

Newry, Mourne and Down District Council Policy Screening Form

Policy Information

Name of the policy	Regeneration and Economic Development Strategy and Action Plan – 2020 - 2025
Is this an existing, revised or new policy?	Updated from 2015 - 2020
What is it trying to achieve (aims/outcomes)	Set strategic direction for ERT - EER
Are there any Section 75 categories which might be expected to benefit from the intended policy?	All sections will benefit – no one section will be targeted.
If so, explain how.	
Who initiated or wrote the policy?	Enterprise Regeneration and Tourism Department / Enterprise Employment and Regeneration section
Who owns and who implements the policy?	Enterprise Regeneration and Tourism Department / Enterprise Employment and Regeneration section

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		No
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	Yes – responsibility for co-ordination and implementation	
Service users		
Other public sector organisations	DFC/ DFE / Colleges– strategic partners who will support implementation of actions	
Voluntary/community/trade unions	Chambers of commerce / Local Enterprise Agencies	
Other, please specify:		

Other policies with a bearing on this policy

What are they	Corporate Plan, Community Plan
Who owns them	Newry Mourne and Down District Council

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>Northern Ireland</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>Newry, Mourne & Down</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	Northern Ireland	1,810,863	817,385 (45.14%)	875,717 (48.36%)	16,592 (0.92%)	101,169 (5.59%)	Newry, Mourne & Down	169,211	122,544 (72.42%)	40,273 (23.8%)	861 (0.5%)	5533 (3.3%)
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 (0.92%)	101,169 (5.59%)														
Newry, Mourne & Down	169,211	122,544 (72.42%)	40,273 (23.8%)	861 (0.5%)	5533 (3.3%)														
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						
Sinn Féin	16 seats																		
SDLP	11 seats																		
Independents	5 seats																		
Ulster Unionist	4 seats																		
Democratic Unionist	3 seats																		
Alliance	2 seats																		
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>Minority Ethnic Language Profile of the Newry, Mourne and Down LGD Area</p>																		

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

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

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.

A total of fourteen Super Output Areas are within the top 25% in the Education, Skills and Training Deprivation Domain rank within Northern Ireland¹. 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).

¹ NISRA (2020) Northern Ireland Multiple Deprivation Measure 2017

In 2018, 30.2% of the working age population had achieved NVQ 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.

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'.

Marital status

The table below illustrates the marital status profile of the Newry, Mourne and Down area:

Marital Status	Newry, Mourne and Down LGD	NI
All usual residents: Aged 16+ years	132455	1431540
Single (never married or never registered a same-sex civil partnership) Aged 16+ years	47722	517393 (35.14%)
Married: Aged 16+ years	65255	680831 (47.56%)
In a 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):	4697	56911 (3.98%)

	Aged 16+ years													
	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 sector². Each industry sector is predominately male based except for services which has a female workforce equating to 61%³.</p>				LGD	Male	Female	Northern Ireland	887323	923540	Newry, Mourne and Down LGD	83866	85345	
LGD	Male	Female												
Northern Ireland	887323	923540												
Newry, Mourne and Down LGD	83866	85345												
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</th> <th>Long-term health problem or</th> <th>Long-term health problem or</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	Long-term health problem or	Long-term health problem or					
LGD	All usual residents	Long-term health problem or	Long-term health problem or	Long-term health problem or										

² ONS (2016 & 2018) Northern Ireland Business Register and Employment Survey (BRES)

³ ONS (2016 & 2018) Northern Ireland Business Register and Employment Survey (BRES)

			disability: Day-to-day activities limited a lot	disability: Day-to-day activities limited a little	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"> • 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>				
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 N.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	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	<p>As outlined, 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. 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 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> <p>Therefore, improving employability and skills are key issues for people of different ages.</p>
Marital status	No needs, experiences and priorities have been identified.
Sexual orientation	No needs, experiences and priorities have been identified.
Men and women generally	Focusing on the four headline industry sectors, 78% of those employed in Newry, Mourne and Down in 2018 were within the services industry sector ⁴ . Each industry sector is predominately male based except for services which has a female workforce equating to 61% ⁵ .

⁴ ONS (2016 & 2018) Northern Ireland Business Register and Employment Survey (BRES)

⁵ ONS (2016 & 2018) Northern Ireland Business Register and Employment Survey (BRES)

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?

Section 75 category	Details of policy impact	Level of impact? Major/minor/none
Religious belief		None
Political opinion		None
Racial group		None
Age	<p>Pages 44 – 49 of the Regeneration and Economic Development Strategy and Action Plan 2020 – 2025 sets out the key areas of action related to improving employability and skills:</p> <ul style="list-style-type: none"> • Integration between education providers and industry • Identify specific skills gaps and address future skills needs • Promote employment opportunities at a local level and further afield to attract appropriately skilled labour to the area • Address Economic Inactivity and barriers to employment • Upskill / reskill those in employment, unemployed, underemployed or economically inactive • Promote alternative pathways for employment 	Positive - major
Marital status		None
Sexual orientation		None
Men and women generally	<p>Pages 44 – 49 of the Regeneration and Economic Development Strategy and Action Plan 2020 – 2025 sets out the key areas of action related to improving employability and skills:</p> <ul style="list-style-type: none"> • Integration between education providers 	Positive - major

	<p>and industry</p> <ul style="list-style-type: none"> • Identify specific skills gaps and address future skills needs • Promote employment opportunities at a local level and further afield to attract appropriately skilled labour to the area • Address Economic Inactivity and barriers to employment • Upskill / reskill those in employment, unemployed, underemployed or economically inactive • Promote alternative pathways for employment 	
Disability		None
Dependants		None

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 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		<p>As previously stated, Pages 44 – 49 of the Regeneration and Economic Development Strategy and Action Plan 2020 – 2025 sets out the key areas of action related to improving employability and skills for people of different ages:</p> <ul style="list-style-type: none"> • Integration between education providers and industry • Identify specific skills gaps and address future skills needs • Promote employment opportunities at a local level and further afield to attract appropriately skilled labour to the area • Address Economic Inactivity and barriers to employment • Upskill / reskill those in employment, unemployed, underemployed or

		<p>economically inactive</p> <ul style="list-style-type: none"> Promote alternative pathways for employment
Marital status		No needs, experiences and priorities have been identified.
Sexual orientation		No needs, experiences and priorities have been identified.
Men and women generally		<p>As previously stated, Pages 44 – 49 of the Regeneration and Economic Development Strategy and Action Plan 2020 – 2025 sets out the key areas of action related to improving employability and skills for men and women:</p> <ul style="list-style-type: none"> Integration between education providers and industry Identify specific skills gaps and address future skills needs Promote employment opportunities at a local level and further afield to attract appropriately skilled labour to the area Address Economic Inactivity and barriers to employment Upskill / reskill those in employment, unemployed, underemployed or economically inactive Promote alternative pathways for employment
Disability		No needs, experiences and priorities have been identified.
Dependants		No needs, experiences and priorities have been identified.

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		None
Political opinion		None
Racial group		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		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.

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 Regeneration and Economic Development Strategy and Action Plan 2020 – 2025 not be subject to an EQIA (with no mitigating measures required).

As outlined the Regeneration and Economic Development Strategy and Action Plan 2020 – 2025 sets out the key areas of action related to improving employability and skills:

- Integration between education providers and industry
- Identify specific skills gaps and address future skills needs
- Promote employment opportunities at a local level and further afield to attract appropriately skilled labour to the area

- Address Economic Inactivity and barriers to employment
- Upskill / reskill those in employment, unemployed, underemployed or economically inactive
- Promote alternative pathways for employment

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:

Reports to Council's Enterprise, Regeneration and Tourism Committee will detail Measures of success (2020 – 2025) as follows:

- To support the growth of 1,500 businesses
- To support, through business planning support, 400 new business starts
- To support the retention or creation of 1,000 employment positions
- To support 100 people back into employment
- To support the delivery of 10 business, skills or employability focused initiatives
- To progress the delivery of strategic investment initiatives that delivers a more sustainable, connected and regenerated District

Approval and Authorisation

Screened by:	Position/Job Title	Date
Amanda Smyth	Head of Regeneration and Business Development	8 June 2020
Approved by:		
Jonathan McGilly	Assistant Director for Employment, Regeneration and Tourism	8 June 2020

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.