

# Newry, Mourne and Down District Council Policy Screening Form

## Policy Information

Name of the policy	Newry, Mourne and Down District Council Performance Improvement Objectives for 2016-17
Is this an existing, revised or new policy?	Existing
What is it trying to achieve (aims/outcomes)	<p>This sets out the recommended approach and timetable for the publication of a Performance Improvement Plan for 2016-17; and the selection of the performance improvement objectives as the Council's in-scope performance improvement areas for 2016-17:</p> <ul style="list-style-type: none"> <li>i. <b>Improved the provision of leisure and recreation facilities across the District.</b> (It is anticipated this objective will be achieved via the capital build of two new Leisure Centres and other facilities as a means of supporting improved health &amp; well-being outcomes across the District); and</li> <li>ii. <b>Improved the performance of the Council's Development Management (Planning) service.</b> (It is anticipated this objective will be achieved via the implementation of various improvements arising from the recent J MacKinnon Review. Planning was used for the purposes of the 2015-16 Performance Improvement Plan and therefore provides a baseline); and</li> <li>iii. <b>Established local structures in support of the development and implementation of the District's Community Plan.</b> (It is anticipated this objective will be achieved via the establishment and operation of key fora such as DEA structures, the Community Planning Partnership &amp; Thematic Working Groups, as well as the Health Forum).</li> </ul>
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 service users in relation to improved provision of leisure and recreation facilities across the District.</p> <p>With respect to local structures in support of the development and implementation of the District's Community Plan, the establishment and operation of key fora such as District Electoral Area structures, the Community Planning Partnership &amp; Thematic Working Groups, as well as the Health Forum will</p>

	provide direct community engagement opportunities.
Who initiated or wrote the policy?	Johnny McBride
Who owns and who implements the policy?	Liam Hannaway, Chief Executive Edwin Curtis, Director of Strategic Planning and Performance Johnny McBride

### Implementation factors

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

### Main stakeholders affected

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

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

### Other policies with a bearing on this policy

What are they	Council's Corporate Plan, and statutory duties in relation to 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	While these are corporate responsibilities specific responsibility for the policy context lies within the Strategic Planning and Performance Directorate.

## Available evidence

What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for relevant Section 75 categories.

Section 75 Category	Details of needs/experiences/priorities																							
Religious belief	<table border="1" data-bbox="411 506 1394 779"> <thead> <tr> <th data-bbox="411 506 587 607">LGD</th> <th data-bbox="587 506 754 607">All usual residents</th> <th data-bbox="754 506 914 607">Catholic</th> <th data-bbox="914 506 1098 607">Protestant and other Christian</th> <th data-bbox="1098 506 1257 607">Other religions</th> <th data-bbox="1257 506 1394 607">None</th> </tr> </thead> <tbody> <tr> <td data-bbox="411 607 587 674"><b>Northern Ireland</b></td> <td data-bbox="587 607 754 674">1,810,863</td> <td data-bbox="754 607 914 674">817,385 (45.14%)</td> <td data-bbox="914 607 1098 674">875,717 (48.36%)</td> <td data-bbox="1098 607 1257 674">16,592 (0.9%)</td> <td data-bbox="1257 607 1394 674">101,169 (5.59%)</td> </tr> <tr> <td data-bbox="411 674 587 779"><b>Newry, Mourne &amp; Down</b></td> <td data-bbox="587 674 754 779">171533</td> <td data-bbox="754 674 914 779">113200 (65.99%)</td> <td data-bbox="914 674 1098 779">34718 (20.24%)</td> <td data-bbox="1098 674 1257 779">752 (0.43%)</td> <td data-bbox="1257 674 1394 779">10229 (5.96%)</td> </tr> </tbody> </table> <p data-bbox="411 779 794 813">(Source: Census Data 2011).</p>						LGD	All usual residents	Catholic	Protestant and other Christian	Other religions	None	<b>Northern Ireland</b>	1,810,863	817,385 (45.14%)	875,717 (48.36%)	16,592 (0.9%)	101,169 (5.59%)	<b>Newry, Mourne &amp; Down</b>	171533	113200 (65.99%)	34718 (20.24%)	752 (0.43%)	10229 (5.96%)
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<b>Newry, Mourne &amp; Down</b>	171533	113200 (65.99%)	34718 (20.24%)	752 (0.43%)	10229 (5.96%)																			
Political opinion	<p data-bbox="384 916 1414 983">Elected political party representation is an approximate barometer of political opinion of people within the Council area.</p> <p data-bbox="384 1016 1294 1050">The party breakdown of the Council's elected members is as follows:</p> <table data-bbox="384 1084 979 1319"> <tbody> <tr> <td data-bbox="384 1084 858 1117">Sinn Féin</td> <td data-bbox="858 1084 979 1117">14 seats</td> </tr> <tr> <td data-bbox="384 1117 858 1151">SDLP</td> <td data-bbox="858 1117 979 1151">13 seats</td> </tr> <tr> <td data-bbox="384 1151 858 1184">Democratic Unionist</td> <td data-bbox="858 1151 979 1184">4 seats</td> </tr> <tr> <td data-bbox="384 1184 858 1218">Independents</td> <td data-bbox="858 1184 979 1218">5 seats</td> </tr> <tr> <td data-bbox="384 1218 858 1252">Ulster Unionist</td> <td data-bbox="858 1218 979 1252">3 seats</td> </tr> <tr> <td data-bbox="384 1252 858 1285">Alliance</td> <td data-bbox="858 1252 979 1285">1 seats</td> </tr> <tr> <td data-bbox="384 1285 858 1319">TUV</td> <td data-bbox="858 1285 979 1319">1 seat</td> </tr> </tbody> </table> <p data-bbox="384 1352 1414 1554">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 where there is either one CNR (Rowallane) or PUL (Slieve Croob and Slieve Gullion) Councillor.</p>						Sinn Féin	14 seats	SDLP	13 seats	Democratic Unionist	4 seats	Independents	5 seats	Ulster Unionist	3 seats	Alliance	1 seats	TUV	1 seat				
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Racial group	<p data-bbox="384 1594 1414 1695">According to the 2011 Census, 1.8% (32,400) of the usually resident population of Northern Ireland belongs to minority ethnic groups; this is more than double the proportion in 2001 (0.8%).</p> <p data-bbox="384 1729 1342 1796">The minority ethnic language profile within the area serves as a possible indicator of the BME community profile.</p> <p data-bbox="384 1830 1414 1897">The composition of language groups in the Newry, Mourne and Down District Council area is noted by NISRA (2011) as follows:</p> <p data-bbox="384 1930 1414 1998"><b>Minority Ethnic Language Profile of the Newry, Mourne and Down LGD Area</b></p> <table border="1" data-bbox="384 1998 1382 2029"> <thead> <tr> <th data-bbox="384 1998 858 2029">Main language of residents in</th> <th data-bbox="858 1998 1086 2029">Number</th> <th data-bbox="1086 1998 1382 2029">Percentage %</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>						Main language of residents in	Number	Percentage %															
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	Newry, Mourne and Down District LGD		
	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:		
	<b>Marital Status</b>	<b>Newry, Mourne and Down LGD</b>	<b>NI</b>
	All usual residents: Aged 16+ years	132455	1431540
	Single (never married or never registered a same-sex	47722	517393 (35.14%)

	civil partnership) Aged 16+ years		
	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	<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	The gender profile for the Newry, Mourne and Down LGD is as follows:		

generally	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"> <li>• More than 1 in 5 or 21% of the population in Northern Ireland has a disability The incidence of disability is higher in Northern Ireland than any other part of the UK</li> <li>• 1 in 7 people in Northern Ireland have some form of hearing loss</li> <li>• 5,000 sign language users who use British Sign Language (BSL) and/or Irish Sign Language (ISL)</li> <li>• In Northern Ireland there are 57,000 blind people or people with significant visual impairment</li> <li>• 52,000 people with learning disabilities</li> </ul> <p>(Source: Disability Action)</p>					
Dependants	<p>Persons with dependants 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 dependants. With regard to these figures, dependants 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 dependants 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</p>				

	<p>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 should be underpinned by a Corporate commitment to improving access to facilities, services and information, and encouraging openness, transparency, on-going dialogue, and access to decision-makers.</p> <p>To ensure 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 Plan and associated Performance Improvement Objectives and key actions must 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 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>
Political opinion	As above.
Racial group	As above.
Age	As above.
Marital status	As above.
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 structures in support of the development and implementation of the District's Community Plan, the establishment and operation of key fora such as the District Electoral Area structures on which individuals nominated and representing networks will participate with Councillors, the Community Planning Partnership &amp; Thematic Working Groups, as well as the Health Forum will provide direct community engagement opportunities.</p>	<p>Minor</p> <p>Minor</p>
Political opinion	As above.	Minor
Racial group	As above.	Minor
Age	As above.	Minor
Marital status	As above.	Minor
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?

<b>Section 75 category</b>	<b>If Yes, provide details</b>	<b>If No, provide details</b>
Religious belief	While no adverse impact is currently anticipated, in the delivery of its functions relating to the Corporate Improvement Plan, 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>While no adverse impact is currently anticipated, in the delivery of its functions relating to the Corporate Improvement Plan, 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 have no PUL Councillor representation (Newry, Crotlieve and Downpatrick), and three DEAs where there is either one CNR (Rowallane) or PUL (Slieve Croob and Slieve Gullion) Councillor.</p>	
Racial group	While no adverse impact is currently anticipated, in the delivery of its functions relating to the Corporate Improvement Plan, 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.	
Age	While no adverse impact is currently anticipated, in the delivery of its functions relating to the Corporate Improvement Plan, 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.	
Marital status	While no adverse impact is currently anticipated, in the delivery of its functions relating to the Corporate Improvement Plan, 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.	
Sexual orientation	While no adverse impact is currently anticipated, in the delivery of its functions relating to the Corporate Improvement Plan, 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.	
Men and women generally	While no adverse impact is currently anticipated, in the delivery of its functions relating to the Corporate Improvement Plan, 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.	
Disability	<p>While no adverse impact is currently anticipated, in the delivery of its functions relating to the Corporate Improvement Plan, 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, Council should also be mindful of its statutory duty under Section 49A of the Disability Discrimination Act 1995 (as amended by the) Disability</p>	

	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.	
Dependants	While no adverse impact is currently anticipated, in the delivery of its functions relating to the Corporate Improvement Plan, 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.	

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

<b>Good relations category</b>	<b>Details of policy impact</b>	<b>Level of impact? Major/minor/none</b>
Religious belief	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 themselves 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?**

<b>Good relations category</b>	<b>If Yes, provide details</b>	<b>If No, provide details</b>
Religious belief	While no adverse impact is currently anticipated, in the delivery of its functions relating to the Corporate Improvement Plan, 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>While no adverse impact is currently anticipated, in the delivery of its functions relating to the Corporate Improvement Plan, 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 have no PUL Councillor representation (Newry, Crotlieve and Downpatrick), and three DEAs where there is 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 its functions relating to the Corporate Improvement Plan, 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>	

## 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:

Council has demonstrated strong civic leadership as a public authority in terms of decision-making and developing the Performance Improvement Plan and associated Performance Improvement Objectives. The Performance Improvement Objectives are based upon an assessment of the baseline evidence already collated in respect of the Community Plan (engagement feedback report May 2015 and baseline evidence report August 2015), Corporate Plan consultation, Agent feedback on Planning performance, and District Electoral Area emerging issues report (March 2016), and other priority areas of the Council.

Meaningful consultation on improvement, improving evidence based decision-making, and recording, retaining evidence of consultations and reporting progress are key aspects which underpin the Council's organisational learning and development of Council as a public authority, so enhancing reputation and community confidence in Council's delivery upon its civic leadership responsibilities.

This has already been exhibited in 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 its improvement objectives.

The Performance Improvement Plan has 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, to ensure improvement objectives are targeted and meaningful for the community as a whole, rather than being those of particular organisations or interest groups.

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.

<b>Priority criterion</b>	<b>Rating (1-3)</b>
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

<b>Screened by:</b>	<b>Position/Job Title</b>	<b>Date</b>
Colin Moffett	Equality Officer	6 June 2016
<b>Approved by:</b>		

Note: A copy of the Screening Template, for each policy screened should be 'signed off' and approved by a senior manager responsible for the policy, made easily accessible on your website as soon as possible following completion and made available on request.