

Newry, Mourne and Down District Council Policy Screening Form

Policy Information

| | |
|--|---|
| Name of the policy | Car Purchase Assistance Scheme |
| Is this an existing, revised or new policy? | Revised |
| What is it trying to achieve (aims/outcomes) | <p>Section 41B of the Local Government Act (Northern Ireland) 1972 provides for a district council to make a loan to an officer for the purchase of a motor car or motor cycle, subject to such conditions as the Department of Environment, with the approval of the Department of Finance and Personnel may determine.</p> <p>Part 3, section 6, paragraph 6.6 of the National Agreement of Pay and Conditions of Service (Green Book) makes provision for an authorised car user to apply for financial assistance to purchase a car.</p> <p>The discretionary Car Purchase Assistance Scheme provides the opportunity for eligible employees to apply for a loan from the Council for the purchase of a car to be used in connection with their duties, the loan being repaid via a salary deduction agreement.</p> |
| Are there any Section 75 categories which might be expected to benefit from the intended policy? | No |
| If so, explain how. | |
| Who initiated or wrote the policy? | Human Resources |
| Who owns and who implements the policy? | Director of Corporate Services (owner), Finance/Payroll implement |

Implementation factors

| | Yes | No |
|---|-----|-----------|
| Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision? | | No |
| 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 | Yes | |

| | | |
|-----------------------------------|--|----|
| Service users | | No |
| Other public sector organisations | | NO |
| Voluntary/community/trade unions | | No |
| Other, please specify: | | No |

Other policies with a bearing on this policy

| | |
|---------------|---|
| What are they | Travelling Expenses and Subsistence Policy and Procedures |
| Who owns them | Human Resources |

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"> <thead> <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> </thead> <tbody> <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 (20.34%)</td> <td>752 (0.43%)</td> <td>10229 (5.96%)</td> </tr> </tbody> </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 (20.34%) | 752 (0.43%) | 10229 (5.96%) |
| 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 (20.34%) | 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 seat</td> </tr> <tr> <td>TUV</td> <td>1 seat</td> </tr> </table> | | | | | | Sinn Féin | 14 seats | SDLP | 13 seats | Democratic Unionist | 4 seats | Independents | 5 seats | Ulster Unionist | 3 seats | Alliance | 1 seat | TUV | 1 seat | | | | |
| Sinn Féin | 14 seats | | | | | | | | | | | | | | | | | | | | | | | |
| SDLP | 13 seats | | | | | | | | | | | | | | | | | | | | | | | |
| Democratic Unionist | 4 seats | | | | | | | | | | | | | | | | | | | | | | | |
| Independents | 5 seats | | | | | | | | | | | | | | | | | | | | | | | |
| Ulster Unionist | 3 seats | | | | | | | | | | | | | | | | | | | | | | | |
| Alliance | 1 seat | | | | | | | | | | | | | | | | | | | | | | | |
| 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> | | | | | | | | | | | | | | | | | | | | | | | |

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 is noted by NISRA (2011) 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 | 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:

| 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 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 | Analysis of the Census 2011 indicates that between 2% and 10% of the population may be lesbian, gay or bisexual. | | |

| | <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> | | | | | | | | | | | | | | | |
|--------------------------------|--|---|--|---|--|---|------------------|----------------------------|-----------------|---------------|------------------|------------------------|--------|---------------|---------------|-----------------|
| <p>Men and women generally</p> | <p>The gender profile for the Newry, Mourne and Down LGD is as follows:</p> <table border="1" data-bbox="408 528 1265 667"> <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 | | | | | | |
| LGD | Male | Female | | | | | | | | | | | | | | |
| Northern Ireland | 887323 | 923540 | | | | | | | | | | | | | | |
| Newry, Mourne and Down LGD | 83866 | 85345 | | | | | | | | | | | | | | |
| <p>Disability</p> | <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" data-bbox="392 871 1401 1279"> <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"> • 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 | 1810863 | 215232 (11.89%) | 159414 (8.8%) | 1436217 (79.31%) | Newry, Mourne and Down | 171533 | 19579 (11.4%) | 14102 (8.22%) | 135530 (79.01%) |
| 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>Dependants</p> | <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</p> | | | | | | | | | | | | | | | |

| | |
|--|--|
| | <p>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 anticipated this policy will affect the needs, experiences or priorities of this group. |
| Political opinion | It is not anticipated this policy will affect the needs, experiences or priorities of this group. |
| Racial group | It is not anticipated this policy will affect the needs, experiences or priorities of this group. |
| Age | It is not anticipated this policy will affect the needs, experiences or priorities of this group. |
| Marital status | It is not anticipated this policy will affect the needs, experiences or priorities of this group. |
| Sexual orientation | It is not anticipated this policy will affect the needs, experiences or priorities of this group. |
| Men and women generally | It is not anticipated this policy will affect the needs, experiences or priorities of this group. |
| Disability | It is not anticipated this policy will affect the needs, experiences or priorities of this group. |
| Dependants | It is not anticipated this policy will affect the needs, experiences or priorities of this group. |

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 | There is nothing to suggest the introduction of this policy will have an impact on section 75 grounds. | None |
| Political opinion | There is nothing to suggest the introduction of this policy will have an impact on section 75 grounds. | None |
| Racial group | There is nothing to suggest the introduction of this policy will have an impact on section 75 grounds. | None |
| Age | There is nothing to suggest the introduction of this policy will have an impact on section 75 grounds. | None |
| Marital status | There is nothing to suggest the introduction of this policy will have an impact on section 75 grounds. | None |
| Sexual orientation | There is nothing to suggest the introduction of this policy will have an impact on section 75 grounds. | None |
| Men and women generally | There is nothing to suggest the introduction of this policy will have an impact on section 75 grounds. | None |
| Disability | There is nothing to suggest the introduction of this policy will have an impact on section 75 grounds. | None |
| Dependants | There is nothing to suggest the introduction of this policy will have an impact on section 75 grounds. | None |

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 opportunities have been identified to promote equality of opportunity for people within the section 75 categories |
| Political opinion | | No opportunities have been identified to promote equality of opportunity for |

| | | |
|-------------------------|--|--|
| | | people within the section 75 categories |
| Racial group | | No opportunities have been identified to promote equality of opportunity for people within the section 75 categories |
| Age | | No opportunities have been identified to promote equality of opportunity for people within the section 75 categories |
| Marital status | | No opportunities have been identified to promote equality of opportunity for people within the section 75 categories |
| Sexual orientation | | No opportunities have been identified to promote equality of opportunity for people within the section 75 categories |
| Men and women generally | | No opportunities have been identified to promote equality of opportunity for people within the section 75 categories |
| Disability | | No opportunities have been identified to promote equality of opportunity for people within the section 75 categories |
| Dependants | | No opportunities have been identified to promote equality of opportunity for people within the section 75 categories |

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 introduction of this policy will have an impact on good relations | None |
| Political opinion | There is nothing to suggest the introduction of this policy will have an impact on good relations | None |
| Racial group | There is nothing to suggest the introduction of this policy will have an impact on good | None |

| | | |
|--|-----------|--|
| | relations | |
|--|-----------|--|

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 opportunities have been identified to promote equality of opportunity for people within the section 75 categories |
| Political opinion | | No opportunities have been identified to promote equality of opportunity for people within the section 75 categories |
| Racial group | | No opportunities have been identified to promote equality of opportunity for people within the section 75 categories |

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:

Following screening it has been decided not subject the policy to an EQIA, it is not expected the policy will have an adverse impact on any of the section 75 groupings.

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?

[Empty text box]

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

[Empty text box]

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

[Empty text box]

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

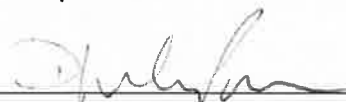
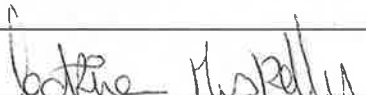
Effective monitoring will help identify any future adverse impacts arising from the policy which may lead you to conduct an EQIA, as well as help with future planning and policy development.

Please detail proposed monitoring arrangements below:

In addition to outlining proposed monitoring arrangements on how the impact of the policy's implementation will be assessed, the following comment should be included:

"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."

Approval and Authorisation

| Screened by: | Position/Job Title | Date |
|---|--------------------------------------|------------------|
| Philip Preen  | HR Policy and Projects Manager | 15 December 2016 |
| | | |
| Approved by: | | |
| Catrina Miskelly  | Assistant Director – Human Resources | 15 December 2016 |
| | | |

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.

