

Newry, Mourne and Down District Council Policy Screening Form

Policy Information

Name of the policy	'Household membership bolt on' scheme
Is this an existing, revised or new policy?	This is a new element added to the Council's leisure centre pricing structure which Council agreed to adopt in February 2019.
What is it trying to achieve (aims/outcomes)	<p>The aim of the scheme is to offer the household bolt on membership package as follows:</p> <ul style="list-style-type: none"> - Proposal of £15 per month 'bolt on' for Downpatrick, Kilkeel and Newry with a £10 per month 'bolt on' for Ballymote and Newcastle'. - Household membership criteria – proof of eligibility of singular residence within the Newry, Mourne and Down District Council area for up to 6 individuals (minimum of one adult required and all aged 16 and above) - Discounts to be taken as a single full paying adult price – ie 'The head' member must be paying the full membership rate and can be available via monthly direct debit or by 6 or 12 months paid in advance - Where the members opt out of the scheme, only one direct debit can be associated with the account – ie the head adult member who is paying the adult full rate. <p>In addition, to encourage further junior participation within the swimming pools, proposal:</p> <ul style="list-style-type: none"> - Leisure centre customers who have an active membership account, a discounted rate of £1.50 per child compared to the current £2.40 for 4 – 15 year olds with an accompanying adult member providing normal admission criteria is met (under 4's are currently free) <p>The outcome of the Household membership bolt on is to reduce costs for households where one individual is a paying member of the Council's leisure services and others in the household also wish to avail of the facilities.</p>
Are there any Section 75 categories which might be expected to benefit from the intended policy?	<p>Yes. Age and people with dependents.</p> <p>Proposal of £15 per month 'bolt on' for Downpatrick, Kilkeel and Newry with a £10 per month 'bolt on' for Ballymote and Newcastle'. Household membership criteria – proof of eligibility of singular residence within the Newry, Mourne and Down District Council area for up to 6 individuals (minimum of one adult required and all aged 16 and above).</p> <p>In addition, to encourage further junior participation within the swimming pools, leisure centre customers who have an active membership account, will benefit from a discounted rate of £1.50 per child compared to the current £2.40 for 4 – 15 year olds with an accompanying adult member providing normal admission criteria is met (not under 4's are currently free).</p>

If so, explain how.	Costs will be reduced for people with dependents as the service allows a bolt on membership to be added on to a fully paid members fee. This is available to up to 6 individual in one address.
Who initiated or wrote the policy?	Kieran Gordon – Head of Indoor Leisure
Who owns and who implements the policy?	Active and Healthy Communities - Leisure

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		
If yes, are they Legislative		
If yes, and they are Other please specify:		

Main stakeholders affected

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

	Yes	No
Staff		
Service users	x	
Other public sector organisations		
Voluntary/community/trade unions		
Other, please specify:		

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	1,810,863	817,385 (45.14%)	875,717 (48.36%)	16,592 (0.92%)	101,169 (5.59%)																					
	Newry, Mourne & Down	169,211	122,544 (72.42%)	40,273 (23.8%)	861 (0.5%)	5533 (3.3%)																					
	(Source: Census Data 2011 - Religion or Religion Brought Up In: KS212NI).																										
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>16 seats</td></tr><tr><td>SDLP</td><td>11 seats</td></tr><tr><td>Democratic Unionist</td><td>3 seats</td></tr><tr><td>Independents</td><td>5 seats</td></tr><tr><td>Ulster Unionist</td><td>4 seats</td></tr><tr><td>Alliance</td><td>2 seat</td></tr></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>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> <table><tr><td>Main language of residents in Newry, Mourne and Down District LGD</td><td>Number</td><td>Percentage %</td></tr><tr><td>English</td><td>156794</td><td>97.15</td></tr><tr><td>Polish</td><td>2100</td><td>1.18</td></tr><tr><td>Lithuanian</td><td>836</td><td>0.47</td></tr><tr><td>Irish</td><td>367</td><td>0.24</td></tr><tr><td>Portuguese</td><td>86</td><td>0.05</td></tr><tr><td>Slovak</td><td>134</td><td>0.08</td></tr></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:		
	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
Marital status	The table below illustrates 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	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	102	1243

	registered same-sex civil partnership: Aged 16+ years		(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	Analysis of the Census 2011 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 generally	The gender profile for the Newry, Mourne and Down LGD is as follows: <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	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;				
	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%)
	<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 Sign 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>				
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	It is not envisaged that people of different religious beliefs will have specific needs / experiences / priorities in relation to this policy.
Political opinion	It is not envisaged that people of different political opinions will have specific needs / experiences / priorities in relation to this policy.
Racial group	It is not envisaged that people of racial groups will have specific needs / experiences / priorities in relation to this policy.
Age	Costs associated with access to use leisure facilities. The bolt on scheme is available to up to 6 individuals aged 16 plus. Discounted fee is also available to children aged 4 – 11 years.
Marital status	Marital status is not one of the criteria for the Household membership 'Bolt on' scheme
Sexual orientation	It is not envisaged that people of different sexual orientations will have specific needs / experiences / priorities in relation to this policy
Men and women generally	It is not envisaged that people of different genders will have specific needs / experiences / priorities in relation to this policy
Disability	It is not envisaged that people with disabilities will have specific needs / experiences / priorities in relation to this policy
Dependants	Costs associated with families accessing leisure facilities. The intended 'Bolt on' change to the current pricing policy will be a positive action measure for people with dependents as it will reduce the overall cost for additional customers in the same household. Junior membership is also reduced for young people aged 4-15 years

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		None

Political opinion		None
Racial group		None
Age	To encourage further junior participation within the swimming pools, leisure centre customers who have an active membership account, will benefit from a discounted rate of £1.50 per child compared to the current £2.40 for 4 – 15 year olds with an accompanying adult member providing normal admission criteria is met (not under 4's are currently free).	Minor – positive
Marital status		None
Sexual orientation		None
Men and women generally		None
Disability		None
Dependants	The intended 'Bolt on' change to the current pricing policy will be a positive action measure for people with dependents as it will reduce the overall cost for additional customers in the same household. Junior membership is also reduced for young people aged 4-15 years.	Minor - Positive

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		This is an approach undertaken by Council which will benefit households where more than one individual over the age of 16

		wants to be a member of the Councils Leisure facilities regardless of religious belief.
Political opinion		This is an approach undertaken by Council which will benefit households where more than one individual over the age of 16 wants to be a member of the Councils Leisure facilities regardless of Political opinion.
Racial group		This is an approach undertaken by Council which will benefit households where more than one individual over the age of 16 wants to be a member of the Councils Leisure facilities regardless of racial group.
Age		The household bolt on membership is reducing the cost for households with up to 6 individuals (over 16) as well as providing a discounted rate for children (4-15 years) of members. This approach is making the services available more accessible for households.
Marital status		This is an approach undertaken by Council which will benefit households where more than one individual over the age of 16 wants to be a member of the Councils Leisure facilities regardless of marital status.
Sexual orientation		This is an approach undertaken by Council which will benefit households where more than one individual over the age of 16 wants to be a member of the Councils Leisure facilities regardless of sexual orientation.
Men and women generally		This is an approach undertaken by Council which will benefit households where more than one individual over the age of 16 wants to be a member of the Councils Leisure facilities regardless of gender.
Disability		This is an approach undertaken by Council which will benefit households where more than one individual over the age of 16 wants to be a member of the Councils Leisure facilities regardless of disability.
Dependants		The household bolt on membership is reducing the cost for households with up to 6 individuals (over 16) as well as providing a discounted rate for children (4-15 years) of members. This approach is making the services available more accessible for households.

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		None
Political opinion		
Racial group		

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. There is nothing to suggest that the policy and associated implementation procedure will promote good relations between people of different religious belief, political opinion or racial group. It is offering a council service at a reduced rate for households where more than one individual wishes to avail of.
Political opinion		
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:

The outcome of screening is that the proposal not be subject to an equality impact assessment (with no mitigating measures required).

Having considered the Household membership bolt on scheme, it can be determined that this is a positive action measure for people with dependents wherein the Council has initiated a scheme designed to increase access to services i.e. an opportunity to avail of a council service at a reduced rate.

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	
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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: _____

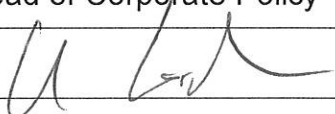
Monitoring

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:

This 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.

Approval and Authorisation

Screened by:	Position/Job Title	Date
Suzanne Rice	Corporate Policy & Equality Officer	24/10/19
Colin Moffett	Head of Corporate Policy	24/10/19
Approved by:		
Kieran Gordon	Head of Indoor Leisure	

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.