

Newry, Mourne and Down District Council Policy Screening Form

Policy Information

Name of the policy	Newry, Mourne and Down District Council's Performance Improvement Plan 2019-20
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. Increase the rate of recycling, reduce the amount of waste going to landfill and improve the level of cleanliness across the 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 Johnathan McGilly – Acting 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	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%)												
	(Source: Census Data 2011).																	
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 style="width: 100%; border: none;"> <tr> <td>Sinn Féin</td> <td style="text-align: right;">16 seats</td> </tr> <tr> <td>SDLP</td> <td style="text-align: right;">11 seats</td> </tr> <tr> <td>Democratic Unionist</td> <td style="text-align: right;">3 seats</td> </tr> <tr> <td>Independents</td> <td style="text-align: right;">5 seats</td> </tr> <tr> <td>Ulster Unionist</td> <td style="text-align: right;">4 seats</td> </tr> <tr> <td>Alliance</td> <td style="text-align: right;">2 seats</td> </tr> </table> <p>Councillors are elected within seven District Electoral Areas (DEAs) across the Council area. With respect to party political representation, democratic deficits exist within particular DEAs i.e three DEAs have no PUL Councillor representation (Newry, Crotlieve and Downpatrick), and three DEAs have one CNR (Rowallane) or PUL (Slieve Croob and Slieve</p>						Sinn Féin	16 seats	SDLP	11 seats	Democratic Unionist	3 seats	Independents	5 seats	Ulster Unionist	4 seats	Alliance	2 seats
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	Gullion) Councillor.																																										
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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	<p>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.</p> <p>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>																	
Marital status	<p>The table below provides an overview of the marital status profile of the Newry, Mourne and Down area:</p> <table border="1"> <thead> <tr> <th>Marital Status</th> <th>Newry, Mourne and Down LGD</th> <th>NI</th> </tr> </thead> <tbody> <tr> <td>All usual residents: Aged 16+ years</td> <td>132455</td> <td>1431540</td> </tr> <tr> <td>Single (never married or never registered a same-sex civil partnership) Aged 16+ years</td> <td>47722</td> <td>517393 (35.14%)</td> </tr> <tr> <td>Married: Aged 16+ years</td> <td>65255</td> <td>680831 (47.56%)</td> </tr> <tr> <td>In a</td> <td>102</td> <td>1243</td> </tr> </tbody> </table>			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
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	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 Plan 2019-20 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 Plan is 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 carried out a robust and inclusive consultation and engagement process on the</p>

	<p>Performance Improvement Plan 2019-20, in line with the development of the Corporate Plan 2019-23, which enabled many sections of the local community to have their say.</p>
Political opinion	<p>As above.</p>
Racial group	<p>As above.</p> <p>The Council carried out a robust and inclusive consultation and engagement process on the Performance Improvement Plan 2019-20, in line with the Corporate Plan 2019-23, which targeted all sections of the local community, including the Ethnic Minority Support Centre, encouraging them to have their say.</p> <p>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 Plan 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 Plan is targeted and meaningful for the community as a whole, rather than being those of particular organisations or interest groups, 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.</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 carried out a robust and inclusive consultation and engagement process on the Performance Improvement Plan 2019-20, in line with the Corporate Plan 2019-23, which targeted 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</p>

	<p>communities to live long and healthy lives, and we are committed 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>
Marital status	<p>All actions in relation to the Performance Improvement Plan 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 Plan is 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</p>

	<p>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>
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</p>	<p>Minor</p> <p>Minor</p>

	participate with Councillors, the Community Planning Partnership and Thematic Working Groups 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 Plan outlines 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 Plan outlines 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 continued implementation of the Play Strategy • Engage children and young people in community play initiatives across the District • Positively engage local groups in Council initiatives, including young people, older people and black and minority ethnic communities <p>Measures of success include increased numbers of children and young people engaged in Community Play initiatives, number of visits the Ethnic Minority Support Centre and the number of children participating in</p>	Major - positive

	<p>PEACE IV programmes, are implicit within the Plan, with improvements 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 • Improved awareness of opportunities to get involved in leisure, sport and recreational activities • More opportunities to make healthy lifestyle choices by using leisure, sport and recreational facilities • Improved customer satisfaction with indoor leisure facilities • Improved levels of health and wellbeing • A more inclusive, cohesive and vibrant District, with confident and empowered communities 	
Marital status	<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</p>	Minor

	Planning Partnership and Thematic Working Groups 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 Plan, 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 Plan, 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.	
Racial group	Whilst no adverse impact is currently anticipated, in the delivery of the Performance Improvement Plan, 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.	
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	<p>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 Plan, 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 Plan, 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 Plan, the Council</p>	

	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 Plan will adversely impact upon good relations.	None
Political opinion	There is nothing to suggest the Performance Improvement Plan will adversely impact upon good relations.	None
Racial group	There is nothing to suggest the Performance Improvement Plan 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 Plan, 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 Plan, 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 Plan, 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 Performance Improvement Plan 2019-20, has 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 Plan. The Performance Improvement Plan is 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 Plan 2017-18, 2018-19 and 2019-20), 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 Plan. This is evidenced by the intense and inclusive programme of activity included in the twelve week consultation and engagement programme for the Performance Improvement Plan 2019-20.

In compliance with the corporate Equality Scheme, the Council has abided to the statutory duty of a minimum of twelve weeks consultation and engagement, whilst ensuring the deadline for publishing the Performance Improvement Plan 2019-20 by 30 June 2019 is achieved.

The Performance Improvement Plan includes effective challenge and scrutiny mechanisms which build in foresight and forward planning to ensure:

- The Council continues to meet clearly identified needs and manages community expectations
- All communities benefit from the performance improvement objectives, rather than particular organisations or interest groups solely being targeted
- Progress is monitored through the mid year and annual progress reports progress in delivering the Performance Improvement Objectives 2019-20.

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	
Kate Bingham	Head of Performance and Improvement	10 May 2019
Approved by:		
Jonathan McGilly	Acting Assistant Director, Community Planning and Performance	3 June 2019

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.