

Newry, Mourne and Down District Council Policy Screening Form

Policy Information

Name of the policy	Policy on access to and use of NMDDC Indoor Leisure Facilities for Council employees, agency workers and Elected Members of Newry, Mourne and Down District Council (Councillors)
Is this an existing, revised or new policy?	Revised
What is it trying to achieve (aims/outcomes)	<p>The aim and purpose of the policy is to set out the arrangements and protocol for providing access to and use of the following Newry Mourne and Down District Council Indoor Leisure Facilities:</p> <ul style="list-style-type: none"> • Ballymote Sports and Well Being Centre • Downpatrick Leisure Centre • Kilkeel Leisure Centre • Newcastle Leisure Centre • Newcastle Tropicana • Newcastle Rock Pool • Newry Sports Centre • Newry Leisure Centre • St Colman's Sports Complex Newry <p>This policy supersedes both legacy Newry and Mourne and Down District Councils which gave consideration to the free use of leisure facilities in order to improve the health and wellbeing of employees, to reduce levels of absenteeism and for associated health benefits during certain periods of ill health.</p> <p>The policy applies to:</p> <ul style="list-style-type: none"> • All employees of Newry Mourne and Down District Council; • Agency workers with 12 weeks' continuous service and who are expected to be retained for at least one month after completion of 12 weeks' continuous service. • Current serving Elected Members of Newry, Mourne and Down District Council (Councillors)
Are there any Section 75 categories which might be expected to benefit from the intended policy?	The scope of the policy applies to those listed above and has not been developed to benefit a specific Section 75 equality category.
If so, explain how.	
Who initiated or wrote the policy?	

Who owns and who implements the policy?	
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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		
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:	<ul style="list-style-type: none"> Agency workers with 12 weeks' continuous service and who are expected to be retained for at least one month after completion of 12 weeks' continuous service. Current serving Elected Members of Newry, Mourne and Down District Council (Councillors) 	

Other policies with a bearing on this policy

What are they	
Who owns them	

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	LGD	All usual residents	Catholic	Protestant and other Christian	Other religions	None												
	Northern Ireland	1,903,178	869,753 (45.7%)	827,545 (43.5%)	28,514 (1.5%)	177,360 (9.3%)												
	Newry, Mourne & Down	182,074	131,300 (72.1%)	39,970 (22.0%)	1,327 (0.7%)	9,477 (5.2%)												
	(Source: Census Data 2021).																	
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>20 seats</td></tr><tr><td>SDLP</td><td>8 seats</td></tr><tr><td>Independents</td><td>3 seats</td></tr><tr><td>Democratic Unionist</td><td>5 seats</td></tr><tr><td>Ulster Unionist</td><td>1 seats</td></tr><tr><td>Alliance</td><td>4 seats</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), two DEAs have one PUL (Slieve Croob and Slieve Gullion) Councillor and, one DEA has one CNR (Rowallane).</p>						Sinn Féin	20 seats	SDLP	8 seats	Independents	3 seats	Democratic Unionist	5 seats	Ulster Unionist	1 seats	Alliance	4 seats
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Alliance	4 seats																	
Racial group	<p>According to the 2021 Census, 3.4% (65,604) of the usually resident population of Northern Ireland belongs to minority ethnic groups. This is almost double the proportion in 2011 (1.8%).</p> <p>The minority ethnic language profile within the area serves as a possible indicator of the BME community profile. The composition of language groups in the Newry, Mourne and Down District Council area</p>																	

is noted by NISRA (2021) as follows:

Minority Ethnic Language Profile of the Newry, Mourne and Down LGD Area

Main language of residents in Newry, Mourne and Down District LGD	Number	Percentage %
English	168,408	96.1
Polish	2,143	1.22
Lithuanian	1,149	0.66
Irish	553	0.32
Romanian	347	0.2
Portuguese	119	0.06
Arabic	170	0.09
Bulgarian	677	0.39
Chinese (not otherwise specified)	70	0.04
Slovak	98	0.05
Hungarian	106	0.06
Spanish	77	0.04
Latvian	279	0.15
Russian	180	0.10
Tetun	22	0.01
Malayalam	51	0.03
Tagalog/Filipino	44	0.03
Cantonese	38	0.02
Other languages	711	0.41

Age

According to the 2021 Census, the age profile of the Newry, Mourne and Down LGD is as follows:

Age Profile	NI	Newry, Mourne & Down
0-4	113,825	11,722
5-7	73,456	7,693
8-9	51,020	5,259
10-14	126,919	13,151
15	23,220	2,254
16-17	46,641	4,923
18-19	43,343	4,024
20-24	111,383	10,022
25-29	116,407	10,354
30-44	375,518	34,970
45-59	381,910	36,612
60-64	113,043	10,755
65-74	176,934	16,922
75-84	110,149	9,872

	85-89	25,877	2.344
	90+	13,517	1,191
Marital status	The table below provides an overview of the marital status profile of the Newry, Mourne and Down area:		
	Marital Status	Newry, Mourne and Down LGD	NI
	All usual residents: Aged 16+ years	141,996	1,514,743
	Single (never married or never registered a same-sex civil partnership) Aged 16+ years	52,128 (36.7%)	576,708 (38.1%)
	Married: Aged 16+ years	68,076 (47.9%)	690,509 (45.6%)
	In a registered same-sex civil partnership: Aged 16+ years	201 (0.14%)	2,742 (0.19%)
	Separated (but still legally married or still legally in a same-sex civil partnership): Aged 16+ years	4,975 (3.5%)	57,272 (3.8%)
	Divorced or formerly in a same-sex civil partnership which is now legally dissolved	7,704 (5.4%)	91,128 (6.0%)
	Widowed or surviving partner from a same-sex civil partnership: Aged 16+ years	8,912 (6.3%)	96,384 (6.4%)
	Census 2021		
Sexual orientation	Analysis of the Census 2021 indicates that between 2% and 10% of the population may be lesbian, gay or bisexual.		
	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.		
Men and women	The gender profile for the Newry, Mourne and Down LGD is as follows:		

generally	<table><tr><td>LGD</td><td>Male</td><td>Female</td></tr><tr><td>Northern Ireland</td><td>936,132</td><td>967,043</td></tr><tr><td>Newry, Mourne and Down LGD</td><td>90,063</td><td>92,011</td></tr></table> Census 2021					LGD	Male	Female	Northern Ireland	936,132	967,043	Newry, Mourne and Down LGD	90,063	92,011						
LGD	Male	Female																		
Northern Ireland	936,132	967,043																		
Newry, Mourne and Down LGD	90,063	92,011																		
Disability	<p>According to the 2021 Census 22.88% of people in the Newry, Mourne and Down District Council area has 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>1,903,179</td><td>217,964 (11.45%)</td><td>245,057 (12.88%)</td><td>1,440,158 (75.67%)</td></tr><tr><td>Newry, Mourne and Down</td><td>182,074</td><td>19,789 (10.87%)</td><td>21,868 (12.01%)</td><td>140,417 (77.13%)</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>					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	1,903,179	217,964 (11.45%)	245,057 (12.88%)	1,440,158 (75.67%)	Newry, Mourne and Down	182,074	19,789 (10.87%)	21,868 (12.01%)	140,417 (77.13%)
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	1,903,179	217,964 (11.45%)	245,057 (12.88%)	1,440,158 (75.67%)																
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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>According to the Census 2021, there are 68,396 households in Newry, Mourne and Down, 33.9% of which have dependent children. 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</p>																			

	<p>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 33.9% in 2021.</p> <p>There are 5,639 lone parent households with dependent children in Newry, Mourne and Down which equates to just over 8% of number of total households in the District and is the fourth highest in Northern Ireland, after Belfast (17,292), Derry and Strabane (7,639) and Armagh, Banbridge and Craigavon (6,556). Half of the parents in lone parent households in Newry, Mourne and Down are unemployed, almost a quarter are in full time employment and over a quarter are in part time employment. 93% of the parents in lone parent households in the District are female compared to 11% who are male.</p> <p>In 2019-21, the teenage birth rate (under 20 years old) was 6.5 per 1,000 mothers, which is the fourth highest in Northern Ireland after Belfast (11.4); Antrim & Newtownabbey (6.9) and Mid and East Antrim (6.8) but below the regional average of 6.8 per 1,000 births.</p>
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Needs, experiences and priorities

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

Section 75 Category	Details of needs/experiences/priorities
Religious belief	<p>The policy applies to:</p> <ul style="list-style-type: none"> • All employees of Newry Mourne and Down District Council; • Agency workers with 12 weeks' continuous service and who are expected to be retained for at least one month after completion of 12 weeks' continuous service. • Current serving Elected Members of Newry, Mourne and Down District Council (Councillors) <p>No needs, experiences or priorities specific to Section 75 equality categories have been identified with regard to the policy.</p>
Political opinion	<p>The policy applies to:</p> <ul style="list-style-type: none"> • All employees of Newry Mourne and Down District Council; • Agency workers with 12 weeks' continuous service and who are expected to be retained for at least one month after completion of 12 weeks' continuous service. • Current serving Elected Members of Newry, Mourne and Down District Council (Councillors) <p>No needs, experiences or priorities specific to Section 75 equality categories have been identified with regard to the policy.</p>

Racial group	<p>The policy applies to:</p> <ul style="list-style-type: none"> • All employees of Newry Mourne and Down District Council; • Agency workers with 12 weeks' continuous service and who are expected to be retained for at least one month after completion of 12 weeks' continuous service. • Current serving Elected Members of Newry, Mourne and Down District Council (Councillors) <p>No needs, experiences or priorities specific to Section 75 equality categories have been identified with regard to the policy.</p>
Age	<p>The policy applies to:</p> <ul style="list-style-type: none"> • All employees of Newry Mourne and Down District Council; • Agency workers with 12 weeks' continuous service and who are expected to be retained for at least one month after completion of 12 weeks' continuous service. • Current serving Elected Members of Newry, Mourne and Down District Council (Councillors) <p>No needs, experiences or priorities specific to Section 75 equality categories have been identified with regard to the policy.</p>
Marital status	<p>The policy applies to:</p> <ul style="list-style-type: none"> • All employees of Newry Mourne and Down District Council; • Agency workers with 12 weeks' continuous service and who are expected to be retained for at least one month after completion of 12 weeks' continuous service. • Current serving Elected Members of Newry, Mourne and Down District Council (Councillors) <p>No needs, experiences or priorities specific to Section 75 equality categories have been identified with regard to the policy.</p>
Sexual orientation	<p>The policy applies to:</p> <ul style="list-style-type: none"> • All employees of Newry Mourne and Down District Council; • Agency workers with 12 weeks' continuous service and who are expected to be retained for at least one month after completion of 12 weeks' continuous service. • Current serving Elected Members of Newry, Mourne and Down District Council (Councillors) <p>No needs, experiences or priorities specific to Section 75 equality categories have been identified with regard to the policy.</p>
Men and women generally	<p>The policy applies to:</p> <ul style="list-style-type: none"> • All employees of Newry Mourne and Down District Council; • Agency workers with 12 weeks' continuous service and who are expected to be retained for at least one month after completion of 12 weeks' continuous service. • Current serving Elected Members of Newry, Mourne and Down District Council (Councillors) <p>No needs, experiences or priorities specific to Section 75 equality categories have been identified with regard to the policy.</p>
Disability	<p>The policy applies to:</p> <ul style="list-style-type: none"> • All employees of Newry Mourne and Down District Council; • Agency workers with 12 weeks' continuous service and who are

	<p>expected to be retained for at least one month after completion of 12 weeks' continuous service.</p> <ul style="list-style-type: none"> • Current serving Elected Members of Newry, Mourne and Down District Council (Councillors) <p>No needs, experiences or priorities specific to Section 75 equality categories have been identified with regard to the policy.</p>
Dependants	<p>The policy applies to:</p> <ul style="list-style-type: none"> • All employees of Newry Mourne and Down District Council; • Agency workers with 12 weeks' continuous service and who are expected to be retained for at least one month after completion of 12 weeks' continuous service. • Current serving Elected Members of Newry, Mourne and Down District Council (Councillors) <p>No needs, experiences or priorities specific to Section 75 equality categories have been identified with regard to the policy.</p>

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	The policy addresses access to, and use, of the Council's indoor leisure facilities for Council employees, agency workers and Elected Members. It is not anticipated that the implementation of the policy will have an adverse impact upon equality of opportunity.	
Political opinion	The policy addresses access to, and use, of the Council's indoor leisure facilities for Council employees, agency workers and Elected Members. It is not anticipated that the implementation of the policy will have an adverse impact upon equality of opportunity.	

Racial group	The policy addresses access to, and use, of the Council's indoor leisure facilities for Council employees, agency workers and Elected Members. It is not anticipated that the implementation of the policy will have an adverse impact upon equality of opportunity.	
Age	The policy addresses access to, and use, of the Council's indoor leisure facilities for Council employees, agency workers and Elected Members. It is not anticipated that the implementation of the policy will have an adverse impact upon equality of opportunity.	
Marital status	The policy addresses access to, and use, of the Council's indoor leisure facilities for Council employees, agency workers and Elected Members. It is not anticipated that the implementation of the policy will have an adverse impact upon equality of opportunity.	
Sexual orientation	The policy addresses access to, and use, of the Council's indoor leisure facilities for Council employees, agency workers and Elected Members. It is not anticipated that the implementation of the policy will have an adverse impact upon equality of opportunity.	
Men and women generally	The policy addresses access to, and use, of the Council's indoor leisure facilities for Council employees, agency workers and Elected Members. It is not anticipated that the implementation of the policy will have an adverse impact upon equality of opportunity.	
Disability	The policy addresses access to, and use, of the Council's indoor leisure	

	facilities for Council employees, agency workers and Elected Members. It is not anticipated that the implementation of the policy will have an adverse impact upon equality of opportunity.	
Dependants	The policy addresses access to, and use, of the Council's indoor leisure facilities for Council employees, agency workers and Elected Members. It is not anticipated that the implementation of the policy will have an adverse impact upon equality of opportunity.	

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		No. As stated above, the policy addresses access to, and use, of the Council's indoor leisure facilities for Council employees, agency workers and Elected Members. It is not anticipated that the implementation of the policy will have an adverse impact upon equality of opportunity
Political opinion		No. As stated above, the policy addresses access to, and use, of the Council's indoor leisure facilities for Council employees, agency workers and Elected Members. It is not anticipated that the implementation of the policy will have an adverse impact upon equality of opportunity
Racial group		No. As stated above, the policy addresses access to, and use, of the Council's indoor leisure facilities for Council employees, agency workers and Elected Members. It is not anticipated that the implementation of the policy will have an adverse impact upon equality of opportunity
Age		No. As stated above, the policy addresses access to, and use, of the Council's indoor leisure facilities for Council employees, agency workers and Elected Members. It is not anticipated

		that the implementation of the policy will have an adverse impact upon equality of opportunity
Marital status		No. As stated above, the policy addresses access to, and use, of the Council's indoor leisure facilities for Council employees, agency workers and Elected Members. It is not anticipated that the implementation of the policy will have an adverse impact upon equality of opportunity
Sexual orientation		No. As stated above, the policy addresses access to, and use, of the Council's indoor leisure facilities for Council employees, agency workers and Elected Members. It is not anticipated that the implementation of the policy will have an adverse impact upon equality of opportunity
Men and women generally		No. As stated above, the policy addresses access to, and use, of the Council's indoor leisure facilities for Council employees, agency workers and Elected Members. It is not anticipated that the implementation of the policy will have an adverse impact upon equality of opportunity
Disability		No. As stated above, the policy addresses access to, and use, of the Council's indoor leisure facilities for Council employees, agency workers and Elected Members. It is not anticipated that the implementation of the policy will have an adverse impact upon equality of opportunity
Dependants		No. As stated above, the policy addresses access to, and use, of the Council's indoor leisure facilities for Council employees, agency workers and Elected Members. It is not anticipated that the implementation of the policy will have an adverse impact upon equality of opportunity

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	The policy addresses access to, and use, of the Council's indoor leisure facilities for Council employees, agency workers and Elected Members. It is not anticipated that the implementation	None

	of the policy will have an adverse impact upon promoting good relations.	
Political opinion	The policy addresses access to, and use, of the Council's indoor leisure facilities for Council employees, agency workers and Elected Members. It is not anticipated that the implementation of the policy will have an adverse impact upon promoting good relations.	None
Racial group	The policy addresses access to, and use, of the Council's indoor leisure facilities for Council employees, agency workers and Elected Members. It is not anticipated that the implementation of the policy will have an adverse impact upon promoting 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		No. As previously stated, the policy addresses access to, and use, of the Council's indoor leisure facilities for Council employees, agency workers and Elected Members. It is not anticipated that the implementation of the policy will have an adverse impact upon the promotion of good relations.
Political opinion		No. As previously stated, the policy addresses access to, and use, of the Council's indoor leisure facilities for Council employees, agency

		workers and Elected Members. It is not anticipated that the implementation of the policy will have an adverse impact upon the promotion of good relations.
Racial group		No. As previously stated, the policy addresses access to, and use, of the Council's indoor leisure facilities for Council employees, agency workers and Elected Members. It is not anticipated that the implementation of the policy will have an adverse impact upon the promotion of good relations.

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. Be subject to an EQIA

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

As stated, the outcome of the equality screening is that the policy not be subject to an equality impact assessment (with no mitigating measures required).

The policy has not been developed to benefit a specific Section 75 equality category and it is not anticipated that the implementation of the policy will have an adverse impact upon promoting equality of opportunity and good relations.

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

Timetabling and prioritising EQIA

If 3. 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 policy will be reviewed in line with the Council's agreed policy review cycle i.e. every four years (as per Council's Equality Scheme commitment 4.31), or sooner as necessary, to ensure that it remains up-to-date with legislative advancements etc.

In addition, Section 12 of the policy sets out the procedures and arrangements

Approval and Authorisation

Screened by:	Position/Job Title	Date
Kerri McConnell	Head of Indoor Leisure (Acting)	5.12.25
Approved by:		
Conor Haughey	Assistant Director Healthy Living	5.12.25

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 Head of Corporate Policy who will arrange for it to be included in the Council's Quarterly Report on Screening and made available on the Council's website.