

# Newry, Mourne and Down District Council Policy Screening Form

## Policy Information

Name of the policy	Draft Equality Action Plan 2020-2023
Is this an existing, revised or new policy?	New for 2020-2023 period
What is it trying to achieve (aims/outcomes)	<p>The draft Equality Action Plan 2020–2023 builds upon Council’s action plan for the period 2018-2020 and recommends key areas of activity and details positive actions relevant to Council functions.</p> <p>The positive action measures have been set out under the five principles of the Equality and Diversity in Local Councils Framework:</p> <ul style="list-style-type: none"> <li>• <b>Principle 1:</b> Ensuring we work in a non-discriminatory environment, promote equality, and model best practice in equality and good relations</li> <li>• <b>Principle 2:</b> Ensuring all our decisions are based on evidence to assess the likely impact of a policy on the promotion of equality of opportunity and good relations</li> <li>• <b>Principle 3:</b> Providing access to services, facilities and information</li> <li>• <b>Principle 4:</b> Recruiting and employing people fairly</li> <li>• <b>Principle 5:</b> Responding to and learning from complaints and incidents in a positive and pro-active way</li> </ul>
<p>Are there any Section 75 categories which might be expected to benefit from the intended policy?</p> <p>If so, explain how.</p>	<p>No specific Section 75 category might be expected to benefit from the action plan.</p> <p>Council’s Equality Scheme outlines corporate responsibilities, legal commitments and specific actions, and Council is required to develop an action plan to promote equality of opportunity and good relations. This will enable Council to identify potential functional areas for further or better discharge of its Section 75 duties and inform its key strategic actions.</p>
Who initiated or wrote the policy?	<ul style="list-style-type: none"> <li>• Corporate Policy and Equality Officer</li> <li>• Head of Corporate Policy</li> </ul>
Who owns and who implements the policy?	Assistant Director of Corporate Planning and Policy

## Implementation factors

	Yes	No
Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?	<b>X</b>	
If yes, are they Financial	<b>X</b>	
If yes, are they Legislative	<b>X</b>	
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:	Elected Members	

## Other policies with a bearing on this policy

What are they and who owns them	N,MDDC Equality Scheme
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## 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 border="1" data-bbox="411 506 1390 779"> <thead> <tr> <th data-bbox="411 506 587 607">LGD</th> <th data-bbox="592 506 751 607">All usual residents</th> <th data-bbox="756 506 916 607">Catholic</th> <th data-bbox="920 506 1096 607">Protestant and other Christian</th> <th data-bbox="1101 506 1260 607">Other religions</th> <th data-bbox="1265 506 1390 607">None</th> </tr> </thead> <tbody> <tr> <td data-bbox="411 613 587 680"><b>Northern Ireland</b></td> <td data-bbox="592 613 751 680">1,810,863</td> <td data-bbox="756 613 916 680">817,385 (45.14%)</td> <td data-bbox="920 613 1096 680">875,717 (48.36%)</td> <td data-bbox="1101 613 1260 680">16,592 (0.9%)</td> <td data-bbox="1265 613 1390 680">101,169 (5.59%)</td> </tr> <tr> <td data-bbox="411 687 587 779"><b>Newry, Mourne &amp; Down</b></td> <td data-bbox="592 687 751 779">171533</td> <td data-bbox="756 687 916 779">113200 (65.99%)</td> <td data-bbox="920 687 1096 779">34718 (20.34%)</td> <td data-bbox="1101 687 1260 779">752 (0.43%)</td> <td data-bbox="1265 687 1390 779">10229 (5.96%)</td> </tr> </tbody> </table> <p data-bbox="411 786 794 813">(Source: Census Data 2011).</p>	LGD	All usual residents	Catholic	Protestant and other Christian	Other religions	None	<b>Northern Ireland</b>	1,810,863	817,385 (45.14%)	875,717 (48.36%)	16,592 (0.9%)	101,169 (5.59%)	<b>Newry, Mourne &amp; Down</b>	171533	113200 (65.99%)	34718 (20.34%)	752 (0.43%)	10229 (5.96%)			
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<b>Newry, Mourne &amp; Down</b>	171533	113200 (65.99%)	34718 (20.34%)	752 (0.43%)	10229 (5.96%)																	
Political opinion	<p data-bbox="392 866 1390 934">Elected political party representation is an approximate barometer of political opinion of people within the Council area.</p> <p data-bbox="392 967 1294 1001">The party breakdown of the Council's elected members is as follows:</p> <table data-bbox="392 1034 979 1234"> <tbody> <tr> <td data-bbox="392 1034 858 1068">Sinn Féin</td> <td data-bbox="863 1034 979 1068">16 seats</td> </tr> <tr> <td data-bbox="392 1068 858 1102">SDLP</td> <td data-bbox="863 1068 979 1102">11 seats</td> </tr> <tr> <td data-bbox="392 1102 858 1135">Democratic Unionist</td> <td data-bbox="863 1102 979 1135">3 seats</td> </tr> <tr> <td data-bbox="392 1135 858 1169">Independents</td> <td data-bbox="863 1135 979 1169">5 seats</td> </tr> <tr> <td data-bbox="392 1169 858 1202">Ulster Unionist</td> <td data-bbox="863 1169 979 1202">4 seats</td> </tr> <tr> <td data-bbox="392 1202 858 1234">Alliance</td> <td data-bbox="863 1202 979 1234">2 seat</td> </tr> </tbody> </table>	Sinn Féin	16 seats	SDLP	11 seats	Democratic Unionist	3 seats	Independents	5 seats	Ulster Unionist	4 seats	Alliance	2 seat									
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Racial group	<p data-bbox="392 1308 1390 1408">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 data-bbox="392 1442 1339 1509">The minority ethnic language profile within the area serves as a possible indicator of the BME community profile.</p> <p data-bbox="392 1543 1398 1610">The composition of language groups in the Newry, Mourne and Down District Council area is noted by NISRA (2011) as follows:</p> <p data-bbox="392 1644 1382 1711"><b>Minority Ethnic Language Profile of the Newry, Mourne and Down LGD Area</b></p> <table border="1" data-bbox="392 1711 1382 2024"> <thead> <tr> <th data-bbox="392 1711 858 1812">Main language of residents in Newry, Mourne and Down District LGD</th> <th data-bbox="863 1711 1086 1812">Number</th> <th data-bbox="1091 1711 1382 1812">Percentage %</th> </tr> </thead> <tbody> <tr> <td data-bbox="392 1818 858 1852">English</td> <td data-bbox="863 1818 1086 1852">156794</td> <td data-bbox="1091 1818 1382 1852">97.15</td> </tr> <tr> <td data-bbox="392 1852 858 1886">Polish</td> <td data-bbox="863 1852 1086 1886">2100</td> <td data-bbox="1091 1852 1382 1886">1.18</td> </tr> <tr> <td data-bbox="392 1886 858 1919">Lithuanian</td> <td data-bbox="863 1886 1086 1919">836</td> <td data-bbox="1091 1886 1382 1919">0.47</td> </tr> <tr> <td data-bbox="392 1919 858 1953">Irish</td> <td data-bbox="863 1919 1086 1953">367</td> <td data-bbox="1091 1919 1382 1953">0.24</td> </tr> <tr> <td data-bbox="392 1953 858 1986">Portuguese</td> <td data-bbox="863 1953 1086 1986">86</td> <td data-bbox="1091 1953 1382 1986">0.05</td> </tr> <tr> <td data-bbox="392 1986 858 2020">Slovak</td> <td data-bbox="863 1986 1086 2020">134</td> <td data-bbox="1091 1986 1382 2020">0.08</td> </tr> </tbody> </table>	Main language of residents in Newry, Mourne and Down District LGD	Number	Percentage %	English	156794	97.15	Polish	2100	1.18	Lithuanian	836	0.47	Irish	367	0.24	Portuguese	86	0.05	Slovak	134	0.08
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	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:		
	<b>Age Profile</b>	<b>NI</b>	<b>Newry, Mourne &amp; Down</b>
	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
Marital status	The table below illustrates the marital status profile of the Newry, Mourne and Down area:		
	<b>Marital Status</b>	<b>Newry, Mourne and Down LGD</b>	<b>NI</b>
	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%)
	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	4697	56911 (3.98%)

	16+ years																		
	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 border="1"> <thead> <tr> <th>LGD</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <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> </tbody> </table>			LGD	Male	Female	Northern Ireland	887323	923540	Newry, Mourne and Down LGD	83866	85345							
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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 border="1"> <thead> <tr> <th>LGD</th> <th>All usual residents</th> <th>Long-term health problem or disability: Day-to-day activities limited a lot</th> <th>Long-term health problem or disability: Day-to-day activities limited a little</th> <th>Long-term health problem or disability: Day-to-day activities not limited</th> </tr> </thead> <tbody> <tr> <td>Northern Ireland</td> <td>1810863</td> <td>215232 (11.89%)</td> <td>159414 (8.8%)</td> <td>1436217 (79.31%)</td> </tr> <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> </tbody> </table> <p>In Northern Ireland the profile of people with a disability is cited as follows:</p> <ul style="list-style-type: none"> <li>• 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</li> <li>• 1 in 7 people in Northern Ireland have some form of hearing loss</li> <li>• 5,000 sign language users who use British Sign Language (BSL) and/or Irish Sign Language (ISL)</li> </ul>				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%)	Newry, Mourne and Down	171533	19579 (11.4%)	14102 (8.22%)	135530 (79.01%)
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	<ul style="list-style-type: none"> <li>• In Northern Ireland there are 57,000 blind people or people with significant visual impairment</li> <li>• 52,000 people with learning disabilities</li> </ul> <p>(Source: Disability Action)</p>
Dependants	<p>Persons with dependents 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 N.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>Access to information, services and facilities are key needs, experiences and priorities for people across the nine equality characteristics.</p> <p>Council is required to develop an action plan to promote equality of opportunity and good relations relevant to the delivery of its functions.</p> <p>The proposed equality action plan will enable Council to identify potential functional areas for further or better discharge of its Section 75 duties and inform its key strategic actions.</p>
Political opinion	
Racial group	
Age	
Marital status	
Sexual orientation	
Men and women generally	
Disability	
Dependants	

## 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
Religious belief	<p>The draft Equality Action Plan 2020–2023 recommends key areas of activity and details positive actions relevant to Council functions.</p> <p>The positive action measures have been set out under the five principles of the Equality and Diversity in Local Councils Framework:</p> <ul style="list-style-type: none"> <li>• <b>Principle 1:</b> Ensuring we work in a non-discriminatory environment, promote equality, and model best practice in equality and good relations</li> <li>• <b>Principle 2:</b> Ensuring all our</li> </ul>	Major - positive
Political opinion		
Racial group		
Age		
Marital status		
Sexual orientation		
Men and women generally		
Disability		
Dependants		

	<p>decisions are based on evidence to assess the likely impact of a policy on the promotion of equality of opportunity and good relations</p> <ul style="list-style-type: none"> <li>• <b>Principle 3:</b> Providing access to services, facilities and information</li> <li>• <b>Principle 4:</b> Recruiting and employing people fairly</li> <li>• <b>Principle 5:</b> Responding to and learning from complaints and incidents in a positive and pro-active way</li> </ul> <p>Specific actions detailed within the action plan include training for employees and elected members, equality screening policies, development of an accessible website, and ensuring information, services and facilities are accessible.</p>	
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2. Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?

<b>Section 75 category</b>	If <b>Yes</b> , provide details	If <b>No</b> , provide details
Religious belief		<p>No</p> <p>As noted, the draft Equality Action Plan 2020–2023 recommends key areas of activity and details positive actions relevant to Council functions.</p> <p>In addition, the positive action measures have been set out under the five principles of the Equality and Diversity in Local Councils Framework.</p>
Political opinion		
Racial group		
Age		
Marital status		
Sexual orientation		
Men and women generally		
Disability		
Dependants		

3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?

<b>Good relations category</b>	<b>Details of policy impact</b>	<b>Level of impact? Major/minor/none</b>
Religious belief	<p>The draft Equality Action Plan 2020–2023 recommends key areas of activity and details positive actions relevant to Council functions.</p> <p>The positive action measures have been set out under the five principles of the Equality and Diversity in Local Councils Framework:</p> <ul style="list-style-type: none"> <li>• <b>Principle 1:</b> Ensuring we work in a</li> </ul>	Major - positive
Political opinion		
Racial group		



	<p>non-discriminatory environment, promote equality, and model best practice in equality and good relations</p> <ul style="list-style-type: none"> <li>• <b>Principle 2:</b> Ensuring all our decisions are based on evidence to assess the likely impact of a policy on the promotion of equality of opportunity and good relations</li> <li>• <b>Principle 3:</b> Providing access to services, facilities and information</li> <li>• <b>Principle 4:</b> Recruiting and employing people fairly</li> <li>• <b>Principle 5:</b> Responding to and learning from complaints and incidents in a positive and pro-active way</li> </ul> <p>Specific actions detailed within the action plan include training for employees and elected members, equality screening policies, implementation of the Council's Ethnic Minority Support Office, ensuring access to information, services and facilities, and implementation of Council's Good Relations Action Plan.</p>	
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**4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?**

Good relations category	If <b>Yes</b> , provide details	If <b>No</b> , provide details
Religious belief		No
Political opinion		<p>As noted, specific actions detailed within the action plan include training for employees and elected members, equality screening policies, implementation of the Council's Ethnic Minority Support Office, ensuring access to information, services and facilities, and implementation of Council's Good Relations Action Plan.</p>
Racial group		

## 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

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

### 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:

It is recommended the draft Equality Action Plan 2020-2023 not be subject to an EQIA (with no mitigating measures required).

It should be noted:

- The draft Equality Action Plan 2020–2023 builds upon Council's action plan for the period 2018-2020 and recommends key areas of activity and details positive actions relevant to Council functions.
- The positive action measures have been set out under the five principles of the Equality and Diversity in Local Councils Framework
- The draft Equality Action Plan 2020-2023 will be subject to 12-week public consultation.

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:

Council will monitor and review implementation of the Equality Action Plan, details of which will be provided within Council's Annual Report on Progress to the Equality Commission for Northern Ireland by 31 August each year.

## Approval and Authorisation

<b>Screened by:</b>	<b>Position/Job Title</b>	<b>Date</b>
<b>Approved by:</b>		
Colin Moffett	Head of Corporate Policy	27 November 2019

Note: The completed policy screening template, signed off by the appropriate policy lead within the Council, and approved by the senior manager responsible for the policy, should be forwarded to the Equality Officer who will arrange for it to be included in the Council's Quarterly Report on Screening and made available on the Council's website.