by resolution, be excluded during this item of business.

27 Chief Executive Appraisal (copy attached)

This agenda item involves exempt information as defined in Section 51 of the Local Government Act (NI) 2014, Schedule 6 Part 1, Para 1 - 4 and the Council may, by resolution, exclude the public during discussion on this matter.

Report re CX Appraisal 160616.pdf

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Invitees

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ACTION SHEET- STRATEGY, POLICY AND RESOURCES COMMITTEE MEETING – THURSDAY 12 MAY 2015

AGENDA ITEM	SUBJECT	DECISION	OFFICER Responsible	FOR COMPLETION BY DIRECTOR – including actions taken/date completed or progress to date if not yet completed
SPR/104/2016	ACTION SHEET OF THE STRATEGY, POLICY AND RESOURCES COMMITTEE MEETING HELD ON 14 APRIL 2016	<p><u>SPR/48/2016 – Land for Sale at Upper Dromore Road, Warrenpoint</u></p> <p>It was agreed on the proposal of Councillor Ruane, seconded by Councillor Kimmins, that the cost of the health and safety remedial works of approximately £60,000 - £70,000 would be split 50/50 between Council and Warrenpoint Town Football Club.</p> <p>The Action Sheet of the Strategy, Policy and Resources Committee held on 14 April 2016, was agreed.</p>	E Curtis	Land purchased by private Sector - actioned
SPR/105/2016	REPORT OF NARROW WATER BRIDGE PROJECT MEETING	The report of the Meeting of various parties held on 6 April 2016 to discuss the Narrow Water Bridge Project, was noted.		NOTED
SPR/106/2016	REPORT ON SCHEME OF ALLOWANCES	It was agreed on the proposal of Councillor W Clarke, seconded by Councillor Andrews, that the current scheme of allowances payable to Councillors be extended from its current stated date of 31 March 2016 to 31 May 2016.	L Hannaway	APPROVED.
SPR/107/2016	COMMITTEE MEETINGS: DATES AND COMMENCEMENT TIMES	<p>It was agreed on the proposal of Councillor Ruane, seconded by Councillor Craig, that:</p> <ul style="list-style-type: none"> The start time of all June Committee 	L Hannaway D Carville	APPROVED.

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		<p>Meetings (with the exception of Planning Committee) is set at 5pm and an item be placed on each of the June agendas for each Committee to agree its own start time for meetings from August 2016 to May 2017.</p> <ul style="list-style-type: none"> • Planning Committee Meetings continue with a start time of 10am. • Due to the non-availability of the independent Chair of the Audit Committee for meeting scheduled for 30 June, this meeting be held on Monday 4 July at 2pm. 		
SPR/108/2016	MEMORIAL STONE – VICTIMS OF AN GORTA MÓR	It was agreed on the proposal of Councillor Ruane, seconded by Councillor W Clarke, that the request from CCIFF (Irish Famine Community) for Council to participate in a Memorial to the victims of An Gorta Mór, by paying for the cost of provision of a local stone and its engraving, be acceded to.	L Hannaway	APPROVED.
SPR/109/2016	FUNDING TO LOCAL GOVERNMENT SUPPORT BODIES	It was agreed on the proposal of Councillor Curran, seconded by Councillor Craig, that breakdown of funding to NILGA and the Local Government Staff Commission for the year 2016/17, be accepted, with the Council making payments in line with the stipulated annual subscriptions.	L Hannaway	APPROVED.

AGENDA ITEM	SUBJECT	DECISION	OFFICER Responsible	FOR COMPLETION BY DIRECTOR – including actions taken/date completed or progress to date if not yet completed
SPR/110/2016	NEWRY STREET UNITE PROJECT – HILLSIDE DRIVE, KILKEEL	<p>It was agreed on the proposal of Councillor Reilly, seconded by Councillor Quinn, that:</p> <ul style="list-style-type: none"> The additional land required for this project be leased from the Housing Executive and a sub-lease with Newry Street Unite be entered into of this additional land along with the land in the existing Council lease. Discussions take place with the Housing Executive regarding the premiums requested by the Executive for this community project. 	J McCann C McKenna E Curtis	All actioned Awaiting a reply from NIHE
SPR/111/2016	REQUEST TO PURCHASE LAND AT LOUGH INCH CEMETERY, BALLYNAHINCH	It was agreed on the proposal of Councillor Andrews, seconded by Councillor Craig, that Council advises the applicant that with regret, it was not currently in a position to consider the disposal of lands requested, nor would a direct disposal be easily facilitated given the lands were vested.	A Robb	
SPR/112/2016	LEASE OF LANDS AT KILBRONEY TO KILBRONEY YOUTH CENTRE	It was agreed on the proposal of Councillor Ruane, seconded by Councillor Craig, that agreement be given to the proposed 20 year lease of a small portion of Council lands at Kilbroney to Kilbroney Church of Ireland Youth Centre/The Representative Church Body	A Robb	<p>Instruction has been sent to R McShane to finalise lease.</p> <p>Correspondence sent to DOE seeking approval for peppercorn rent – response stating that</p>

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		but, as per recommendation of the Council's Senior Management Team, to delete the draft clause agreeing to the Council paying 50% of boundary fencing costs.		they will require a new request and relevant documentation including recent valuation report. Ongoing.
SPR/113/2016	BURREN VILLAGE GREEN – WAYLEAVE AGREEMENT	It was agreed on the proposal of Councillor Ruane, seconded by Craig, that the valuation in the sum of £15,000 for the wayleave request, subject to a legal agreement and to all matters being in order, be approved.	E Curtis A Robb	
SPR/114/2016	CONTRIBUTION AGREEMENT WITH NEWRY OLYMPIC HOCKEY CLUB	<p>It was agreed on the proposal of Councillor Reilly, seconded by Councillor Ruane, that:</p> <ul style="list-style-type: none"> The contribution of £20,000 be granted to Newry Olympic Hockey Club in the financial year 2016/17 subject to the issue of an updated letter of offer and to all matters being in order. A Deed of Priority be entered into with the Bank of Ireland and the borrower giving the Council's contribution second priority, subject to the Council's solicitor having no issues with the Terms and Conditions of the Deed. 	K Montgomery	

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SPR/115/2016	ANNUAL ELECTRICITY TENDER	It was agreed on the proposal of Councillor Craig, seconded by Burns, that the report on the annual electricity tender, be accepted.	C Mussen	
SPR/116/2016	ENERGY CONSUMPTION REPORT	The Quarterly Energy Report: January – March 2016, was noted.	C Mussen	Noted.
SPR/117/2016	ACQUISITION AND USE OF THE STEEL STRUCUTRE IN THE MARKET SQUARE, BALLYNAHINCH	<p>It was agreed on the proposal of Councillor Andrews, seconded by Councillor Craig, that:</p> <ul style="list-style-type: none"> • Council Officers provide assistance to the Edge Community Group to identify funding to complete their Community Project in Ballynahinch. • On the completion of all applications, Newry, Mourne and Down District Council consider including realistic capital financial assistance in 2017/18 Estimates. • Council to provide a 25 year lease to the Edge Community Group. • Council agree not to contribute financial assistance for the on-going running costs for the facility. 	E Curtis	Meeting with the Community Group and awaiting funding opportunities from Peace IV and Rural Development
SPR/118/2016	ERECTION OF FENCE ADJACENT TO 29 BELFAST ROAD, SAINTFIELD	It was agreed on the proposal of Councillor Walker, seconded by Councillor Burns, that the erection of a boundary fence between its site at 29	A Robb	

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		Belfast Road, Saintfield and adjoining lands at 24 Windmill Hollow, Saintfield, be approved.		
SPR/119/2016	NEWRY LEISURE CENTRE PHASE 2 – BOSCO FACILITY – REVISED COST	It was agreed on the proposal of Councillor Reilly, seconded by Councillor Kimmins, that the revised costs of providing the Club Pavilion for St John's Bosco GAC within Phase 2 of Newry Leisure Centre, be approved.	E Curtis E McManus	The project is progressing as per the Programme of Works
SPR/120/2016	REPORT ON LEASE AND DISPOSAL OF PLAYING FIELDS/RECREATION FACILITIES/GENERAL PROPERTY	<p>It was agreed on the proposal of Councillor Burns, seconded by Councillor W Clarke, that the Policy on the Lease and Disposal of Playing Fields/Recreation Facilities/General Property be agreed, subject to the inclusion of the following:</p> <ul style="list-style-type: none"> • That in situations where two or more clubs were seeking use of the same facility and meet the criteria but could not agree a partnership arrangement, then the land would not be leased until the interested parties could reach an agreement. • That all sporting codes and community organisations would have fair and equitable access to all of Council's sporting facilities in the area. <p>It was further agreed that the</p>		

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		applications already received by Council from clubs or sporting organisations could now proceed.		
SPR/121/2016	WARRENPOINT COMMUNITY HUB/ROSTREVOR STRATEGIC PROJECT	<p>It was agreed on the proposal of Councillor Ruane, seconded by Councillor Carr, that</p> <ul style="list-style-type: none"> • Agreement be given to advertise for Expressions of Interest for the development of Warrenpoint Community Hub. • Agreement be given to publicly advertise Expressions of Interest for a Community Health Facility in Rostrevor in a Council owned premises. 	E Curtis	Actioned
SPR/122/2016	CONSULTATION ON THE ISSUE OF A REVISED CODE OF PROCEDURES ON RECRUITMENT AND SELECTION	It was agreed on the proposal of Councillor Curran, seconded by Councillor W Clarke, that the submission of responses to the above consultation as detailed in the response questionnaire (copy circulated), be approved.	C Miskelly	
SPR/123/2016	SECTION 75 POLICY SCREENING REPORT – QUARTERLY REPORT FOR PERIOD JANUARY – MARCH 2016	The Section 75 Policy Screening Report – Quarterly Report for period January – March 2016, was noted.	C Moffett	Noted.

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SPR/124/2016	REQUEST TO HOST CARERS WEEK EVENT ON 6 JUNE 2016	It was agreed on the proposal of Councillor Andrews, seconded by Councillor Curran, that the request to host a Carers Week event organised by South Eastern Health and Social Care Trust in the Commedagh Room, Downshire on 6 June 2016 from 10:30 – 1:00pm, be acceded to.	C Moffett	
SPR/125/2016	PROPOSAL FROM CO-OPERATION IRELAND RE: AMAZING THE SPACE EVENT	It was agreed on the proposal of Councillor Andrews, seconded by Councillor W Clarke, that agreement in principle be given, through financial support, and providing local co-ordination and advice, to support delivery of a regional satellite venue for 300/500 school students from the area (St Paul's High School, Bessbrook) for the Amazing the Space event on International Peace Day 21 September 2016. The level of financial support of up to £5,000 being subject to the letter of offer from the Office of the First Minister and Deputy First Minister related to the delivery of the Council's Good Relations Strategy.	C Moffett D Brannigan	
SPR/126/2016	REQUESTS FROM NEWRY MARITIME ASSOCIATION	It was agreed on the proposal of Councillor Reilly, seconded by Councillor Kimmins, that approval in principle be given to: <ul style="list-style-type: none"> Erect 3 small information plaques on park benches within Fisher 	E Curtis	Meeting has been held with the Group and project is progressing

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		<p>Park (2) to acknowledge the seafarers who played a key role in the development of Newry and remember all those employed in the port of Newry and the pivotal role they played, and at the Glen (1) overlooking the area formerly known as 'Sailortown'.</p> <ul style="list-style-type: none"> Acknowledge the centenary of the Connemara/Retriever tragedy which happened on 3 November 1916 with the loss of 93 lives, through the appropriate siting of a steel plate from the hull. As part of the Flagstaff Fiesta on 31 July 2016, place a metal ship's bow on a vacant concrete plinth at the Flagstaff Viewpoint and an information panel as a tribute to Fathom seamen. <p>It was further agreed that information would be brought back to Council regarding commemorating the anniversaries of the sinking of the Lusitania and the opening of the Suez Canal.</p>		

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SPR/127/2016	FINANCIAL ASSISTANCE	<p>It was agreed on the proposal of Councillor Carr, seconded by Councillor Kimmins, that:</p> <ul style="list-style-type: none"> • Approval to fund applications in call one for the 2016/17 period as per the appendix (circulated previously), be given. • Advances – provision of up to 50% advances on a needs led basis, be given. 	S Burns	Letters to be issued week commencing 13 June
SPR/128/2016	SOCIAL INVESTMENT FUND	It was agreed on the proposal of Councillor W Clarke, seconded by Councillor Andrews, that the Letter of Offer received from OFMDFM in the amount of £527,951 for Castlewellan Community Centre, be approved.	S Burns	Letter of Offer has been returned to the Department
SPR/129/2016	SERVICE LEVEL AGREEMENTS	It was agreed on the proposal of Councillor Craig, seconded by Councillor Ruane, that a new process for the management of Service Level Agreements with Community Centres and services on behalf of Council as outlined in the report, be approved.	S Burns	Meetings with groups regarding the new process to take place in June
SPR/130/2016	NOTICE OF MOTION – VIDEO RECORDING AND LIVE STREAMING OF COUNCIL MEETINGS	<p>It was agreed on the proposal of Councillor W Clarke, seconded by Councillor Burns, that:</p> <ul style="list-style-type: none"> ▪ Committee Meetings be audio recorded and recordings made available for 	L Hannaway	Approved.

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		<p>inspection by the public at the Council Offices for 6 years from the date of the Meeting.</p> <ul style="list-style-type: none"> ▪ A Register of Councillors' interests be published online ▪ Further investigation is undertaken regarding live streaming of Council meetings. ▪ Council's Planning Committee is not audio recorded. ▪ Committee meetings take place in the Mourne Room until such time as audio recording equipment is provided in the Boardroom, Newry. 		
EXEMPT ITEMS				
SPR/131/2016	TRANSFERRED SERVANTS PAY	CIVIL	When the Committee came out of closed session, the Chairperson reported that it had been agreed on the proposal of Councillor Andrews, seconded by Councillor Craig, to accede to the recommendations in the report at paragraphs 3.1 and 3.2, regarding transferred civil servants' pay.	C Miskelly Approved.

Report to:	Strategy, Policy and Resources Committee
Date of Meeting:	Thursday 16 June 2016
Subject:	Programme for Government
Reporting Officer (Including Job Title):	Heather McKee Assistant Director Community Planning
Contact Officer (Including Job Title):	Heather McKee Assistant Director Community Planning

Decisions required:	
1.0	Purpose and Background:
1.1	<p>The Northern Ireland Executive has published the draft Programme for Government Framework 2016-21. The consultation opened on 27 May and will close on 22 July 2016. The draft framework consists of 14 strategic outcomes which set out a clear direction of travel and seek to improve the overall quality of life for local communities. The outcomes touch on every aspect of government, including health, education, economic well-being and confident, cohesive communities.</p> <p>The strategic outcomes are supported by 42 performance indicators which are clear statements of change. Each indicator is accompanied by a measure which will largely be derived from existing datasets and will provide the basis for monitoring progress in delivering the Programme for Government.</p> <p>A key feature of the Programme for Government is the dependency on collaborative working between organisations across the public, private and voluntary sectors, as well as inter-departmental within the Executive, in order to achieve the 14 strategic outcomes.</p> <p>As well as informing the Executive's budget over the course of this mandate, the Programme for Government provides the strategic context at a regional level for key documents, including the Investment Strategy, Economic Strategy and Anti-Poverty/Social Strategy.</p> <p>At a local level, the Programme for Government provides the strategic framework for community planning, whereby the long term vision and outcomes identified within the Newry, Mourne and Down Community Plan will be aligned to the 14 strategic outcomes. The Community Plan will therefore be the key delivery vehicle for the Programme for Government locally.</p>
2.0	Key issues:
2.1	Responses are due back by 22 July and it is proposed that the response from Council is tabled at the Full Council meeting on 4 July.

	<p>A response to the consultation on the draft Programme for Government Framework, should consider the following points:</p> <ul style="list-style-type: none"> • The approach adopted by the Executive to develop the Programme for Government which represents an opportunity to enhance central-local collaboration and deliver real outcomes for local communities. • The enhanced delivery role of Councils which are now in a good position to take an integrated approach to improving the social, economic and environmental well-being of local areas, delivering sustainable improvements and putting local people at the heart of public service provision. For this reason, local government should be identified as a partner in delivering the 14 strategic outcomes, as opposed to just 3. • Seek to ensure that local government is a partner in the development of any subsequent multi-agency, cross departmental action plans, which should be aligned to the process of community planning. • Ensure there is a regional performance management framework to support the delivery of the Programme for Government, which should be cascaded to the local level and take account of local arrangements.
3.0	Recommendations:
3.1	<p>Elected Members are invited to participate in a workshop to discuss the Councils response on Tuesday 28 June 2016 at 10.30 am – venue to be confirmed.</p> <p>Response to be considered by Council on 4 July 2016.</p>
4.0	Resource implications
4.1	None
5.0	Equality and good relations implications:
5.1	None
6.0	Appendices
	N/A:

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

16th May 2016

Dear Liam

On 22nd March I wrote to you regarding the Public Service Commission, which closed with effect from 31st March 2016.

The Public Service Commission held its final meeting on 24th March. The Permanent Secretary of the Department was in attendance.

The Commissioners have produced a note of the meeting and an addendum which records their reflections on the work of the Public Service Commission between 2006 and 2016, and have asked the Permanent Secretary that these be circulated to you.

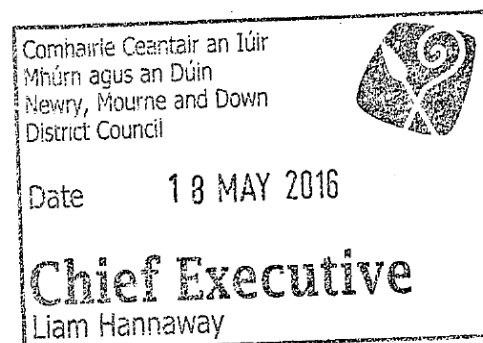
On their behalf I therefore enclose a copy of the note and the addendum for your information and retention.

Yours sincerely

Mark Bailey

MARK BAILEY
Director of Pay, Policy and OHS

Enc. Note of meeting
 Addendum



*SPR/Commit for mohn
 Cntmna F.Yi
 file*

Public Service Commission

Note of meeting held on Thursday 24 March in the Stormont Hotel, Upper Newtownards Road, Belfast

Present: Messrs. Jim McCusker (JMc), Dessie Mitchell (DM), Brian Hanna (BH) and Professor Bernard Cullen (ProfBC)

Visitor: Item 2

Mr. David Sterling, Permanent Secretary, Department of Finance and Personnel

In Attendance: Mrs. Pat Stringer

- 1. Apology:** An apology from Collim Patton for being unable to attend the meeting from was noted.
- 2. Introduction:** On behalf of his Department David Sterling expressed his thanks for the dedication and commitment that Commissioners had brought to the role of the Commission since it was established in March 2006. A general discussion ensued on how the Commission had facilitated the transfer of staff as a result of the Review of Public Administration (RPA). David Sterling said he would be interested in the final thoughts of the Commission. He passed on to Commissioners his best wishes for their future endeavours and left the meeting.
- 3. Progress on the transfer of staff in the local government sector:** The Commission noted that the process of transferring staff was proceeding satisfactorily and that so far no location issues had arisen. However there remained a difficulty over the establishment of industrial relations machinery. Furthermore there was uncertainty over the future of the NI Housing Executive.
- 4. Progress on the transfer of staff in the education sector:** The Commission expressed concern that the process of populating the staffing structure below the level of Director in the Education Authority (EA) had not yet started and was likely to continue well into 2017. Even though the EA had been in existence for a year a public announcement of the filling of the Chief Executive post on a permanent basis had not been made. As policies on pay protection and re-deployment had not been agreed, the Commission's view was that the application of the Guiding Principles could provide a means for resolving difficult and outstanding issues.
- 5. Assessment of the work of the Commission from 2006 to 2016:** On consideration of the assessment appended to this note the Commission focused on the following lessons to be drawn from its experience:
 - A.** The importance of engagement and meaningful consultation with government departments, affected public sector bodies, staff and the trade unions;

- B. The value of applying the outcome of the research commissioned on the health and social care sector after its reorganisation in the local government and education sectors and in particular the benefit of face-to-face communication with all affected staff; and
 - C. The benefits of using the guiding principles, recommendations, etc. as a road map in planning reorganisations.
- 6. The Commission considered that a full-scale review of the work of the Commission could provide an important research project for Queen's University or Ulster University.
- 7. Archiving the Guiding Principles:** The Commission was of the view that the Commission's records, which had been passed on to DFP, should be lodged with the Public Record Office. The compendium of principles, etc. should be readily available on the internet to facilitate the completion of RPA and to inform any future reorganisations of public services.
- 8. Dissolution of Local Government Staff Commission (LGSC) and consequential collective arrangements:** BH and DM reported on the dissolution of the LGSC and explained how options were being explored to ensure that the vital services provided by the LGSC could best be made available to the new councils, along with providing the capacity for developing additional services.
- 9. Thanks:** The Commission expressed its appreciation of the service provided by its immediate past Chief Executive, Pat Stringer, and noted that at its meeting on 22 April 2015 it had recorded its thanks to Sid McDowell for his leadership and dedication. Commissioners thanked JMc for stepping in as convener following the resignation of Sid McDowell. The Commission went on to record its thanks to the following civil servants, who had worked with the Commission over the 10 years of its existence:

-
- Susan Dornan
 - Stephen Graham
 - Iris Lovell
 - Gillian McKeown
 - Brian Martin
 - Julie Thompson and
 - Paul Rowan.

Public Service Commission

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Addendum to note of meeting of Commission held on 24 March 2016

Initial Assessment of the Work of the Commission: 2006 to 2016

1. The Commission was set up in March 2006 as part of a major programme to deal with the way, in which public services in Northern Ireland were to be developed, reorganised and delivered, known as the Review of Public Administration (RPA). The aim of RPA was to put in place accountable and effective arrangements for delivering public services. In relation to the staff in the public services affected 3 objectives were identified for the Commission:
 - A. To safeguard the interests of staff,
 - B. To ensure the smooth transfer of staff to new organisations and
 - C. To take account of statutory obligations, including those arising from section 75 of the Northern Ireland Act 1998.
2. At the time the Commission came into being NI was under a period of Direct Rule from Westminster and the timetable that the Commission was expected to comply with was as follows: the reorganisation of the health and social care sector in 2007, the education sector in 2008 and the local government sector in 2009. The structures envisaged at that time were:
 - For the health and social care sector - 1 authority with 5 trusts and local commissioning groups
 - For the education sector - 1 authority subsuming 5 education and library boards, the Catholic Council for Maintained Schools (CCMS), Council for Curriculum, Examinations and Assessment (CCEA) and other associated bodies
 - For the local government sector - 7 councils
3. The timetable was adhered to in the case of the health and social care sector, but on different structural model of 1 overall board for NI and 6 trusts. After a protracted debate agreement was reached in 2011 that local government should be reorganised into 11 councils and the boundaries of the new councils were finalised, with the new structure coming into effect in April 2015. In the case of education it was not until 2014 that it was decided to merge the 5 boards into 1 authority and to leave CCMS, CCEA and other bodies outside the scope of the new authority, which came into being in April 2015.
4. Throughout the 10-year history of the Commission there was an ongoing political debate about which functions of the civil service should be transferred to new bodies set up as a result of RPA. By the time the Commission was abolished on 31 March 2016, this matter had not been wholly resolved.
5. Against the ever-changing backdrop outlined above, the task of the Commission was to devise guiding principles to facilitate the transfer of staff, mindful of the Secretary of State's commitment of making every possible effort to avoid redundancies in the bodies affected by RPA. Taking account of its objective of safeguarding the interests of staff in accordance with statutory equality obligations, the Commission embarked upon an intensive process of engagement, dialogue and consultation with employing bodies, government departments, sectoral staff commissions and trade unions. By this means the Commission's principles and recommendations were evolved in a way which brought widespread acceptance at minimal cost to public funds. In all the Commission developed a comprehensive suite of 10 principles and associated recommendations, which were adopted by the NI Executive when devolution was restored in 2007.
6. Another measure of the success of the Commission was that its principles and recommendations proved to be sufficiently robust and flexible to cope with ever-changing timetables and structures. This inbuilt flexibility ensured that throughout a long and complicated scenario, services to the public continued to be delivered without interruption.
7. The Commission also devised innovative concepts with 2 being of particular note: the RPA Affected Group and TUPE Plus. When RPA was first announced it was estimated that 100,000 staff would be affected. By a judicious process of refining the RPA Affected Group as RPA proceeded in fits and starts, it was possible to reduce substantially the number of staff likely to be affected. By focusing in on staff most at risk the Commission ensured that staff outside the RPA Affected Group had their interests safeguarded fully, while attention could be concentrated on minimising the impact on those at risk.

8. The principles of TUPE (Transfer of Undertakings - Protection of Employment) refer to the Europe-wide "Acquired Rights Directive", which contains the possibility of a wide range of exemptions. The concept of TUPE Plus resulted in the forging of a novel legislative tool for RPA in Northern Ireland. The application of TUPE meant that a transfer of a function, which might not be caught by the standard TUPE regulations, was brought within the scope of TUPE if the transfer was part of RPA. In other words the protection afforded by TUPE was made available equally to all staff affected by RPA, with the addition of a number of other protections, especially with regard to pensions.
9. From the publication of its very first principle the Commission stressed the importance of effective communication with staff. Accordingly in collaboration with OFMDFM the Commission initiated a survey of how reorganisation had been experienced and perceived by staff in the first reorganisation of the health and social care sector. Among the key lessons emerging from that survey was the irreplaceable value of face-to-face communication with staff at a time of major organizational change.
10. A further measure of the achievement of the Commission fulfilling its terms of reference was the fact that up to the time that it was abolished only a handful of appeals had been made by staff against the terms of their transfer. However the transfer process in local government was not yet wholly complete and remains very far from complete in the education sector.
11. The few appeals made in the health and social care sector were processed effectively using the Commission's principles and recommendations, not least the Commission's proposal of independent third party dispute resolution panels. Accordingly costly legal processes were avoided so that the impact on public funds was minimised.
12. In summary the hallmarks of the Commission's contribution, in the context of various twists and turns in the progress of RPA, were as follows:
 - Consideration of the interests of staff caught up in the reorganization of public administration so that the continuity of service to the public was maintained;
 - Guiding Principles and associated recommendations (supplemented by a code of practice) that were robust and flexible while taking full account of statutory obligations and the need to treat all staff consistently; and
 - Ensuring that the safeguarding of staff interests in the course of reorganisation was cost effective.
13. The legacy of the Commission at the point of its demise was:
 - Continuing protection of staff as the process of reorganisation is being completed in local government and in education sectors through 2016 and into 2017; and
 - Providing a body of principles and recommendations, that can assist in future reorganisations of public services.

March, 2016

Report to:	SPR Committee Meeting
Date of Meeting:	Thursday 16 th June 2016
Subject:	Submission of 'Sustainable Atlantic Shorelines' Project to the Atlantic Area Programme
Reporting Officer	Liam Hannaway, Chief Executive
Contact Officer	Liam Hannaway, Chief Executive

Decisions required:

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

- ***Support the submission of the 'Sustainable Atlantic Shorelines' Project to the Atlantic Area Programme.***

1.0	Purpose and Background:
1.1	<p>East Border Region as Lead Partner are driving the submission of the project in conjunction with the following partners:</p> <ul style="list-style-type: none"> • Environment, Energy and Sustainability Foundation Province of Cádiz • University South Brittany • Lorient Agglomeration • Ulster University • University of Cádiz • University of the Algarve • Institute for Nature Conservation and Forests, I.P • Algarve Interactive Science Museum • Tavira Ciência Viva Science Centre • National Trust (Associated Partners) • Northern Ireland Local Government Association (Associated Partners) <p>Central Government Departments also sit on the Advisory Board.</p>
2.0	Key issues:
2.1	The Council as members of East Border Region are keen to consider sustainable ways of managing coastal erosion. The Councils involved wish to use this to provide advice to Government, Agencies and Communities affected.
2.2	Full detail on the application is confirmed at Appendix 1.
3.0	Recommendations:
3.1	Newry, Mourne and Down District Council agree to support the submission of the 'Sustainable Atlantic Shorelines' Project to the Atlantic Area Programme.
4.0	Resource implications
4.1	Resource implications are unknown at this point but further detail will be brought to the Committee.
5.0	Equality and good relations implications:
5.1	There are none.
6.0	Appendices
	Appendix I: Final EOI (Expression of Interest submitted 31 st May 2016)

Report to:	Strategy Policy & Resources Committee
Date of Meeting:	16 June 2016
Subject:	Elected Member Application to undertake Accredited Training
Reporting Officer	Catrina Miskelly Assistant Director Corporate Services (Human Resources)
Contact Officer	Aveen Magorrian, Learning & Development Manager

Decisions required:	
Members are asked to note the contents of the report and consider an application for financial assistance for a Councillor to undertake a part time Postgraduate Diploma in Politics at Queens University Belfast commencing September 2016.	
1.0	Purpose and Background:
1.1	The Elected Member Development Policy adopted by Council on 02.12.14, encourages Members to identify their own development needs and Section 10 of the Policy makes provision for Elected Members to avail of 'accredited training' through a 'Procedure for Elected Members wishing to undertake Accredited Training Programmes'.
2.0	Key issues:
2.1	Members should note the information provided by the Councillor on Appendix 1 when considering approval based on the following criteria: <ol style="list-style-type: none"> 1. <i>What is/are the learning objective(s)?</i> 2. <i>What Corporate Objective(s) does it relate to?</i> 3. <i>What's the benefit to the Elected Member?</i> 4. <i>What's the benefit to the Council?</i> 5. <i>What's the benefit to the Community?</i>
2.2	Applications for financial assistance to attend Accredited Training must be approved by Council and is entirely at the discretion of the Council and availability of funds.
3.0	Recommendations:
3.1	Committee Members are asked to consider the enclosed application (Appendix 1) from the Councillor to undertake a Postgraduate Diploma in Politics at Queens University and recommend whether or not approval should be granted by Council to undertake this course; the detail of which is provided at Appendix 2.
4.0	Resource Implications
4.1	The cost of year 1 (i.e. 2016/2017 academic year) of this part time Post Graduate Diploma in Politics is £1740.00.
4.2	The fee rate for 2017/2018 is approximately £1740.00 with a further approximately £1740.00 for a summer dissertation.
4.3	For courses which last more than one academic year, applications must be made for each year of the course and approval for year one does not automatically guarantee approval for the second year of this course.

4.4	Where approval is given, Council would pay year one course fees of £1740.00 to Queens University and the Councillor would repay Council £174.00 per month, for a period of 10 months, via their monthly allowance.
4.5	Upon successful completion of year one of the course, the costs related to this year would be reimbursed to the Councillor.
5.0	Equality and good relations implications:
5.1	None
6.0	Appendices
	Appendix I: The Councillor's Application Form for Accredited Training Appendix 2. Postgraduate Degree (Diploma) Politics Programme Content

Appendix 1



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Elected Member Application Form for Accredited Training Programmes

Name:	XXXXXXXX
E-mail Address	XXXXXXXX
Contact Tel No:	XXXXXXXX
Name of Course:	Postgraduate Degree (Diploma) I Politics
Name & Address of College:	Queen's University Belfast, University Road, Belfast
*Course Start Date:	26 th September 2016
*Course End Date:	June 2018
*Course Fees:	Year 1 £1740.00 Year 2 £1740.00 (APPROX) Year 2 Summer Dissertation £1740.00 (APPROX) Total £5220.00
*Tuition Fees (if not included above)	£SAB
*Registration with Examining Bodies (only where this is an essential requirement of the course):	£NIL
*Exam fees:	£NIL
*Accommodation Fees (only if compulsory residential study periods)	£NIL
*Reading materials- (only where these are prescribed reading - receipts required)	£NIL
TOTAL FINANCIAL SUPPORT REQUESTED	£1740.00

Please complete the following relating to your *course:	
What is/are the learning objective(s)?	The aim of the MA in Politics is to deepen students' understanding of important

*Please attach documentation from Educational Establishment to confirm 1) Course costs 2) Programme duration to achieve qualification 3) Duration of course for this academic year in months 4) Course content

	contemporary issues in political studies through the enhancement of students' analytical skills, research and writing talent, and capacity for utilising theoretical approaches. The programme is of particular interest to those wishing to know more about Irish politics (North and South), European politics, political conflict, and political theory.
What Corporate Objective(s) does it relate to?	7. Empowered and improved the capacity of our communities 8. Transformed and modernised the Council, providing accessible as well as value for money services.
What's the benefit to the Elected Member?	To improve and enhance analytical skills, research and writing talent, and also gain a wider understanding of political ideologies across North and South of Ireland.
What's the benefit to the Council?	To have an elected member with a fuller knowledge and understanding of local and central government and institutions of Northern Ireland.
What's the benefit to the Community?	To be able to deliver an improved elected member service through enhanced research, analytical and writing skills.

Duration of course in months (for this academic year)	Total Cost (as above)	LGTG or other subsidy / bursary if available	Amount of Financial support required from the Council	Monthly deduction from Councillor Allowance
10	£1740.00	£NIL	£1740.00	£174.00

Signed: XXXXXXXX I have attached documentation from the relevant educational establishment to confirm: 1) Course costs 2) Programme duration to achieve qualification 3) Duration of course for this academic year in months 4) Course content	Date: 27/05/2016
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*Please attach documentation from Educational Establishment to confirm 1) Course costs 2) Programme duration to achieve qualification 3) Duration of course for this academic year in months 4) Course content

*Please attach documentation from Educational Establishment to confirm 1) Course costs 2) Programme duration to achieve qualification 3) Duration of course for this academic year in months 4) Course content

Postgraduate Degree (Diploma) Politics Programme Content

Students take six taught modules drawn from those offered within the other MA programmes in Politics:

Autumn Semester

Students are required to take Approaches to Research Design, plus two other modules from:

Group A

Government and Institutions of Northern Ireland

International Security

Group B

Politics of Northern Ireland

Theories and Issues of International Relations

Violence, Terrorism and Security

Group C

Local Government and Central Government Legislation

Environmental Planning and Planning Governance

Group D

Corporate Planning, Strategy & Legislation in Northern Ireland Government

Representative Government and Public Opinion in Europe

The European Union: History, Institutions and Theory

Spring Semester

Students are required to take three modules from:

Group A

Ireland and Europe

Legislative Powers of Northern Ireland and Republic of Ireland

Group B

Conflict Intervention

The Government and Institutions of the Devolved Northern Ireland Assembly

International Political Economy

Philosophy of Conflict and War

Group C

Carbon Literacy for a Low Carbon Society and Economy

Northern Ireland and Europe

Issues in Northern Ireland and European Governance

Group D

National Ethnic and Conflict Management

Students must also complete a dissertation of 15,000 words maximum on the basis of research conducted over their period of study.

Assessment

Examination and continuous assessment.

The PG Degree (Diploma) is constructed around the coursework elements of the MA programmes. On successful completion of the coursework, PG Diploma students can complete the dissertation for an award of MA in Politics.

Report to:	Strategy, Policy and Resources Committee
Date of Meeting:	16 June 2016
Subject:	Newry, Mourne and Down District Council Corporate Plan First Year Review
Reporting Officer (Including Job Title):	R Mackin Assistant Director of Corporate Planning and Policy J McBride Change Manager
Contact Officer (Including Job Title):	R Mackin Assistant Director of Corporate Planning and Policy J McBride Change Manager

Decisions required: Members are asked to note the contents of the report attached and to give consideration and agreement to the recommendations outlined in 3.0- 3.1 in terms of the Corporate Plan 2015-2019

1.0	Purpose and Background:
1.1	The Council is obliged to review the relevance of its Corporate Plan 2015-2019 on an annual basis. The first year review has just been completed through a series of consultation workshops with a range of stakeholders and the report below details its findings and the implications for the Corporate Plan as the Council enters its second year. The review also highlights progress against key activities as presented via the Corporate Performance Scorecard 2015-16.
2.0	Key issues:
2.1	There was overall agreement with the Mission Statement, Core Values and current Strategic Objectives outlined in the Corporate Plan 2015-2019.
2.2	There were some overarching comments made regarding the implementation of the Strategic Objectives and specific service related issues were raised.
3.0	Recommendations:
3.1	<ol style="list-style-type: none"> 1. Update Councillor Information to reflect new Councillors. 2. Rewrite the Strategic Objectives in the present tense. 3. Ensure linkage and due reference in a sensitive manner is given to Strategic Objectives 1 and 4. 4. Ensure due reference is paid to Strategic Objectives 4 and 5. 5. Under Strategic Aim 2, Council ensure that quality, sustainable jobs, rather than zero hours, seasonal jobs would be created. 6. The definition under Strategic Objective 5 include rebuilding sustainable communities. 7. The definition under Strategic Objective 7 include the word enable. 8. Additional action under Strategic Objective 1, to read – <i>Develop the potential of the cultural heritage experience for all.</i> 9. Additional action under Strategic Objective 8, to read – <i>Lead by example in employment policy and practice.</i> 10. Additional action under Strategic Objective 8, to read – <i>The Corporate Plan should make direct reference to the corporate compliance requirements of the Section 75 statutory duties, and that Council will carry out its functions having due regard to the need to promote equality of opportunity and regard to the desirability of promoting good relations.</i> 11. Clarification provided for citizens on the linkages between the Corporate Plan and the Community Plan. 12. Service issues raised communicated through relevant departments for

	action.
4.0	Resource implications
4.1	There are limited cost implications in terms of updating the original document
5.0	Equality and good relations implications:
5.1	The revised Corporate Plan 2015-2019 Year 2 will be delivered taking account of the Council's statutory duties to have due regard towards the promotion of equality of opportunity and regard towards the promotion of good relations.
6.0	Appendices
	Appendix I: Newry, Mourne and Down District Council Corporate Plan 2015-2019 First Year Review. (2015-2016) Appendix II. Corporate Performance Scorecard 2015-2016

Newry, Mourne and Down District Council Corporate Plan 2015-2019

First Year Review 2015-2016

Introduction

The Council is obliged to review the relevance of its Corporate Plan 2015-2019 on an annual basis. The first year review has just been completed through a series of consultation workshops with a range of stakeholders and the report below details its findings and the implications for the Corporate Plan as the Council enters its second year. The review also highlights progress against key activities as presented via the Corporate Performance Scorecard 2015-16.

Consultees were given an update on how Council has performed during its first year in terms of delivery against its 8 Strategic Objectives and asked for their feedback on how relevant the 8 Strategic Priorities are and for any additions / amendments required for the Corporate Plan.

Findings

There was overall agreement with the Mission Statement, Core Values and current 8 Strategic Objectives as outlined in the Corporate Plan 2015-2019. Suggestions were made for proposed changes to the tense used and additional key actions to be included. There were also some overarching comments made regarding the implementation of the Strategic Objectives.

- Respondents said the Strategic Objectives should be presented in present tense
- Respondents raised the need to ensure linkage and due reference in a sensitive manner is given to Strategic Objectives 1 and 4 as this is an area of outstanding natural beauty and this must be respected.
- They also requested that due reference is paid to Strategic Objectives 4 and 5, respecting the environment in all developmental activity.
- Consultees asked under Strategic Objective 2 that Council ensure that quality, sustainable jobs, rather than zero hours, seasonal jobs be created.
- Respondents requested the definition under Strategic Objective 5 include rebuilding sustainable communities.
- It was suggested to revise the definition under Strategic Objective 7 to include the word, enable.
- An additional action is requested under Strategic Objective 1, to read- *"Develop the potential of the cultural heritage experience for all"*
- An additional action is requested under Strategic Objective 8 to read – *"Lead by example in employment policy and practice"* as the Council is a major employer in the district.
- An additional action is requested under Strategic Objective 8 to read - *the Corporate Plan should make direct reference to the corporate compliance requirements of the Section 75 statutory duties, and that Council will carry out its functions having due regard to the need to promote equality of opportunity and regard to the desirability of promoting good relations.*

Specific service related issues were raised as follows:

Respondents raised concerns regarding issues which lie outside the remit of Council, such as accessibility to and car parking at Daisy Hill hospital and the poor state of some roads

Other service issues related to

- illegal dumping, fuel laundering, fly tipping and dog fouling and the resources incurred in dealing with these matters.
- how can Community Relations and Community Connections with people with no internet access or those who live in isolated rural communities be improved
- more facilities/services for older people
- further clarification on the linkages between the Corporate Plan and the Community Plan.
- more information from Council on how it spends its money and allocates budgets.

Recommendations

- 1 update Councillor Information to reflect new Councillors
2. rewrite the Strategic Objectives in the present tense.
3. ensure linkage and due reference in a sensitive manner is given to Strategic Objectives 1 and 4.
- 4 ensure due reference is paid to Strategic Objectives 4 and 5.
- 5 under Strategic Objective 2, Council ensure that quality, sustainable jobs, rather than zero hours, seasonal jobs be created.
- 6 the definition under Strategic Objective 5 include rebuilding sustainable communities.
- 7 the definition under Strategic Objective 7 include the word enable.
- 8 additional action under Strategic Objective 1, to read- *Develop the potential of the cultural heritage experience for all*
- 9 additional action under Strategic Objective 8, to read –*Lead by example in employment policy and practice*
- 10 additional action under Strategic Objective 8, to read – *The Corporate Plan should make direct reference to the corporate compliance requirements of the Section 75 statutory duties, and that Council will carry out its functions having due regard to the need to promote equality of opportunity and regard to the desirability of promoting good relations.*
11. clarification provided for citizens on the linkages between the Corporate Plan and the Community Plan
12. service issues raised relating to Council functions be communicated through relevant departments for action.

In Conclusion

Stakeholders welcomed the opportunity to be engaged with on the Corporate Plan First Year Review and requested Council continue with this engagement. A copy of the first review will be posted on the Corporate Website.

Signed: Regina Mackin
Assistant Director Corporate Planning and Policy

June 2016

Corporate - Annual Performance Scorecard - KEY ACTIONS

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Corporate Objective 1: Become one of the premier tourism destinations on the island of Ireland				
Ref.	Key Actions.	Owner.	2015/16	Explanatory Note
CO1	Establish a recognised tourism brand for the District	ERT	A	Tourism Strategy Development on-going to be completed
CO2	Work with NITB, Tourism Ireland and other stakeholders to review and improve tourism infrastructure	ERT	A	Tourism Strategy Development on-going to be completed
CO3	Explore the potential for Geotourism along the east coast border areas	ERT	A	Tourism Strategy Development on-going to be completed
CO4	Take a lead role in realising the tourism potential of hosting the Irish Open and other major events	ERT	A	Tourism Strategy Development on-going to be completed
CO5	Review the tourism infrastructure of Newcastle	ERT	G	Gondola Feasibility underway

Corporate Objective 2: Attracted investment and supported the creation of new jobs				
Ref.	Key Actions.	Owner.	2015/16	Explanatory Note
CO6	Secure the District's position as a cross-border gateway for Dublin, Belfast and beyond	ERT	A	Part of Local Development Plan
CO7	Liaise with education and training establishments to ensure a steady flow of skilled employees for employers	ERT	G	Economic Forum established and progressing this
CO8	Successfully deliver Small Business Start and Growth Programmes, locally based	ERT	G	342 Business Plans completed 261 jobs promoted
CO9	Prioritise infrastructure development and economic regeneration as part of the new Local Development Plan	ERT	G	2 EI Schemes underway in Warrenpoint & Newry. Downpatrick Scheme being developed. Hotel Development being pursued.
CO10	Establish a new civic centre for Newry City	SPP	G	External consultants appointed to assist with site identification and outline specification.

Corporate - Annual Performance Scorecard - KEY ACTIONS

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Corporate Objective 3: Supported improved health and wellbeing outcomes				
Ref.	Key Actions.	Owner.	2015/16	Explanatory Note
CO11	Replace the two existing Leisure Centres in Newry City and Downpatrick	AHC	A	NLC well underway with progress reported through SP&R. DLC due to commence in coming weeks.
CO12	Develop targeted programmes to tackle obesity and diabetes	AHC	G	New marketing plan required for indoor facilities which will identify additional programmes. Implementation of Tier 4 posts will help drive this. Start of some programmes already commenced i.e. Couch to 5k etc.
CO13	Promote increased physical activity levels	AHC	G	New marketing plan required for indoor facilities which will identify additional programmes. Implementation of Tier 4 posts will help drive this. User numbers have increased due to NLC phase 1. Development of Play and Sports Facility Strategy will assist. Every Body Active 2020 programme
CO14	Implement a leisure facilities and play strategy	AHC	G	Sports Facility strategy at draft stage, to be presented to Council in June, then Sept. Play strategy to be developed over summer and presented during autumn.

Corporate Objective 4: Protected our natural and built environment				
Ref.	Key Actions.	Owner.	2015/16	Explanatory Note
CO15	Close our existing landfill sites	RTS	G	Both Aughnagun & Drumanakelly landfill sites are closed to residual waste. The sites are at present working on their final closure/capping plans
CO16	Better manage the District's waste	RTS	A	While the Council has moved away from landfill, it still needs to improve recycling rates and address the organic food waste collection services to comply with legislation and environmental issues
CO17	Reduce the risk of flooding in high risk areas	CS	A	Rivers Agency hold lead responsibility to implement the EU Flood Directive including implementing schemes and mitigating flood risks. The Council is also a key stakeholder in a scheme to protect Camlough Reservoir from structural failure.
CO18	Protect the District's rich natural and built heritage	RTS	G	Protecting the natural and built environment is part of the wider consideration undertaken with each of the 1200+ applications processed in 2015/16. Planning enforcement acts at all times to protect the environment through use of enforcement and stop notices.

Corporate - Annual Performance Scorecard - KEY ACTIONS

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Corporate Objective 5: Led the regeneration of urban and rural areas				
Ref.	Key Actions.	Owner.	2015/16	Explanatory Note
CO19	Implement master plans, including an up-to-date action plan for every town and village	ERT	G	Masterplan Review ongoing. Village Plan progressing via RDP
CO20	Introduce a rolling programme of EI schemes across towns and villages	ERT	G	2 schemes underway in Newry & Warrenpoint Village Renewal application being developed for RDP
CO21	Agree with the Department of Social Development (DSD) arrangements for the transfer of regeneration powers and functions	ERT	R	Transfer of regeneration powers and functions from DSD has been suspended. Awaiting future decision from NI Executive.

Corporate Objective 6: Advocated on your behalf specifically in relation to those issues that really matter to you				
Ref.	Key Actions.	Owner.	2015/16	Explanatory Note
CO22	Establish a new Community Planning Partnership as a means to engage and involve statutory partners as well as communities in developing the District	SPP	G	A governance structure has been agreed with elected members, statutory partners, community and voluntary sector representatives.
CO23	Attract public sector jobs to the District	ERT	A	Council's investment strategy being developed that will help address this
CO24	Advocate for the introduction of high-speed broadband and enhanced mobile infrastructure across the District	ERT	G	Ongoing work with broadband voucher scheme implemented. Exploring with DFE the next stage of broadband roll out
CO25	Lobby for the improvement of roads within and across the District	ERT	A	Meetings held with TNI on SRR & range of others
CO26	Promote good health care provision for all citizens	SPP	A	Baseline evidence compiled to support promotion of Health and Wellbeing in the District. Health and Wellbeing Thematic Delivery Group being established. Health Forum established to liaise with health sector on local health provision issues

Corporate - Annual Performance Scorecard - KEY ACTIONS

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Corporate Objective 7: Empowered and improved the capacity of our communities				
Ref.	Key Actions.	Owner.	2015/16	Explanatory Note
CO27	Establish seven new Community For a based on District Electoral Areas (DEAs) to allow for engagement and reporting at a local level	AHC	G	7 DEA Fora established, inaugural public meetings undertaken, nomination process undertaking for network membership
CO28	Explore the potential for the community management of current Council facilities	AHC	A	Community Centre Audit of Effectiveness currently underway. Baseline information required to inform decision making process around community management.
CO29	Develop a community engagement strategy for all aspects of Council services	SPP	G	External assistance currently being engaged to support the development of the strategy
CO30	Develop and deliver a Community Support Plan (formerly the responsibility of the DSD)	AHC	G	Community Support Plan finalised and in the process of implementation

Corporate Objective 8: Transformed and modernised the Council, providing accessible as well as value for money services				
Ref.	Key Actions.	Owner.	2015/16	Explanatory Note
CO31	Become an Investors in People (IIP) and Customer Service Excellence (CSE) accredited organisation	SPP / CS	R	SMT previously agreed not to proceed with CSE & IIP at this time.
CO32	Develop a strategic financial plan to meet the capital and revenue needs of the Council	CS	G	To be initiated upon completion of 2015-16 year end.
CO33	Comprehensively review existing models of service delivery to identify more efficient ways of doing business	SPP	G	Various service reviews undertaken however future scheduling will form part of wider corporate improvement plan.
CO34	Implement an Improvement Plan to transform existing Council operations	SPP	A	Annual Performance Plan produced for 2015-16 produced in accordance with LG Act (2014) however important work to be undertaken during 2016 to finalise transformational blueprint.

Corporate - Annual Performance Scorecard - KEY ACTIONS

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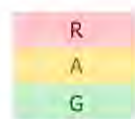
Corporate - Annual Performance Scorecard - KEY ACTIONS

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Corporate - Annual Performance Scorecard - KEY ACTIONS



Report to:	Strategy, Policy & Resources Committee
Date of Meeting:	16 June 2016
Subject:	Performance Improvement Plan (2016-17)
Reporting Officer:	Johnny McBride, Change Manager
Contact Officer:	Johnny McBride, Change Manager

Decisions Required:	
Members are asked to note the contents of the report, consider and agree to:	
<ul style="list-style-type: none"> ▪ A final version of the Performance Improvement Plan (2016-17); and ▪ Authority to publish the Performance Improvement Plan before the 30 June 2016. 	
1.0	<u>Purpose & Background</u>
1.1	<p>The purpose of this report is to recommend for Member agreement a final version of the Performance Improvement Plan for 2016-17. The report specifically addresses:</p> <ul style="list-style-type: none"> ▪ A summary analysis of the responses received (to-date) following public consultation; ▪ The outcomes of equality screening of the Performance Improvement objectives; and ▪ A recommended Performance Improvement insert for the Corporate Plan Update for 2016-17 (for the purposes of using the Corporate Plan as the Performance Improvement Plan for the same period).
2.0	<u>Key Issues</u>
	Public Consultation
2.1	Members will be aware that the Strategy, Policy & Resources Committee agreed, at its meeting on 14 April 2016, to the selection of three draft performance improvement objectives for the purposes of the Council's Performance Improvement Plan for 2016-17. At that same meeting, arrangements for public consultation were also agreed.
2.2	<p>Public consultation commenced on Monday, 25 April 2016 via a number of channels, including:</p> <ul style="list-style-type: none"> i. The publication of the draft Performance Improvement Plan (2016-17) and a consultation questionnaire on the Council's website; ii. Widespread publicity concerning the consultation exercise using the Council's own social media channels (Twitter, Facebook & Email);

	<p>iii. The placing of a public advert in four of the District's newspapers;</p> <p>iv. An article in the Newry Reporter (dated 25 May 2016); and</p> <p>v. The use of workshops (Senior Citizens' Consortium).</p>
2.3	A summary analysis of the public consultation ¹ is provided at Appendix I .
	Equality Screening
2.4	An equality screening exercise has been completed for each of the three draft performance improvement objectives. Members are asked to note the outcomes of that exercise recommended the objectives are not required to be subject to an EQIA (with no mitigating measures required). A copy of the equality screening report is provided at Appendix II .
	Performance Improvement Insert
2.5	In accordance with the statutory requirements, the Council is required to publish its performance improvement objectives and statutory performance indicators (Economic Development, Planning & Waste Management) for 2016-17 before the 30 June 2016. To facilitate this, it is recommended that a "performance improvement" insert be included in the Corporate Plan Update for 2016-17. This insert will provide background information concerning the new Duty, as well as information relating to the three performance improvement objectives and the statutory performance indicators for the same period. Authority is sought to publish this Plan before the 30 June 2016 and in advance of formal Council approval. This is solely to meet the statutory timetable. The recommended insert is provided at Appendix III .
2.7	A final version of the Plan is provided at Appendix IV .
3.0	<u>Resource Implications</u>
3.1	There are no resource implications contained within this report as the Performance Improvement Plan will be resourced from existing human resources and budgets.
4.0	<u>Equality & Good Relations Implications</u>
4.1	There are no equality or good relations implications arising from this report as equality screening has recommended that no EQIA (with no mitigating measures) is required.
5.0	<u>Appendices</u>
	<ul style="list-style-type: none"> ▪ Appendix I – summary analysis of the public consultation; ▪ Appendix II – equality screening report; ▪ Appendix III – recommended performance improvement insert; and ▪ Appendix IV – final version of the Performance Improvement Plan (2016-17)

¹ Responses received as per the date this report was written (8 June 2016).

APPENDIX I

Summary Analysis of Consultation Responses

Date Commenced: Monday, 25 April 2016

Closing Date: Friday, 17 June 2016

Total Number of Responses Received²: 12 (twelve)

Question 1.	What consultation group do you belong to?														
	<p>Consultees were asked to identify which specific consultation group they belonged to. Responses were received from the following groups:</p> <table><tr><th>Consultation Group</th><th>Number</th></tr><tr><td>Resident</td><td>4</td></tr><tr><td>Local Business</td><td></td></tr><tr><td>Local Community Organisation</td><td>3</td></tr><tr><td>Local Voluntary Organisation</td><td>1</td></tr><tr><td>Statutory Organisation</td><td></td></tr><tr><td>Other</td><td></td></tr></table> <p>A number of consultees identified themselves as belonging to multiple consultation groups:</p> <ul style="list-style-type: none">One consultee identified as belonging to the local community and local voluntary groups;Two consultees identified as belonging to the resident, local community and local voluntary groups; andOne consultee identified as belonging to the resident, local business and local community groups.	Consultation Group	Number	Resident	4	Local Business		Local Community Organisation	3	Local Voluntary Organisation	1	Statutory Organisation		Other	
Consultation Group	Number														
Resident	4														
Local Business															
Local Community Organisation	3														
Local Voluntary Organisation	1														
Statutory Organisation															
Other															

² As of Wednesday, 1 June 2016

Question 2.	<p>Do you agree that the draft performance improvement objectives and supporting project(s) are appropriate for our District?</p>												
	<p>Consultees were asked whether they agreed or disagreed with each of the three draft performance improvement objectives and supporting performance improvement projects. Not all consultees stated whether they agreed or disagreed with all of the draft performance improvement objectives and supporting projects.</p> <table><tr><th>Performance Improvement Objective (Supporting projects)</th><th>Agree</th><th>Disagree</th></tr><tr><td>Improved the provision of leisure and recreation facilities across the District (Phase II, Newry LC & new Downpatrick LC)</td><td>7</td><td>3</td></tr><tr><td>Improved the performance of the Council’s Development Management (Planning) service (service improvement plan for Development Management)</td><td>10</td><td>1</td></tr><tr><td>Established local structures in support of the development and implementation of the District’s Community Plan (establishment of Community Planning Partnership and Thematic Working Groups)</td><td>8</td><td>1</td></tr></table> <p>Consultees were also asked to comment on each of the draft performance improvement objectives and supporting performance improvement projects. An analysis of the comments has identified the following issues:</p> <ul style="list-style-type: none">▪ The need to invest in the infrastructure and facilities of Newry City;▪ The need to secure open space / park for Newry City;	Performance Improvement Objective (Supporting projects)	Agree	Disagree	Improved the provision of leisure and recreation facilities across the District (Phase II, Newry LC & new Downpatrick LC)	7	3	Improved the performance of the Council’s Development Management (Planning) service (service improvement plan for Development Management)	10	1	Established local structures in support of the development and implementation of the District’s Community Plan (establishment of Community Planning Partnership and Thematic Working Groups)	8	1
Performance Improvement Objective (Supporting projects)	Agree	Disagree											
Improved the provision of leisure and recreation facilities across the District (Phase II, Newry LC & new Downpatrick LC)	7	3											
Improved the performance of the Council’s Development Management (Planning) service (service improvement plan for Development Management)	10	1											
Established local structures in support of the development and implementation of the District’s Community Plan (establishment of Community Planning Partnership and Thematic Working Groups)	8	1											

	<ul style="list-style-type: none"> ▪ The need to improve the processing of Planning applications; ▪ The need to engage Newry 2020 in the development and implementation of the District's Community Plan; ▪ The need for more leisure and recreation facilities across the District; ▪ The need to address dog fouling across the District (the use of CCTV & heavier fines were suggested); ▪ The need to improve the social environment (theatres, clubs, classes etc) for older people; and ▪ The new (Newry) Leisure Centre will be a great asset.
Question 3.	What alternative improvement objective(s) and supporting projects would you suggest?
	<p>Consultees were asked for alternative improvement objective(s) and supporting projects. The following alternatives were suggested:</p> <ul style="list-style-type: none"> ▪ The Council needs to improve its means of consulting and engaging with local stakeholders; ▪ Improvements to roads, pavements and car parking; ▪ Addressing fly tipping and fuel laundering; ▪ Removal / cessation of dog fouling; ▪ Improving the user-friendliness of the Planning portal system (by including users in future design - older people were referenced); and ▪ Improvements to the accessibility of car parking.

Question 4.	<p>What areas of the Council would you like to see Newry, Mourne & Down District Council make improvements to in the future?</p> <p>Consultees were asked to identify those specific services of Council where they would like to see improvements to in the future. An analysis of the responses has identified the following services:</p> <table border="1"> <thead> <tr> <th>Service</th><th>Number</th></tr> </thead> <tbody> <tr> <td>Arts, Culture & Events</td><td>5</td></tr> <tr> <td>Building Control & Licensing</td><td>5</td></tr> <tr> <td>Community Services</td><td>5</td></tr> <tr> <td>Registration Services</td><td>2</td></tr> <tr> <td>Economic Development & Tourism</td><td>7</td></tr> <tr> <td>Environmental Health</td><td>4</td></tr> <tr> <td>Leisure & Recreation</td><td>5</td></tr> <tr> <td>Off-Street Parking</td><td>4</td></tr> <tr> <td>Parks & Open Spaces</td><td>7</td></tr> <tr> <td>Planning</td><td>4</td></tr> <tr> <td>Urban & Rural Regeneration</td><td>5</td></tr> <tr> <td>Waste Collection, Recycling & Environmental Cleansing</td><td>5</td></tr> </tbody> </table> <p>Consultees were also asked to comment on the specific areas for future improvement. An analysis of the comments has identified the following issues:</p> <ul style="list-style-type: none"> ▪ The tourism potential of Newry City needs to be improved. ▪ Arts & culture must be properly resourced to attract tourists to the District; ▪ Major investment in infrastructure across the District should be a key priority area; ▪ Addressing illegal dumping & fly tipping; ▪ Addressing the poor state of local roads (potholes) and reducing flooding; ▪ Planning permission made easier; 	Service	Number	Arts, Culture & Events	5	Building Control & Licensing	5	Community Services	5	Registration Services	2	Economic Development & Tourism	7	Environmental Health	4	Leisure & Recreation	5	Off-Street Parking	4	Parks & Open Spaces	7	Planning	4	Urban & Rural Regeneration	5	Waste Collection, Recycling & Environmental Cleansing	5
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Planning	4																										
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Waste Collection, Recycling & Environmental Cleansing	5																										

	<ul style="list-style-type: none">▪ Car parking at Slieve Gullion;▪ Improving leisure and recreation facilities; and▪ Addressing traffic congestion in Newry City.
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APPENDIX II

Newry, Mourne and Down District Council Policy Screening Form

Policy Information

Name of the policy	Newry, Mourne and Down District Council Performance Improvement Objectives for 2016-17
Is this an existing, revised or new policy?	Existing
What is it trying to achieve (aims/outcomes)	<p>This sets out the recommended approach and timetable for the publication of a Performance Improvement Plan for 2016-17; and the selection of the performance improvement objectives as the Council's in-scope performance improvement areas for 2016-17:</p> <ul style="list-style-type: none"> i. Improved the provision of leisure and recreation facilities across the District. (It is anticipated this objective will be achieved via the capital build of two new Leisure Centres and other facilities as a means of supporting improved health & well-being outcomes across the District); and ii. Improved the performance of the Council's Development Management (Planning) service. (It is anticipated this objective will be achieved via the implementation of various improvements arising from the recent J MacKinnon Review. Planning was used for the purposes of the 2015-16 Performance Improvement Plan and therefore provides a baseline); and iii. Established local structures in support of the development and implementation of the District's Community Plan. (It is anticipated this objective will be achieved via the establishment and operation of key fora such as DEA structures, the Community Planning Partnership & Thematic Working Groups, as well as the Health Forum).
Are there any Section 75 categories which might be expected to benefit from the intended policy?	All categories are expected to benefit from the intended policy approach.
If so, explain how.	<p>Direct positive outcomes for service users in relation to improved provision of leisure and recreation facilities across the District.</p> <p>With respect to local structures in support of the development and implementation of the District's Community Plan, the establishment and operation of key fora such as District Electoral Area structures, the Community Planning Partnership & Thematic Working Groups, as well as the Health Forum will provide direct community engagement</p>

	opportunities.
Who initiated or wrote the policy?	Johnny McBride
Who owns and who implements the policy?	Liam Hannaway, Chief Executive Edwin Curtis, Director of Strategic Planning and Performance Johnny McBride

Implementation factors

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

Main stakeholders affected

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

	Yes	No
Staff	X	
Service users	X	
Other public sector organisations	X	
Voluntary/community/trade unions	X	
Other, please specify:	Members of the community generally	

Other policies with a bearing on this policy

What are they	Council's Corporate Plan, and statutory duties in relation to Community Planning and Section 75 of the NI Act 1998 (as per commitments and obligations outlined within Council's approved Equality Scheme).
Who owns them	While these are corporate responsibilities specific responsibility for the policy context lies within the Strategic Planning and Performance Directorate.

Available evidence

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

Section 75 Category	Details of needs/experiences/priorities																							
Religious belief	<table><tr><th>LGD</th><th>All usual residents</th><th>Catholic</th><th>Protestant and other Christian</th><th>Other religions</th><th>None</th></tr><tr><td>Northern Ireland</td><td>1,810,863</td><td>817,385 (45.14%)</td><td>875,717 (48.36%)</td><td>16,592 (0.9%)</td><td>101,169 (5.59%)</td></tr><tr><td>Newry, Mourne & Down</td><td>171533</td><td>113200 (65.99%)</td><td>34718 (20.24%)</td><td>752 (0.43%)</td><td>10229 (5.96%)</td></tr></table> <p>(Source: Census Data 2011).</p>						LGD	All usual residents	Catholic	Protestant and other Christian	Other religions	None	Northern Ireland	1,810,863	817,385 (45.14%)	875,717 (48.36%)	16,592 (0.9%)	101,169 (5.59%)	Newry, Mourne & Down	171533	113200 (65.99%)	34718 (20.24%)	752 (0.43%)	10229 (5.96%)
LGD	All usual residents	Catholic	Protestant and other Christian	Other religions	None																			
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Newry, Mourne & Down	171533	113200 (65.99%)	34718 (20.24%)	752 (0.43%)	10229 (5.96%)																			
Political opinion	<p>Elected political party representation is an approximate barometer of political opinion of people within the Council area.</p> <p>The party breakdown of the Council’s elected members is as follows:</p> <table><tr><td>Sinn Féin</td><td>14 seats</td></tr><tr><td>SDLP</td><td>13 seats</td></tr><tr><td>Democratic Unionist</td><td>4 seats</td></tr><tr><td>Independents</td><td>5 seats</td></tr><tr><td>Ulster Unionist</td><td>3 seats</td></tr><tr><td>Alliance</td><td>1 seats</td></tr><tr><td>TUV</td><td>1 seat</td></tr></table> <p>Councillors are elected within seven District Electoral Areas (DEAs) across the Council area. With respect to party political representation, democratic deficits exist within particular DEAs i.e three DEAs have no PUL Councillor representation (Newry, Crotlieve and Downpatrick), and three DEAs where there is either one CNR (Rowallane) or PUL (Slieve Croob and Slieve Gullion) Councillor.</p>						Sinn Féin	14 seats	SDLP	13 seats	Democratic Unionist	4 seats	Independents	5 seats	Ulster Unionist	3 seats	Alliance	1 seats	TUV	1 seat				
Sinn Féin	14 seats																							
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Alliance	1 seats																							
TUV	1 seat																							
Racial group	<p>According to the 2011 Census, 1.8% (32,400) of the usually resident population of Northern Ireland belongs to minority ethnic groups; this is more than double the proportion in 2001 (0.8%).</p> <p>The minority ethnic language profile within the area serves as a possible indicator of the BME community profile.</p> <p>The composition of language groups in the Newry, Mourne and Down District Council area is noted by NISRA (2011) as follows:</p> <p>Minority Ethnic Language Profile of the Newry, Mourne and Down LGD Area</p>																							

	Main language of residents in Newry, Mourne and Down District LGD	Number	Percentage %																																																		
	English	156794	97.15																																																		
	Polish	2100	1.18																																																		
	Lithuanian	836	0.47																																																		
	Irish	367	0.24																																																		
	Portuguese	86	0.05																																																		
	Slovak	134	0.08																																																		
	Chinese	121	0.07																																																		
	Tagalog/Filipino	55	0.03																																																		
	Latvian	208	0.25																																																		
	Russian	109	0.06																																																		
	Malayalam	87	0.05																																																		
	Hungarian	74	0.04																																																		
	Other	755	0.46																																																		
	Age	The age profile of the Newry, Mourne and Down LGD area at Census Day 2011 is as follows:																																																			
<table><tr><td>Age Profile</td><td>NI</td><td>Newry, Mourne & Down</td></tr><tr><td>0-4</td><td>124382</td><td>12721</td></tr><tr><td>5-7</td><td>67662</td><td>6876</td></tr><tr><td>8-9</td><td>43625</td><td>4595</td></tr><tr><td>10-14</td><td>119034</td><td>12287</td></tr><tr><td>15</td><td>24620</td><td>2599</td></tr><tr><td>16-17</td><td>51440</td><td>5260</td></tr><tr><td>18-19</td><td>50181</td><td>4570</td></tr><tr><td>20-24</td><td>126013</td><td>11570</td></tr><tr><td>25-29</td><td>124099</td><td>11805</td></tr><tr><td>30-34</td><td>373947</td><td>35122</td></tr><tr><td>45-59</td><td>347850</td><td>32556</td></tr><tr><td>60-64</td><td>94290</td><td>8624</td></tr><tr><td>65-74</td><td>145600</td><td>12817</td></tr><tr><td>75-84</td><td>86724</td><td>7453</td></tr><tr><td>85-89</td><td>21165</td><td>1849</td></tr><tr><td>90+</td><td>10231</td><td>829</td></tr></table>			Age Profile	NI	Newry, Mourne & Down	0-4	124382	12721	5-7	67662	6876	8-9	43625	4595	10-14	119034	12287	15	24620	2599	16-17	51440	5260	18-19	50181	4570	20-24	126013	11570	25-29	124099	11805	30-34	373947	35122	45-59	347850	32556	60-64	94290	8624	65-74	145600	12817	75-84	86724	7453	85-89	21165	1849	90+	10231	829
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90+	10231	829																																																			
Marital status	The table below illustrates the marital status profile of the Newry, Mourne and Down area:																																																				
<table><tr><td>Marital Status</td><td>Newry, Mourne and Down LGD</td><td>NI</td></tr><tr><td>All usual residents: Aged 16+ years</td><td>132455</td><td>1431540</td></tr><tr><td>Single (never married or never registered a same-sex civil partnership) Aged 16+ years</td><td>47722</td><td>517393 (35.14%)</td></tr></table>			Marital Status	Newry, Mourne and Down LGD	NI	All usual residents: Aged 16+ years	132455	1431540	Single (never married or never registered a same-sex civil partnership) Aged 16+ years	47722	517393 (35.14%)																																										
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	Married: Aged 16+ years	65255	680831 (47.56%)											
	In a registered same-sex civil partnership: Aged 16+ years	102	1243 (0.09%)											
	Separated (but still legally married or still legally in a same-sex civil partnership): Aged 16+ years	4697	56911 (3.98%)											
	Divorced or formerly in a same-sex civil partnership which is now legally dissolved	6271	78074 (5.45%)											
	Widowed or surviving partner from a same-sex civil partnership: Aged 16+ years	8408	97088 (6.78%)											
Sexual orientation	<p>Analysis of the Census 2011 indicates that between 2% and 10% of the population may be lesbian, gay or bisexual.</p> <p>There are no official statistics in relation to the number of gay, lesbian or bisexual people in Northern Ireland. However, research conducted by the HM Treasury shows that between 5% - 7% of the UK population identify themselves as gay, lesbian, bisexual or 'trans' (transsexual, transgendered and transvestite) (LGBT). This is a sizeable proportion of the population here in Northern Ireland.</p>													
Men and women generally	<p>The gender profile for the Newry, Mourne and Down LGD is as follows:</p> <table><tr><td>LGD</td><td>Male</td><td>Female</td></tr><tr><td>Northern Ireland</td><td>887323</td><td>923540</td></tr><tr><td>Newry, Mourne and Down LGD</td><td>83866</td><td>85345</td></tr></table>			LGD	Male	Female	Northern Ireland	887323	923540	Newry, Mourne and Down LGD	83866	85345		
LGD	Male	Female												
Northern Ireland	887323	923540												
Newry, Mourne and Down LGD	83866	85345												
Disability	<p>According to the 2011 Census 19.62% of people in the Newry, Mourne and Down District Council area have a long-term health problem or disability that limits their day-to-day activities;</p> <table><tr><td>LGD</td><td>All usual residents</td><td>Long-term health problem or disability: Day-to-day activities limited a lot</td><td>Long-term health problem or disability: Day-to-day activities limited a little</td><td>Long-term health problem or disability: Day-to-day activities not limited</td></tr><tr><td>Northern Ireland</td><td>1810863</td><td>215232 (11.89%)</td><td>159414 (8.8%)</td><td>1436217 (79.31%)</td></tr></table>				LGD	All usual residents	Long-term health problem or disability: Day-to-day activities limited a lot	Long-term health problem or disability: Day-to-day activities limited a little	Long-term health problem or disability: Day-to-day activities not limited	Northern Ireland	1810863	215232 (11.89%)	159414 (8.8%)	1436217 (79.31%)
LGD	All usual residents	Long-term health problem or disability: Day-to-day activities limited a lot	Long-term health problem or disability: Day-to-day activities limited a little	Long-term health problem or disability: Day-to-day activities not limited										
Northern Ireland	1810863	215232 (11.89%)	159414 (8.8%)	1436217 (79.31%)										

	<table><tr><td>Newry, Mourne and Down</td><td>171533</td><td>19579 (11.4%)</td><td>14102 (8.22%)</td><td>135530 (79.01%)</td></tr></table> <p>In Northern Ireland the profile of people with a disability is cited as follows:</p> <ul style="list-style-type: none">• More than 1 in 5 or 21% of the population in Northern Ireland has a disability The incidence of disability is higher in Northern Ireland than any other part of the UK• 1 in 7 people in Northern Ireland have some form of hearing loss• 5,000 sign language users who use British Sign Language (BSL) and/or Irish Sigh Language (ISL)• In Northern Ireland there are 57,000 blind people or people with significant visual impairment• 52,000 people with learning disabilities <p>(Source: Disability Action)</p>	Newry, Mourne and Down	171533	19579 (11.4%)	14102 (8.22%)	135530 (79.01%)
Newry, Mourne and Down	171533	19579 (11.4%)	14102 (8.22%)	135530 (79.01%)		
Dependants	<p>Persons with dependants may be people who have personal responsibility for the care of a child (or children), a person with a disability, and / or a dependent older person.</p> <p>There are 61,998 households in Newry, Mourne and Down, 37.5% of which have dependents. With regard to these figures, dependents are defined as those aged 0-15 years or those aged 16-18 years who are in full-time education and living with their parents or grandparents. Similar to the regional trend, the proportion of households with dependents in the District has declined from 50% in 1981 to 37.5% in 2011.</p> <p>There are 5,466 lone parent households with dependent children in Newry, Mourne and Down which equates to almost 9% of number of total households in the District and is the fourth highest in Northern Ireland, after Belfast (17,036), Derry and Strabane (6,337) and Armagh, Banbridge and Craigavon (6,337). Half of the parents in lone parent household in Newry, Mourne and Down are unemployed, almost a quarter are in full time employment and over a quarter are in part time employment. 89% of the parents in lone parent households are female compared to 11% who are male.</p> <p>In 2012, the teenage conception rate was 1.02 per 1,000 mothers, which is the third lowest in Northern Ireland before Lisburn and Castlereagh and Fermanagh and Omagh.</p>					

Needs, experiences and priorities

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

Section 75 Category	Details of needs/experiences/priorities
Religious belief	<p>All actions in relation to the Performance Improvement Objectives should be underpinned by a Corporate commitment to improving access to facilities, services and information, and encouraging openness, transparency, on-going dialogue, and access to decision-makers.</p> <p>To ensure improvement objectives are targeted and meaningful for the community as a whole, rather than being those of particular organisations or interest groups, the Performance Improvement Plan and associated Performance Improvement Objectives and key actions must have effective challenge and scrutiny mechanisms which build in foresight and forward planning to ensure Council continues to meet clearly identified needs, and effectively manages community expectations.</p> <p>Community confidence will be generated, and Council reputation enhanced through meaningful consultation, encouraging participation, listening to, respecting and valuing minority voices, demonstrating evidence based decision-making, and reporting progress to consultees.</p>
Political opinion	As above.
Racial group	As above.
Age	As above.
Marital status	As above.
Sexual orientation	As above.
Men and women generally	As above.
Disability	As above.
Dependants	As above.

Screening Questions

1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 grounds?

Section 75 category	Details of policy impact	Level of impact? Major/minor/none
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Religious belief	<p>No adverse impact is currently anticipated.</p> <p>Direct positive outcomes for service users in relation to improved provision of leisure and recreation facilities across the District.</p> <p>With respect to local structures in support of the development and implementation of the District's Community Plan, the establishment and operation of key fora such as the District Electoral Area structures on which individuals nominated and representing networks will participate with Councillors, the Community Planning Partnership & Thematic Working Groups, as well as the Health Forum will provide direct community engagement opportunities.</p>	<p>Minor</p> <p>Minor</p>
Political opinion	As above.	Minor
Racial group	As above.	Minor
Age	As above.	Minor
Marital status	As above.	Minor
Sexual orientation	As above.	Minor
Men and women generally	As above.	Minor
Disability	As above.	Minor
Dependants	As above.	Minor

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

Section 75 category	If Yes, provide details	If No, provide details
Religious belief	While no adverse impact is currently anticipated, in the delivery of its functions relating to the Corporate Improvement Plan, Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to ensure equality of opportunity	

	to access, participate and contribute are key components which underpin any processes.	
Political opinion	<p>While no adverse impact is currently anticipated, in the delivery of its functions relating to the Corporate Improvement Plan, Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to ensure equality of opportunity to access, participate and contribute are key components which underpin any processes.</p> <p>This is of particular relevance due to the party political representation and democratic deficits which exist within particular DEAs i.e three DEAs have no PUL Councillor representation (Newry, Crotlieve and Downpatrick), and three DEAs where there is either one CNR (Rowallane) or PUL (Slieve Croob and Slieve Gullion) Councillor.</p>	
Racial group	While no adverse impact is currently anticipated, in the delivery of its functions relating to the Corporate Improvement Plan, Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to ensure equality of opportunity to access, participate and contribute are key components which underpin any processes.	
Age	While no adverse impact is currently anticipated, in the delivery of its functions relating to the Corporate Improvement Plan, Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to ensure equality of opportunity to access, participate and contribute are key components which underpin any processes.	
Marital status	While no adverse impact is currently anticipated, in the delivery of its functions relating to the Corporate Improvement Plan, Council must be	

	mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to ensure equality of opportunity to access, participate and contribute are key components which underpin any processes.	
Sexual orientation	While no adverse impact is currently anticipated, in the delivery of its functions relating to the Corporate Improvement Plan, Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to ensure equality of opportunity to access, participate and contribute are key components which underpin any processes.	
Men and women generally	While no adverse impact is currently anticipated, in the delivery of its functions relating to the Corporate Improvement Plan, Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to ensure equality of opportunity to access, participate and contribute are key components which underpin any processes.	
Disability	<p>While no adverse impact is currently anticipated, in the delivery of its functions relating to the Corporate Improvement Plan, Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to ensure equality of opportunity to access, participate and contribute are key components which underpin any processes.</p> <p>In addition, Council should also be mindful of its statutory Duty under Section 49A of the Disability Discrimination Act 1995 (as amended by the) Disability Discrimination (NI) Order 2006 which requires the Council, in carrying out its functions, to have due regard to the need to encourage participation by disabled people in public life.</p>	

Dependants	While no adverse impact is currently anticipated, in the delivery of its functions relating to the Corporate Improvement Plan, Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to ensure equality of opportunity to access, participate and contribute are key components which underpin any processes.	
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3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?

Good relations category	Details of policy impact	Level of impact? Major/minor/none
Religious belief	There is nothing to suggest the Performance Improvement Objectives will adversely impact upon good relations.	None
Political opinion	There is nothing to suggest the Performance Improvement Objectives themselves will adversely impact upon good relations.	None
Racial group	There is nothing to suggest the Performance Improvement Objectives will adversely impact upon good relations.	None

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

Good relations category	If Yes , provide details	If No , provide details
Religious belief	While no adverse impact is currently anticipated, in the delivery of its functions relating to the Corporate Improvement Plan, Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to ensure equality of opportunity to access, participate and contribute are key components which underpin any processes.	
Political opinion	While no adverse impact is currently anticipated, in the	

	<p>delivery of its functions relating to the Corporate Improvement Plan, Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to ensure equality of opportunity to access, participate and contribute are key components which underpin any processes.</p> <p>This is of particular relevance due to the party political representation and democratic deficits which exist within particular DEAs i.e three DEAs have no PUL Councillor representation (Newry, Crotlieve and Downpatrick), and three DEAs where there is either one CNR (Rowallane) or PUL (Slieve Croob and Slieve Gullion) Councillor.</p>	
Racial group	<p>While no adverse impact is currently anticipated, in the delivery of its functions relating to the Corporate Improvement Plan, Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to ensure equality of opportunity to access, participate and contribute are key components which underpin any processes.</p>	

Additional considerations

Multiple identity

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

None

Screening Decision

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

1. **Not be subject to an EQIA (with no mitigating measures required)**

2. Not be subject to an EQIA (with mitigating measures /alternative policies)

3. Not be subject to an EQIA at this time

4. Be subject to an EQIA

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

Council has demonstrated strong civic leadership as a public authority in terms of decision-making and developing the Performance Improvement Plan and associated Performance Improvement Objectives. The Performance Improvement Objectives are based upon an assessment of the baseline evidence already collated in respect of the Community Plan (engagement feedback report May 2015 and baseline evidence report August 2015), Corporate Plan consultation, Agent feedback on Planning performance, and District Electoral Area emerging issues report (March 2016), and other priority areas of the Council.

Meaningful consultation on improvement, improving evidence based decision-making, and recording, retaining evidence of consultations and reporting progress are key aspects which underpin the Council's organisational learning and development of Council as a public authority, so enhancing reputation and community confidence in Council's delivery upon its civic leadership responsibilities.

This has already been exhibited in the Council's commitment to inter and intra collaborative working in aligning consultation with established or planned community engagement approaches, a Corporate commitment to improving access to facilities, services and information, and encouraging openness, transparency and on-going dialogue to set its improvement objectives.

The Performance Improvement Plan has effective challenge and scrutiny mechanisms which build in foresight and forward planning to ensure Council continues to meet clearly identified needs, and effectively manages community expectations, to ensure improvement objectives are targeted and meaningful for the community as a whole, rather than being those of particular organisations or interest groups.

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

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

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

Timetabling and prioritising EQIA

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

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

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

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

Proposed date for commencing EQIA: _____

Monitoring

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

Please detail proposed monitoring arrangements below:

The Performance Improvement Plan, and associated Performance Improvement Objectives, will be reviewed annually.

Approval and Authorisation

Screened by:	Position/Job Title	Date
Colin Moffett	Equality Officer	6 June 2016
Approved by:		

Note: A copy of the Screening Template, for each policy screened should be ‘signed off’ and approved by a senior manager responsible for the policy, made easily accessible on your website as soon as possible following completion and made available on request.

APPENDIX III

Reviewing Our Performance

Reviewing our performance is something which is very important to us. A new General Duty of Improvement (Part 12 of The Local Government Act (NI)) requires us to publish an annual performance improvement plan which sets-out in more detail what we want to improve and how our performance will be measured. This new Duty will have clear links with the ambitions of our new Community Plan and with the wider drive for improvements in our organisation.

General Duty of Improvement

Section 84 of The Local Government Act (NI) sets-out this Duty, whereby we are required to make arrangements to secure continuous improvement in the exercise of our functions. Section 85 of this same Duty, requires us for each financial year, to set improvement objectives for the services we provide and to secure arrangements for achieving them. This Duty is subject to an assessment by the Northern Ireland Audit Office (NIAO) on an annual basis.

Performance Improvement Objectives for 2016-17

Following recent public consultation and in accordance with the requirements of Section 85 of The Local Government Act (NI), we have identified three performance improvement objectives for 2016-17 which will support the achievement of some of the Council's strategic objectives for the District. In the absence of an agreed Community Plan and for the purposes of this current financial year, the Corporate Plan is being used as the basis of these objectives.

The three performance improvement objectives are:

- 1. Improved the provision of leisure and recreation facilities across the District;**
- 2. Improved the performance of the Council's Development Management (Planning) service; and**
- 3. Established local structures in support of the development and implementation of the District's Community Plan.**

Appendix ? provides an illustration of how these performance improvement objectives align with the relevant strategic objectives in our Corporate Plan (2015-19), as well as providing more information on the criteria that were used to assist with their identification and the specific improvement projects that will ensure we realise what we want to improve.

Performance Indicators for 2016-17

Section 89 of the same Duty also requires us to publish those performance indicators and standards that are set by central government concerning our performance in the specific areas of Economic Development, Planning and Waste Management.

Further information relating to these specific indicators, including standards and targets for 2016-17, is provided in **Appendix ?**

In addition to this we will also be identifying more robust measures of performance to provide us with the information that will tell us whether the actions and investments we undertake are making a difference.

We will continue review our performance throughout the year in accordance with the following timetable:

1. Annually by the Full Council;
2. At six monthly intervals at Committee level by the Strategy, Policy & Resources Committee;
3. Quarterly by the Senior Management Team.

There will also be a continual review of performance at Department and Service.

Transformation and Improvement

Transforming and improving how we deliver services and how we are organised as a Council is a key priority of our Corporate Plan. Over the course of this year we will be finalising plans that will set-out how we consider the Council needs to change to reduce the overall cost of running the Council and to support what we want to achieve for the wider District. Providing the foundation for everything that we want to do, these plans will be reflected in our future performance improvement arrangements. We have recently established a Council Working Group to drive and oversee this important work.

SUMMARY - PERFORMANCE IMPROVEMENT PLAN AND OBJECTIVES 2016-17

Part 12 of The Local Government Act (NI) sets out a General Duty of Improvement, whereby the Council is required to make arrangements to secure continuous improvement in the exercise of its functions, having regard, in particular to seven aspects of improvement. As part of this same Duty the Council is also required, for each financial year, to set itself improvement objectives for the exercise of its functions and to secure arrangements for achieving them. This Duty is subject to an annual audit and assessment by the Northern Ireland Audit Office (NIAO).

In the absence of an agreed Community Plan for the District, the Council has identified the following performance improvement objectives for 2016-17 which will support the achievement of the Council's strategic objectives for the District, as currently laid out in the Corporate Plan (2015 – 2019).

Corporate Plan Objective	Supporting Performance Improvement Objective	Seven Aspects of Performance Improvement ³							Supporting Improvement Project(s)
		Strategic Effectiveness	Service Quality	Service Availability	Fairness	Sustainability	Efficiency	Innovation	
By 2019, supported improved health and wellbeing outcomes	Improved the provision of leisure and recreation facilities across the District	x	x	x	x	x			<ul style="list-style-type: none"> Improvement Project 1 – Phase II, Newry Leisure Centre Improvement Project 2 – new Downpatrick Leisure Centre
By 2019, transformed and modernised the Council, providing accessible and value for money services	Improved the performance of the Council's Development Management (Planning) service		x			x	x	x	<ul style="list-style-type: none"> Improvement Project 3 – service improvement plan for Development Management (Planning)
By 2016, empowered and improved the capacity of our communities	Established local structures in support of the development and implementation of the District's Community Plan	x			x	x		x	<ul style="list-style-type: none"> Improvement Project 4 - establishment & operation of a Community Planning Partnership as well as supporting Thematic Working Groups

³ As set-out in the Department of the Environment (DoE) Draft Guidance for Local Government Performance Improvement for 2016 onwards