

Newry, Mourne and Down District Council Policy Screening Form

Policy Information

Name of the policy	Newry, Mourne and Down District Council's draft Performance Improvement Objectives 2018-19
Is this an existing, revised or new policy?	Revised
What is it trying to achieve (aims/outcomes)	<p>The following five performance improvement objectives have been drafted, all of which are clearly linked to the Community and Corporate Plans for the District.</p> <ol style="list-style-type: none"> 1. Encourage healthy lifestyles through increased participation in leisure, sport and recreational activities 2. Improve economic growth by creating new business starts, supporting the growth of existing businesses and promoting Newry, Mourne and Down as a premier tourist destination 3. Deliver urban and rural regeneration initiatives that will create a District where people want to live, work and invest in 4. Create a cleaner, greener, more attractive District 5. Encourage and empower local communities to participate in Council engagement structures and initiatives
Are there any Section 75 categories which might be expected to benefit from the intended policy?	All categories are expected to benefit from the intended policy approach.
If so, explain how.	<p>Direct positive outcomes for citizens, local businesses, visitors and service users in relation to:</p> <ul style="list-style-type: none"> • Improved provision of leisure and recreation facilities across the District • Improved access to economic development and tourism opportunities • Improvements to local areas through regeneration initiatives and projects

	<ul style="list-style-type: none"> Improved opportunities to recycle and live in a cleaner environment Improved opportunities to engage with the Council and influence the future of the local area
Who initiated or wrote the policy?	Kate Bingham, Head of Performance and Improvement
Who owns and who implements the policy?	Liam Hannaway- Chief Executive Johnny McBride - Assistant Director: Community Planning and Performance Kate Bingham - Head of Performance and Improvement

Implementation factors

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

Main stakeholders affected

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

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

Other policies with a bearing on this policy

What are they	These include the Local Government Act (NI) 2014, Council's Corporate Plan, Tourism Strategy, Economic Regeneration and Investment Strategy, Play Strategy, Sports Facility Strategy, Policing and Community Safety Partnership Action Plan, Good Relations
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	Action Plan and DEA Action Plans, as well as the statutory duties in relation to a General Duty of Improvement, Community Planning and Section 75 of the NI Act 1998 (as per commitments and obligations outlined within Council's approved Equality Scheme).
Who owns them	These are corporate responsibilities of the Council, as well as the Community Planning Partnership.

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 (20.24%)</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 (20.24%)	752 (0.43%)	10229 (5.96%)
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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> <tbody> <tr> <td>Sinn Féin</td> <td>14 seats</td> </tr> <tr> <td>SDLP</td> <td>14 seats</td> </tr> <tr> <td>Democratic Unionist</td> <td>4 seats</td> </tr> <tr> <td>Independents</td> <td>4 seats</td> </tr> <tr> <td>Ulster Unionist</td> <td>3 seats</td> </tr> <tr> <td>Alliance</td> <td>2 seats</td> </tr> </tbody> </table> <p>Councillors are elected within seven District Electoral Areas (DEAs) across the Council area. With respect to party political representation, democratic deficits exist within particular DEAs i.e three DEAs have no PUL Councillor representation (Newry, Crotlieve and Downpatrick), and three DEAs have one CNR (Rowallane) or PUL (Slieve Croob and Slieve</p>	Sinn Féin	14 seats	SDLP	14 seats	Democratic Unionist	4 seats	Independents	4 seats	Ulster Unionist	3 seats	Alliance	2 seats						
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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. 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 border="1"> <thead> <tr> <th>Main language of residents in Newry, Mourne and Down District LGD</th> <th>Number</th> <th>Percentage %</th> </tr> </thead> <tbody> <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> <tr> <td>Chinese</td> <td>121</td> <td>0.07</td> </tr> <tr> <td>Tagalog/Filipino</td> <td>55</td> <td>0.03</td> </tr> <tr> <td>Latvian</td> <td>208</td> <td>0.25</td> </tr> <tr> <td>Russian</td> <td>109</td> <td>0.06</td> </tr> <tr> <td>Malayalam</td> <td>87</td> <td>0.05</td> </tr> <tr> <td>Hungarian</td> <td>74</td> <td>0.04</td> </tr> <tr> <td>Other</td> <td>755</td> <td>0.46</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	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
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75-84	86724	7453
85-89	21165	1849
90+	10231	829

The demographic profile of the local community not only has an impact on the services the Council provides, but on the way these services will be delivered in the future. With the population of the District projected to grow over the next decade, including an increase in residents aged 65 years, the overall health and wellbeing needs of local communities are set to change and evolve. The majority of residents are currently in good health, with no long term health problems, whilst over a third of those aged 65 years and above have a long term health problem or disability which limits their day to day activities a lot.

Some neighbourhoods across the District fall within the most deprived in Northern Ireland, experiencing health inequalities in terms of life expectancy, cancer rates, adult and childhood obesity rates, mental health and drug and alcohol related conditions. Ongoing engagement with local communities has also highlighted a range of health and wellbeing issues around obesity, mental health and isolation. These issues serve to underpin the direct correlation between health, physical activity, diet and nutrition, which influences the health, wellbeing and quality of life of all our local communities.

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	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	<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	The gender profile for the Newry, Mourne and Down LGD is as follows:		

	<table border="1"> <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						
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Disability	<p>According to the 2011 Census 19.62% 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 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"> • 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%)
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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>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</p>															

	<p>the District has declined from 50% in 1981 to 37.5% in 2011.</p> <p>There are 5,466 lone parent households with dependent children in Newry, Mourne and Down which equates to almost 9% of number of total households in the District and is the fourth highest in Northern Ireland, after Belfast (17,036), Derry and Strabane (6,337) and Armagh, Banbridge and Craigavon (6,337). Half of the parents in lone parent household in Newry, Mourne and Down are unemployed, almost a quarter are in full time employment and over a quarter are in part time employment. 89% of the parents in lone parent households are female compared to 11% who are male.</p> <p>In 2012, the teenage conception rate was 1.02 per 1,000 mothers, which is the third lowest in Northern Ireland before Lisburn and Castlereagh and Fermanagh and Omagh.</p>
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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>All actions in relation to the performance improvement objectives 2018-19 should be underpinned by a corporate commitment to improve access to facilities, services and information, and encourage openness, transparency, on-going dialogue, and access to decision-makers.</p> <p>To ensure the Performance Improvement Objectives are targeted and meaningful for the community as a whole, rather than being those of particular organisations or interest group, they have been subjected to effective challenge and scrutiny mechanisms which build in foresight and forward planning to ensure the Council continues to meet clearly identified needs and effectively manage community expectations.</p> <p>Community confidence will be generated, and the reputation of the Council will be enhanced through meaningful consultation, encouraging participation, listening to, respecting and valuing minority voices, demonstrating evidence based decision-making, and reporting progress to consultees. The Council is carrying out a robust and inclusive consultation and engagement process on</p>

	<p>the Performance Improvement Objectives 2018-19, which will target all sections of the local community, encouraging them to have their say.</p>
Political opinion	As above.
Racial group	<p>As above.</p> <p>The Council is carrying out a robust and inclusive consultation and engagement process on the Performance Improvement Objectives 2018-19, which will target all sections of the local community, including the Ethnic Minority Support Centre, encouraging them to have their say. Performance improvement objective 5 also includes a supporting action to engage minority groups in Council initiatives and a measure around the number of visits to the Ethnic Minority Support Centre.</p>
Age	<p>All actions in relation to the Performance Improvement Objectives should be underpinned by a corporate commitment to improve access to facilities, services and information, and encourage openness, transparency, on-going dialogue, and access to decision-makers.</p> <p>To ensure the Performance Improvement Objectives are targeted and meaningful for the community as a whole, rather than being those of particular organisations or interest groups, the Performance Improvement Objectives have effective challenge and scrutiny mechanisms which build in foresight and forward planning to ensure Council continues to meet clearly identified needs, and effectively manages community expectations.</p> <p>Community confidence will be generated, and the reputation of the Council will be enhanced through meaningful consultation, encouraging participation, listening to, respecting and valuing minority voices, demonstrating evidence based decision-making, and reporting progress to consultees. The Council will carry out a robust and inclusive consultation and engagement process on the Performance Improvement Objectives 2018-19, which will target all sections of the local community, including the Newry and Mourne Youth Council and Older Person's Forum, encouraging them to have their say.</p> <p>Good health is one of the most valued aspects of our lives. It influences many other dimensions of well-being, such as employment, income, social connections, participation in community life and educational attainment. Newry, Mourne and Down District Council has a key role to play in helping local communities to live long and healthy lives, and we are committed</p>

	<p>to collaborating with partners across the statutory and voluntary sectors to address health inequalities and encourage residents to make healthy and informed lifestyle choices.</p> <p>The demographic profile of our community not only has an impact on the services the Council provides, but the way these services will be delivered in the future. With the population of the District projected to grow over the next decade, including an increase in residents aged 65 years and above, the overall health and wellbeing needs of local communities are set to change and evolve. The majority of residents are currently in good health, with no long term health problems, whilst over a third of those aged 65 years and above have a long term health problem or disability which limits their day to day activities a lot. Some neighbourhoods across the District fall within the most deprived in Northern Ireland, experiencing health inequalities in terms of life expectancy, cancer rates, adult and childhood obesity rates, mental health and drug and alcohol related conditions. Ongoing engagement with local communities has also highlighted a range of health and wellbeing issues around obesity, mental health and isolation. These issues serve to underpin the direct correlation between health, physical activity, diet and nutrition, which influences the health, wellbeing and quality of life of all our local communities.</p> <p>In recognition of the changing needs of our diverse, growing and ageing population, Newry, Mourne and Down District Council has prioritised the provision of high quality, accessible leisure, sport and recreational facilities. Through the Play Strategy and Sports Facility Strategy, the Council is continuing to put in place the infrastructure to encourage healthy lifestyles and improve the overall wellbeing of all local communities.</p> <p>Performance improvement objective 5 also includes a supporting action to engage young people and older people in Council initiatives.</p>
<p>Marital status</p>	<p>All actions in relation to the Performance Improvement Objectives should be underpinned by a corporate commitment to improve access to facilities, services and information, and encourage openness, transparency, on-going dialogue, and access to decision-makers.</p> <p>To ensure Performance Improvement Objectives are targeted and meaningful for the community as a whole, rather than being those of particular organisations or interest groups, they must have effective challenge and scrutiny mechanisms which build in foresight and forward planning to ensure Council continues to</p>

	<p>meet clearly identified needs, and effectively manages community expectations.</p> <p>Community confidence will be generated, and Council reputation enhanced through meaningful consultation, encouraging participation, listening to, respecting and valuing minority voices, demonstrating evidence based decision-making, and reporting progress to consultees.</p>
Sexual orientation	As above.
Men and women generally	As above.
Disability	As above.
Dependants	As above.

Screening Questions

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

Section 75 category	Details of policy impact	Level of impact? Major/minor/none
Religious belief	<p>No adverse impact is currently anticipated.</p> <p>Direct positive outcomes for service users in relation to improved provision of leisure and recreation facilities across the District.</p> <p>With respect to local engagement structures in support of the implementation of the Community Plan, the establishment and operation of key fora such as the District Electoral Area structures on which individuals nominated and representing networks participate with Councillors, the</p>	<p>Minor</p> <p>Minor</p>

	Community Planning Partnership and Thematic Working Groups, as well as the Health Forum provides direct community engagement opportunities with the decision-making structures of the Council.	
Political opinion	As above.	Minor
Racial group	No adverse impact is currently anticipated, and in addition to the above, the Performance Improvement Objectives outline the supporting action to engage minority groups in Council initiatives.	Minor - positive
Age	<p>No adverse impact is currently anticipated, and in addition to the above, the Performance Improvement Objectives outline the following supporting actions:</p> <ul style="list-style-type: none"> • Provide and improve fixed and non fixed play opportunities for children and young people through the implementation of year one of the Play Strategy • Engage more children and young people in community play initiatives across the District • Co-ordinate and launch a multi-stakeholder Activity, Promotion and Development Plan, which maps out the provision of physical activity across the District, and is suitable for all ages and abilities • Engage minority groups in Council initiatives <p>Measures of success include increased numbers of children and young people engaged in</p>	Major - positive

	<p>Community Play initiatives and the number of people accessing the Ethnic Minority Support Centre, are outlined in the plan, with outcomes for local communities and stakeholders being:</p> <ul style="list-style-type: none"> • Improved and accessible provision of indoor and outdoor sport, leisure and recreational facilities and activities • Increase in the number of participants making healthy lifestyle choices by using leisure and recreational facilities • Improved customer satisfaction with indoor leisure facilities • Improved levels of health and wellbeing for local communities • A more inclusive, cohesive and vibrant District, with confident and empowered communities 	
<p>Marital status</p>	<p>No adverse impact is currently anticipated.</p> <p>Direct positive outcomes for service users in relation to improved provision of leisure and recreation facilities across the District, economic regeneration, tourism and the environment.</p> <p>With respect to local structures in support of the development of the Community Plan, the establishment and operation of key fora such as the District Electoral Area structures on which individuals nominated and representing networks participate with Councillors, the Community Planning Partnership and Thematic</p>	<p>Minor</p>

	Working Groups, as well as the Health Forum provides direct community engagement opportunities.	
Sexual orientation	As above.	Minor
Men and women generally	As above.	Minor
Disability	As above.	Minor
Dependants	As above.	Minor

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

Section 75 category	If Yes, provide details	If No, provide details
Religious belief	While no adverse impact is currently anticipated, in the delivery of its functions relating to the Performance Improvement Objectives, the Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to ensure equality of opportunity to access, participate and contribute are key components which underpin any processes.	
Political opinion	<p>Whilst no adverse impact is currently anticipated, in the delivery of the Performance Improvement Objectives, the Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to ensure equality of opportunity to access, participate and contribute are key components which underpin any processes.</p> <p>This is of particular relevance due to the party political representation and democratic deficits which exist within particular DEAs i.e three DEAs</p>	

	have no PUL Councillor representation (Newry, Crotlieve and Downpatrick), and three DEAs have either one CNR (Rowallane) or PUL (Slieve Croob and Slieve Gullion) Councillor.	
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	<p>Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to ensure equality of opportunity to access, participate and contribute are key components which underpin any processes.</p>	
Men and women generally	<p>Whilst no adverse impact is currently anticipated, in the delivery of the Performance Improvement Objectives, the Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to ensure equality of opportunity to access, participate and contribute are key components which underpin any processes.</p>	
Disability	<p>Whilst no adverse impact is currently anticipated, in the delivery of the Performance Improvement Objectives, the Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to ensure equality of opportunity to access, participate and contribute are key components which underpin any processes.</p> <p>In addition, the Council should also be mindful of its statutory duty under Section 49A of the Disability Discrimination Act 1995 (as amended by the) Disability Discrimination (NI) Order 2006 which requires the Council, in carrying out its functions, to have due regard to the need to encourage participation by disabled people in public life.</p>	
Dependants	<p>While no adverse impact is currently anticipated, in the delivery of the Performance Improvement Objectives, the</p>	

	Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to ensure equality of opportunity to access, participate and contribute are key components which underpin any processes.	
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2. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?

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

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

Good relations category	If Yes , provide details	If No , provide details
Religious belief	Whilst no adverse impact is currently anticipated, in the delivery of its functions relating to the Performance Improvement Objectives, the Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to have regard towards the desirability of promoting good relations, and to ensure equality of opportunity to access, participate and contribute are	

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

	underpin any processes.	
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Additional considerations

Multiple identity

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

None

Screening Decision

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

1. **Not be subject to an EQIA (with no mitigating measures required)**
2. Not be subject to an EQIA (with mitigating measures /alternative policies)
3. Not be subject to an EQIA at this time
4. Be subject to an EQIA

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

The draft Performance Improvement Objectives 2018-19 have been equality screened and it is recommended it not be subject to an equality impact assessment (with no mitigating measures required).

The Council has demonstrated strong civic leadership as a public authority in terms of decision-making and developing the performance improvement objectives. The Performance Improvement Objectives are based upon an assessment of the baseline evidence and directly aligned to community planning outcomes (engagement feedback report May 2015 and baseline evidence report August 2015, consultation and engagement on the Performance Improvement Objectives 2017-18), corporate priorities, District Electoral Area Action Plans, and other key plans and strategies including the Tourism Strategy and Play Strategy.

Meaningful consultation has improved evidence based decision-making. Recording and retaining evidence of consultations and reporting progress are key aspects which underpin the Council’s organisational learning and development as a public authority, thereby enhancing both the reputation and community confidence in the Council, as a civic leader.

This has already been exhibited through the Council's commitment to inter and intra collaborative working in aligning consultation with established or planned community engagement approaches, a corporate commitment to improving access to facilities, services and information, and encouraging openness, transparency and on-going dialogue to set and agree its performance improvement objectives. This is evidenced by the intense and inclusive programme of activity included in the eight-week consultation and engagement programme for the Performance Improvement Objectives 2018-19.

In relation to the proposed eight-week consultation process, whilst the Council's Equality Scheme commits to holding consultation exercises relevant to the statutory duties for a minimum of twelve weeks, it also sets out exceptional circumstances where the twelve weeks may not apply. In this instance, the Council agreed to hold an eight-week consultation and engagement process to ensure the deadline for publishing the Performance Improvement Plan 2018-19 by 30 June 2018 is met.

The performance improvement objectives effective challenge and scrutiny mechanisms which build in foresight and forward planning to ensure the Council:

- Continues to meet clearly identified needs
- Effectively manages community expectations
- All communities benefit from the performance improvement objectives, rather than particular organisations or interest groups solely being targeted
- Regularly monitors and reports progress in delivering the Performance Improvement Objectives 2018-19

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

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

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

Timetabling and prioritising EQIA

If 3. or 4, is the policy affected by timetables established by other relevant public authorities? NO

If YES, please provide details:

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

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

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

Proposed date for commencing EQIA: _____

Monitoring

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

Please detail proposed monitoring arrangements below:

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

Approval and Authorisation

Screened by:	Position/Job Title	Date
Colin Moffett	Head of Corporate Policy	12 March 2018
Kate Bingham	Head of Performance and Improvement	12 March 2018
Approved by:		
Johnny McBride	Assistant Director, Community Planning and Performance	12 March 2018

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.