

# Newry, Mourne and Down District Council Policy Screening Form

## Policy Information

Name of the policy	Re-opening of Indoor Leisure Facilities: Re-introduction of Charging Structures
Is this an existing, revised or new policy?	Existing - This sets out transitional actions as Council seeks to re-establish previous operational arrangements impacted by Coronavirus restrictions.
What is it trying to achieve (aims/outcomes)	Re-introduction of charging structures
Are there any Section 75 categories which might be expected to benefit from the intended policy?	The is no Section 75 category specifically expected to benefit from the outlined phased approach to the re-introduction of charging structures.
If so, explain how.	
Who initiated or wrote the policy?	Paul Tamati, Assistant Director: Leisure and Sport
Who owns and who implements the policy?	Active and Healthy Communities Directorate / Leisure and Sport Department

## Implementation factors

	Yes	No
Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?	Yes	
If yes, are they Financial	Yes	
If yes, are they Legislative	Yes	
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		
Service users	<ul style="list-style-type: none"> <li>• Current live Direct Debit and Advanced Payment Members</li> <li>• New and Re-joining Customers</li> </ul>	
Other public sector organisations		
Voluntary/community/trade unions		
Other, please specify:		

## Other policies with a bearing on this policy

What are they	
Who owns them	

## 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 evidence / information																							
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><b>Northern Ireland</b></td> <td>1,810,863</td> <td>817,385 (45.14%)</td> <td>875,717 (48.36%)</td> <td>16,592 (0.92%)</td> <td>101,169 (5.59%)</td> </tr> <tr> <td><b>Newry, Mourne &amp; Down</b></td> <td>169,211</td> <td>122,544 (72.42%)</td> <td>40,273 (23.8%)</td> <td>861 (0.5%)</td> <td>5533 (3.3%)</td> </tr> </tbody> </table> <p>(Source: Census Data 2011 - Religion or Religion Brought Up In: KS212NI).</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 (0.92%)	101,169 (5.59%)	<b>Newry, Mourne &amp; Down</b>	169,211	122,544 (72.42%)	40,273 (23.8%)	861 (0.5%)	5533 (3.3%)
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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> <tr> <td>Sinn Féin</td> <td>16 seats</td> </tr> <tr> <td>SDLP</td> <td>11 seats</td> </tr> <tr> <td>Independents</td> <td>5 seats</td> </tr> <tr> <td>Ulster Unionist</td> <td>4 seats</td> </tr> <tr> <td>Democratic Unionist</td> <td>3 seats</td> </tr> <tr> <td>Alliance</td> <td>2 seats</td> </tr> </table>						Sinn Féin	16 seats	SDLP	11 seats	Independents	5 seats	Ulster Unionist	4 seats	Democratic 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.</p> <p>The composition of language groups in the Newry, Mourne and Down District Council area is noted by NISRA (2011) as follows:</p> <p><b>Minority Ethnic Language Profile of the Newry, Mourne and Down LGD Area</b></p> <table border="1"> <thead> <tr> <th>Main language of residents in Newry, Mourne and Down</th> <th>Number</th> <th>Percentage %</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> </tr> </tbody> </table>						Main language of residents in Newry, Mourne and Down	Number	Percentage %															
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	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																																																			
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	<p>The purpose of the Education, Skills and Training Deprivation Domain within the Multiple Deprivation Measure is to identify the prevalence of poor educational outcomes for children and low levels of qualifications for working age adults at the small area level.</p> <p>A total of fourteen Super Output Areas are within the top 25% in the Education, Skills and Training Deprivation Domain rank within Northern Ireland<sup>1</sup>. The proportion of those leaving school aged 16, 17 and 18 not entering into education, employment or training within Newry, Mourne and Down is equal to the Northern Ireland average of 1.8% (2017).</p> <p>In 2018, 30.2% of the working age population had achieved NVQ</p>																																																					

<sup>1</sup> NISRA (2020) Northern Ireland Multiple Deprivation Measure 2017

	<p>Level 4 and above and over half (52%) had achieved below NVQ Level 4. Meanwhile 17.9% had no qualifications, compared with 14.7% across Northern Ireland. Those who continued to study onto higher education have mostly been recorded as studying “all other disciplines” whilst, qualifications gained in maths, computing, engineering and technology subjects have increased each year from 2015 to 2017.</p> <p>Of the higher education graduates (2016/17), 76.9% are in ‘professional or managerial occupations or further education’, 16.1% employed in ‘non-professional level occupations’ and 2.9% believed to be ‘unemployed’.</p>																		
Marital status	<p>The table below illustrates the marital status profile of the Newry, Mourne and Down area:</p> <table border="1" data-bbox="395 797 1406 2009"> <thead> <tr> <th data-bbox="395 797 592 869"><b>Marital Status</b></th> <th data-bbox="592 797 882 869"><b>Newry, Mourne and Down LGD</b></th> <th data-bbox="882 797 1406 869"><b>NI</b></th> </tr> </thead> <tbody> <tr> <td data-bbox="395 869 592 1003">All usual residents: Aged 16+ years</td> <td data-bbox="592 869 882 1003">132455</td> <td data-bbox="882 869 1406 1003">1431540</td> </tr> <tr> <td data-bbox="395 1003 592 1339">Single (never married or never registered a same-sex civil partnership) Aged 16+ years</td> <td data-bbox="592 1003 882 1339">47722</td> <td data-bbox="882 1003 1406 1339">517393 (35.14%)</td> </tr> <tr> <td data-bbox="395 1339 592 1440">Married: Aged 16+ years</td> <td data-bbox="592 1339 882 1440">65255</td> <td data-bbox="882 1339 1406 1440">680831 (47.56%)</td> </tr> <tr> <td data-bbox="395 1440 592 1675">In a registered same-sex civil partnership: Aged 16+ years</td> <td data-bbox="592 1440 882 1675">102</td> <td data-bbox="882 1440 1406 1675">1243 (0.09%)</td> </tr> <tr> <td data-bbox="395 1675 592 2009">Separated (but still legally married or still legally in a same-sex civil partnership): Aged 16+ years</td> <td data-bbox="592 1675 882 2009">4697</td> <td data-bbox="882 1675 1406 2009">56911 (3.98%)</td> </tr> </tbody> </table>	<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 civil partnership) Aged 16+ years	47722	517393 (35.14%)	Married: Aged 16+ years	65255	680831 (47.56%)	In a registered same-sex civil partnership: Aged 16+ years	102	1243 (0.09%)	Separated (but still legally married or still legally in a same-sex civil partnership): Aged 16+ years	4697	56911 (3.98%)
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	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	<p>The gender profile for the Newry, Mourne and Down LGD is as follows:</p> <table border="1"> <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> <p>Focusing on the four headline industry sectors, 78% of those employed in Newry, Mourne and Down in 2018 were within the services industry sector<sup>2</sup>. Each industry sector is predominately male based except for services which has a female workforce equating to 61%<sup>3</sup>.</p>					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 have 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</th> <th>Long-term health problem or disability: Day-to-day</th> <th>Long-term health problem or disability: Day-to-day</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>					LGD	All usual residents	Long-term health problem or disability: Day-to-day	Long-term health problem or disability: Day-to-day	Long-term health problem or disability: Day-to-day					
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<sup>2</sup> ONS (2016 & 2018) Northern Ireland Business Register and Employment Survey (BRES)

<sup>3</sup> ONS (2016 & 2018) Northern Ireland Business Register and Employment Survey (BRES)

			activities limited a lot	activities limited a little	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%)	

In Northern Ireland the profile of people with a disability is cited as follows:

- 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

(Source: Disability Action)

**Dependants**

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.

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.

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.

In 2012, the teenage conception rate was 1.02 per 1,000 mothers, which is the third lowest in N.Ireland before Lisburn and Castlereagh and Fermanagh and Omagh.

## 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

<b>Section 75 Category</b>	<b>Details of needs/experiences/priorities</b>
Religious belief	No needs, experiences and priorities have been identified.
Political opinion	No needs, experiences and priorities have been identified.
Racial group	No needs, experiences and priorities have been identified.
Age	No needs, experiences and priorities have been identified.
Marital status	No needs, experiences and priorities have been identified.
Sexual orientation	No needs, experiences and priorities have been identified.
Men and women generally	No needs, experiences and priorities have been identified.
Disability	No needs, experiences and priorities have been identified.
Dependants	No needs, experiences and priorities have been identified.

## 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?

<b>Section 75 category</b>	<b>Details of policy impact</b>	<b>Level of impact? Major/minor/none</b>
Religious belief	The proposals relate to the re-opening of Indoor Leisure Facilities, in particular the re-introduction of charging structures.	None
Political opinion		
Racial group		
Age	It sets out transitional actions as Council seeks to re-establish previous operational arrangements impacted by Coronavirus restrictions.	
Marital status		
Sexual orientation		
Men and women generally	It proposes the reintroduction of charging structures for Indoor Leisure Facilities as follows:	
Disability		
Dependants	Current live Direct Debit and Advanced Payment Members:	

	<ul style="list-style-type: none"> <li>• Receive free gym access to designated facilities until the 7<sup>th</sup> August 2020.</li> <li>• Receive a 50% discount on pay and play access to activities until a date for membership recommencement is agreed in September 2020 or they cancel.</li> <li>• Are given the option to recommence their membership earlier from an agreed date which will included any access provision they are entitled.</li> <li>• Recommence their membership in September 2020 including any access members maybe entitled to from March 2020 or prior, or alternatively cancel their membership.</li> </ul> <p>New and Re-joining Customers:</p> <ul style="list-style-type: none"> <li>• From the 7<sup>th</sup> August 2020 can access facilities and activities as applicable on a pay and play basis or alternatively take out a membership.</li> <li>• The normal scale of charges pricing structures will be applied to all activities.</li> </ul>	
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2. Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?

Section 75 category	If <b>Yes</b> , provide details	If <b>No</b> , provide details
Religious belief		<p>No needs, experiences and priorities have been identified.</p> <p>The proposals relate to the re-opening of Indoor Leisure Facilities, in particular the re-introduction of charging structures.</p> <p>It sets out transitional actions as Council seeks to re-establish previous operational arrangements impacted by Coronavirus restrictions.</p>
Political opinion		
Racial group		
Age		
Marital status		
Sexual orientation		
Men and women generally		
Disability		
Dependants		



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

Good relations category	Details of policy impact	Level of impact? Major/minor/none	
Religious belief	<p>As previously stated, the proposals relate to the re-opening of Indoor Leisure Facilities, in particular the re-introduction of charging structures.</p> <p>It sets out transitional actions as Council seeks to re-establish previous operational arrangements impacted by Coronavirus restrictions.</p> <p>It proposes the reintroduction of charging structures for Indoor Leisure Facilities as follows:</p> <p>Current live Direct Debit and Advanced Payment Members:</p> <ul style="list-style-type: none"> <li>• Receive free gym access to designated facilities until the 7<sup>th</sup> August 2020.</li> <li>• Receive a 50% discount on pay and play access to activities until a date for membership recommencement is agreed in September 2020 or they cancel.</li> <li>• Are given the option to recommence their membership earlier from an agreed date which will included any access provision they are entitled.</li> <li>• Recommence their membership in September 2020 including any access members maybe entitled to from March 2020 or prior, or alternatively cancel their membership.</li> </ul> <p>New and Re-joining Customers:</p> <ul style="list-style-type: none"> <li>• From the 7<sup>th</sup> August 2020 can access facilities and activities as applicable on a pay and play basis or alternatively take out a membership.</li> <li>• The normal scale of charges pricing structures will be applied to all activities.</li> </ul>	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 <b>Yes</b> , provide details	If <b>No</b> , provide details
Religious belief		<p>No needs, experiences and priorities have been identified.</p> <p>As previously noted, the proposals relate to the re-opening of Indoor Leisure Facilities, in particular the re-introduction of charging structures.</p> <p>It sets out transitional actions as Council seeks to re-establish previous operational arrangements impacted by Coronavirus restrictions.</p>
Political opinion		
Racial group		

### Additional considerations

#### Multiple identity

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

None

Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

#### Screening Decision

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

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

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

The outcome of equality screening is that the Re-opening of Indoor Leisure Facilities: Re-introduction of Charging Structures not be subject to an EQIA (with no mitigating measures required).

The proposals relate to the re-opening of Indoor Leisure Facilities, with particular reference to the re-introduction of charging structures.

It sets out transitional actions as Council seeks to re-establish previous operational arrangements impacted by Coronavirus restrictions.

No specific needs, experiences and priorities have been identified.

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:

### Approval and Authorisation

Screened by:	Position/Job Title	Date
Colin Moffett	Head of Corporate Policy	22 July 2020
Approved by:		

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.