

Newry, Mourne and Down District Council Policy Screening Form

Policy Information

Name of the policy	Performance Improvement Policy
Is this an existing, revised or new policy?	New
What is it trying to achieve (aims/outcomes)	<p>The aims of this policy are to:</p> <ul style="list-style-type: none"> • Ensure that the Council discharges its performance improvement duties under Part 12 of the Local Government (Northern Ireland) Act 2014. • Mainstream the Council's Business Planning and Performance Management Framework, which drives and provides assurance that corporate priorities and performance improvement objectives are being delivered. • Ensure that Elected Members and officers have due regard for performance improvement in carrying out their duties.
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.	The adoption of this policy will have a positive impact on employees, the organisational culture and the subsequent delivery of services to all residents across the District.
Who initiated or wrote the policy?	Kate Bingham, Head of Performance and Improvement
Who owns and who implements the policy?	<p>Liam Hannaway- Chief Executive Johnny McBride - Assistant Director: Community Planning and Performance Kate Bingham - Head of Performance and Improvement</p>

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:		
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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	<ul style="list-style-type: none"> • Parts 11 and 12 of the Local Government Act (NI) 2014, in relation to a General Duty of Improvement and Community Planning • Community Plan for Newry, Mourne and Down • Newry, Mourne and Down District Council Corporate Plan 2015-19 • Performance Improvement Plan 2017-18 and 2018-19 (includes the Business Planning and Performance Management Framework) • Section 75 of the NI Act 1998 (as per commitments and obligations outlined within Council’s approved Equality Scheme) • Other key plans and strategies
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	Details of needs/experiences/priorities
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75 Category																								
Religious belief	<table border="1" data-bbox="391 315 1428 629"> <thead> <tr> <th data-bbox="391 315 566 427">LGD</th> <th data-bbox="566 315 742 427">All usual residents</th> <th data-bbox="742 315 909 427">Catholic</th> <th data-bbox="909 315 1109 427">Protestant and other Christian</th> <th data-bbox="1109 315 1276 427">Other religions</th> <th data-bbox="1276 315 1428 427">None</th> </tr> </thead> <tbody> <tr> <td data-bbox="391 427 566 510">Northern Ireland</td> <td data-bbox="566 427 742 510">1,810,863</td> <td data-bbox="742 427 909 510">817,385 (45.14%)</td> <td data-bbox="909 427 1109 510">875,717 (48.36%)</td> <td data-bbox="1109 427 1276 510">16,592 (0.9%)</td> <td data-bbox="1276 427 1428 510">101,169 (5.59%)</td> </tr> <tr> <td data-bbox="391 510 566 629">Newry, Mourne & Down</td> <td data-bbox="566 510 742 629">171533</td> <td data-bbox="742 510 909 629">113200 (65.99%)</td> <td data-bbox="909 510 1109 629">34718 (20.24%)</td> <td data-bbox="1109 510 1276 629">752 (0.43%)</td> <td data-bbox="1276 510 1428 629">10229 (5.96%)</td> </tr> </tbody> </table> <p data-bbox="391 629 821 674">(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 data-bbox="391 772 1372 846">Elected political party representation is an approximate barometer of political opinion of people within the Council area.</p> <p data-bbox="391 884 1364 922">The party breakdown of the Council's elected members is as follows:</p> <table data-bbox="391 958 1066 1191"> <tr> <td data-bbox="391 958 933 996">Sinn Féin</td> <td data-bbox="933 958 1066 996">14 seats</td> </tr> <tr> <td data-bbox="391 996 933 1034">SDLP</td> <td data-bbox="933 996 1066 1034">14 seats</td> </tr> <tr> <td data-bbox="391 1034 933 1072">Democratic Unionist</td> <td data-bbox="933 1034 1066 1072">4 seats</td> </tr> <tr> <td data-bbox="391 1072 933 1111">Independents</td> <td data-bbox="933 1072 1066 1111">4 seats</td> </tr> <tr> <td data-bbox="391 1111 933 1149">Ulster Unionist</td> <td data-bbox="933 1111 1066 1149">3 seats</td> </tr> <tr> <td data-bbox="391 1149 933 1191">Alliance</td> <td data-bbox="933 1149 1066 1191">2 seats</td> </tr> </table> <p data-bbox="391 1227 1401 1460">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 Gullion) Councillor.</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 data-bbox="391 1505 1401 1617">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="391 1653 1422 1809">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 data-bbox="391 1845 1348 1921">Minority Ethnic Language Profile of the Newry, Mourne and Down LGD Area</p> <table border="1" data-bbox="391 1921 1375 2036"> <thead> <tr> <th data-bbox="391 1921 853 2036">Main language of residents in Newry, Mourne and Down District LGD</th> <th data-bbox="853 1921 1082 2036">Number</th> <th data-bbox="1082 1921 1375 2036">Percentage %</th> </tr> </thead> <tbody> <tr> <td data-bbox="391 1921 853 2036"></td> <td data-bbox="853 1921 1082 2036"></td> <td data-bbox="1082 1921 1375 2036"></td> </tr> </tbody> </table>						Main language of residents in Newry, Mourne and Down District LGD	Number	Percentage %															
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	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	According to the 2011 Census, the age profile of the Newry, Mourne and Down LGD is as follows:																																																					
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	(never married or never registered a same-sex civil partnership) Aged 16+ years		(35.14%)
	Married: Aged 16+ years	65255	680831 (47.56%)
	In a registered same-sex civil partnership: Aged 16+ years	102	1243 (0.09%)
	Separated (but still legally married or still legally in a same-sex civil partnership): Aged 16+ years	4697	56911 (3.98%)
	Divorced or formerly in a same-sex civil partnership which is now legally dissolved	6271	78074 (5.45%)
	Widowed or surviving partner from a same-sex civil partnership: Aged 16+ years	8408	97088 (6.78%)
Sexual	Analysis of the Census 2011 indicates that between 2% and 10% of the		

orientation	<p>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	<p>The gender profile for the Newry, Mourne and Down LGD is as follows:</p> <table border="1" data-bbox="405 658 1259 815"> <thead> <tr> <th>LGD</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Northern Ireland</td> <td>887323</td> <td>923540</td> </tr> <tr> <td>Newry, Mourne and Down LGD</td> <td>83866</td> <td>85345</td> </tr> </tbody> </table>	LGD	Male	Female	Northern Ireland	887323	923540	Newry, Mourne and Down LGD	83866	85345						
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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" data-bbox="389 1048 1406 1554"> <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 Sign Language (ISL) • In Northern Ireland there are 57,000 blind people or people with significant visual impairment • 52,000 people with learning disabilities 	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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	(Source: Disability Action)
Dependants	<p>Persons with dependents may be people who have personal responsibility for the care of a child (or children), a person with a disability, and / or a dependent older person.</p> <p>There are 61,998 households in Newry, Mourne and Down, 37.5% of which have dependents. With regard to these figures, dependents are defined as those aged 0-15 years or those aged 16-18 years who are in full-time education and living with their parents or grandparents. Similar to the regional trend, the proportion of households with dependents in the District has declined from 50% in 1981 to 37.5% in 2011.</p> <p>There are 5,466 lone parent households with dependent children in Newry, Mourne and Down which equates to almost 9% of number of total households in the District and is the fourth highest in Northern Ireland, after Belfast (17,036), Derry and Strabane (6,337) and Armagh, Banbridge and Craigavon (6,337). Half of the parents in lone parent household in Newry, Mourne and Down are unemployed, almost a quarter are in full time employment and over a quarter are in part time employment. 89% of the parents in lone parent households are female compared to 11% who are male.</p> <p>In 2012, the teenage conception rate was 1.02 per 1,000 mothers, which is the third lowest in Northern Ireland before Lisburn and Castlereagh and Fermanagh and Omagh.</p>

Needs, experiences and priorities

Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Specify details for each of the Section 75 categories

Section 75 Category	Details of needs/experiences/priorities
Religious belief	<p>The Local Government (Northern Ireland) Act 2014 sets out a General Duty of Improvement, whereby all District Councils are required to put in place arrangements to secure continuous improvement in the exercise of their functions and to set performance improvement objectives for each financial year.</p> <p>'Improvement' within the context of the Act means more than just</p>

	<p>quantifiable gains in service output or efficiency, or in the internal effectiveness of an organisation. Improvement means activity that enhances the sustainable quality of life and environment for all.</p> <p>It is therefore expected the adoption of this policy will have a positive impact for employees, the organisational culture and subsequently the delivery of services to all residents across the District. the Performance Improvement Objectives outline the supporting action</p> <p>No specific needs, experiences and priorities have been identified at this stage of development.</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	There is nothing to suggest the Performance Improvement Policy will adversely impact upon equality of opportunity.	None
Political opinion		
Racial group		
Age		

Marital status		
Sexual orientation		
Men and women generally		
Disability		
Dependants		

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

Section 75 category	If Yes, provide details	If No, provide details
Religious belief		No.
Political opinion		
Racial group		
Age		
Marital status		
Sexual orientation		
Men and women generally		
Disability		
Dependants		

While no adverse impact is currently anticipated with regard to the Performance Improvement Policy, in the delivery of its services and functions relating to the Council's 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.

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 Policy will adversely impact upon good relations.	None
Political opinion		
Racial group		

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

Good relations category	If Yes, provide details	If No, provide details
Religious belief		No.
Political opinion		
Racial group		

Whilst no adverse impact is currently anticipated with regard to the

		<p>Performance Improvement Policy, 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>
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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 Policy has been equality screened and it is recommended it not be subject to an equality impact assessment (with no mitigating measures required).

The policy acknowledges that reviewing performance and reporting progress facilitates transparency, accountability and improvement. The Council has put in place governance arrangements to support the development, implementation, review and reporting of the Community Plan, Corporate

Plan, Performance Improvement Plan, as well as other key plans and strategies.

Implementing the Business Planning and Performance Management Framework will support the Council in mainstreaming the Performance Improvement Policy and embedding a culture of performance improvement across the organisation, thereby complying with the General Duty of Improvement.

The Business Planning and Performance Management Framework puts in place arrangements to ensure that:

- Elected Members and Officers share a common vision, recognising how their work contributes to the achievement of community planning outcomes, corporate priorities and performance improvement objectives.
- Performance is monitored, analysed, reviewed and reported on a regular basis.
- Good performance is recognised and poor performance is addressed.
- Robust and reliable evidence is used to inform the provision of services and strengthen the decision-making process.

With overall responsibility for performance management, the Strategy, Policy and Resources Committee will monitor the implementation of the Business Planning and Performance Management Framework and Performance Improvement Policy. The Audit Committee will provide assurance that the Council's performance management arrangements are robust and effective.

Through the annual Improvement Audit and Assessment, the Northern Ireland Audit Office (NIAO) will determine whether the Council has discharged its performance improvement and reporting duties, and complied with the Guidance issued by the Department for Communities (DfC).

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 policy will be reviewed in line with the Council's agreed policy review cycle i.e. every 4 years (as per Council's Equality Scheme commitment 4.31), or sooner to ensure it remains reflective of legislative developments.

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Approval and Authorisation

Screened by:	Position/Job Title	Date
Colin Moffett	Head of Corporate Policy	30 July 2018
Kate Bingham	Head of Performance and Improvement	30 July 2018
Approved by:		
Johnny McBride	Assistant Director, Community Planning and Performance	

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.