

# Newry, Mourne and Down District Council Policy Screening Form

## Policy Information

|  |  |
|--|--|
| Name of the policy   | Review car parking arrangements at Council Offices, Monaghan Row, Newry.                     |
| Is this an existing, revised or new policy?  | Revised.   |
| What is it trying to achieve (aims/outcomes)   | Compliance with Health & Safety Requirements. To create a safe and efficient parking scheme. |
| Are there any Section 75 categories which might be expected to benefit from the intended policy? | Persons with disabilities (customers and staff).   |
| If so, explain how.  | To enable access to the Council building and services located within the facility.           |
| Who initiated or wrote the policy?   | Kevin Scullion, Assistant Director: Facility Management and Maintenance                      |
| Who owns and who implements the policy?  | Newry, Mourne & Down District Council  |

## Implementation factors

|   | Yes | No |
|---|-----|----|
| Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision? |     |    |
| 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 |  |    |
| Voluntary/community/trade unions  |  |    |
| Other, please specify:            | Customers & Councillors wishing to access the Council's Monaghan Row site. |    |

## Other policies with a bearing on this policy

|               |                                       |
|---------------|---------------------------------------|
| What are they | Health and Safety Policy              |
| Who owns them | Newry, Mourne & 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 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 (0.92%)  | 101,169 (5.59%) |           |          |      |          |                     |         |              |         |                 |         |          |        |
|                     | Newry, Mourne & Down   | 169,211             | 122,544 (72.42%) | 40,273 (23.8%)                 | 861 (0.5%)      | 5533 (3.3%)     |           |          |      |          |                     |         |              |         |                 |         |          |        |
|                     | (Source: Census Data 2011 - Religion or Religion Brought Up In: KS212NI).  |                     |                  |                                |                 |                 |           |          |      |          |                     |         |              |         |                 |         |          |        |
| 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>14 seats</td></tr><tr><td>SDLP</td><td>14 seats</td></tr><tr><td>Democratic Unionist</td><td>4 seats</td></tr><tr><td>Independents</td><td>4 seats</td></tr><tr><td>Ulster Unionist</td><td>3 seats</td></tr><tr><td>Alliance</td><td>2 seat</td></tr></table>   |                     |                  |                                |                 |                 | Sinn Féin | 14 seats | SDLP | 14 seats | Democratic Unionist | 4 seats | Independents | 4 seats | Ulster Unionist | 3 seats | Alliance | 2 seat |
| Sinn Féin           | 14 seats   |                     |                  |                                |                 |                 |           |          |      |          |                     |         |              |         |                 |         |          |        |
| SDLP                | 14 seats   |                     |                  |                                |                 |                 |           |          |      |          |                     |         |              |         |                 |         |          |        |
| Democratic Unionist | 4 seats  |                     |                  |                                |                 |                 |           |          |      |          |                     |         |              |         |                 |         |          |        |
| Independents        | 4 seats  |                     |                  |                                |                 |                 |           |          |      |          |                     |         |              |         |                 |         |          |        |
| Ulster Unionist     | 3 seats  |                     |                  |                                |                 |                 |           |          |      |          |                     |         |              |         |                 |         |          |        |
| Alliance            | 2 seat   |                     |                  |                                |                 |                 |           |          |      |          |                     |         |              |         |                 |         |          |        |
| 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> |                     |                  |                                |                 |                 |           |          |      |          |                     |         |              |         |                 |         |          |        |

|                |  |                            |                      |
|----------------|--|----------------------------|----------------------|
|                | 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            | The age profile of the Newry, Mourne and Down LGD area at Census Day 2011 is as follows:   |                            |                      |
|                | Age Profile  | NI                         | Newry, Mourne & Down |
|                | 0-4  | 124382                     | 12721                |
|                | 5-7  | 67662                      | 6876                 |
|                | 8-9  | 43625                      | 4595                 |
|                | 10-14  | 119034                     | 12287                |
|                | 15   | 24620                      | 2599                 |
|                | 16-17  | 51440                      | 5260                 |
|                | 18-19  | 50181                      | 4570                 |
|                | 20-24  | 126013                     | 11570                |
|                | 25-29  | 124099                     | 11805                |
|                | 30-34  | 373947                     | 35122                |
|                | 45-59  | 347850                     | 32556                |
|                | 60-64  | 94290                      | 8624                 |
|                | 65-74  | 145600                     | 12817                |
|                | 75-84  | 86724                      | 7453                 |
|                | 85-89  | 21165                      | 1849                 |
|                | 90+  | 10231                      | 829                  |
| Marital status | The table below illustrates the marital status profile of the Newry, Mourne and Down area: |                            |                      |
|                | Marital Status   | Newry, Mourne and Down LGD | NI                   |
|                | All usual residents: Aged 16+ years  | 132455                     | 1431540              |
|                | Single (never married or never registered a  | 47722                      | 517393<br>(35.14%)   |



|                    |   |       |                    |
|--------------------|---|-------|--------------------|
|                    | same-sex civil partnership)<br>Aged 16+ years   |       |                    |
|                    | Married:<br>Aged 16+ years  | 65255 | 680831<br>(47.56%) |
|                    | In a registered same-sex civil partnership:<br>Aged 16+ years   | 102   | 1243<br>(0.09%)    |
|                    | Separated (but still legally married or still legally in a same-sex civil partnership):<br>Aged 16+ years   | 4697  | 56911<br>(3.98%)   |
|                    | Divorced or formerly in a same-sex civil partnership which is now legally dissolved   | 6271  | 78074<br>(5.45%)   |
|                    | Widowed or surviving partner from a same-sex civil partnership:<br>Aged 16+ years   | 8408  | 97088<br>(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><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         |                  |                        |        |               |               |                 |
| 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><tr><td>LGD</td><td>All usual residents</td><td>Long-term health problem or disability: Day-to-day activities limited a lot</td><td>Long-term health problem or disability: Day-to-day activities limited a little</td><td>Long-term health problem or disability: Day-to-day activities not limited</td></tr><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></table> <p>In Northern Ireland the profile of people with a disability is cited as follows:</p> <ul style="list-style-type: none"><li>• More than 1 in 5 or 21% of the population in Northern Ireland has a disability The incidence of disability is higher in Northern Ireland than any other part of the UK</li><li>• 1 in 7 people in Northern Ireland have some form of hearing loss</li><li>• 5,000 sign language users who use British Sign Language (BSL) and/or Irish Sign Language (ISL)</li><li>• In Northern Ireland there are 57,000 blind people or people with significant visual impairment</li><li>• 52,000 people with learning disabilities</li></ul> <p>(Source: Disability Action)</p> |   |  |   |  | 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%) |
| 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%)   |  |     |                     |   |  |   |                  |                            |                 |               |                  |                        |        |               |               |                 |
| 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,</p>  |   |  |   |  |     |                     |   |  |   |                  |                            |                 |               |                  |                        |        |               |               |                 |



|  |  |
|--|--|
|  | <p>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        | From the information available, no needs/experiences/priorities have been identified.   |
| Political opinion       | From the information available, no needs/experiences/priorities have been identified.   |
| Racial group            | From the information available, no needs/experiences/priorities have been identified.   |
| Age                     | From the information available, no needs/experiences/priorities have been identified.   |
| Marital status          | From the information available, no needs/experiences/priorities have been identified.   |
| Sexual orientation      | From the information available, no needs/experiences/priorities have been identified.   |
| Men and women generally | From the information available, no needs/experiences/priorities have been identified.   |
| Disability              | Persons with a physical disability may have mobility issues and require appropriate parking arrangements to access the site.  |
| Dependants              | Persons with dependent responsibilities (schoolchildren, unwell relatives) and therefore may be unable to arrive early enough at their workplace to avail of parking on site as spaces will already have been taken up. |

## 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?<br>Major/minor/none |
|---------------------|--------------------------|--------------------------------------|
| Religious belief    | None                     | None                                 |
| Political opinion   | None                     | None                                 |
| Racial group        | None                     | None                                 |
| Age                 | None                     | None                                 |
| Marital status      | None                     | None                                 |

|                         |  |                         |
|-------------------------|--|-------------------------|
| Sexual orientation      | None   | None                    |
| Men and women generally | None   | None                    |
| Disability              | The revised parking arrangements will allocate dedicated spaces for staff parking who have a disability and will provide two spaces for members of public/Councillors who visit the site.  | Major (positive impact) |
| Dependants              | If staff who have dependent responsibilities are unable to arrive at work early enough they may find no parking is available to them on site. However, there is parking available at a nearby facility approximately 4 to 5 minutes walk | 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        |   | No                     |
| Political opinion       |   | No                     |
| Racial group            |   | No                     |
| Age                     |   | No                     |
| Marital status          |   | No                     |
| Sexual orientation      |   | No                     |
| Men and women generally |   | No                     |
| Disability              | Yes – more disabled spaces could be provided but current provision is in line with current planning guidance. |                        |
| Dependants              |   | No                     |

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?<br>Major/minor/none |
|-------------------------|--------------------------|--------------------------------------|
| Religious belief        | None                     | None                                 |
| Political opinion       | None                     | None                                 |
| Racial group            | None                     | 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 <b>Yes</b> , provide details | If <b>No</b> , provide details |
|-------------------------|---------------------------------|--------------------------------|
| Religious belief        |                                 | No                             |
| Political opinion       |                                 | No                             |
| Racial group            |                                 | No                             |

## 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:

Following consideration of the revised parking arrangements, it is the outcome that the proposals not be subject to an EQIA (with no mitigating measures required). Consideration has been given to access to the facility for employees, Councillors, visitors with a disability.

The Council has no legal obligation to provide parking on site, however where parking is available it wishes to ensure that how this parking is used is in the best interest of a range of groups – the Council, local neighbours, staff, customers, persons with disabilities and Councillors.

It is acknowledged that staff with dependents may potentially be impacted by the revised parking arrangements. However, a reasonable alternative of parking at Newry Leisure Centre has been provided. It should also be noted that the revised parking arrangements should ensure compliance with current Fire Risk Assessment and ensure that current users of the site are not blocked in by vehicles parked in



unauthorised positions.

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 four years (as per Council's Equality Scheme commitment 4.31), or sooner as necessary, to ensure that it remains up-to-date with legislative advancements etc.

Monitoring will be carried out on site to assess compliance with the revised parking scheme.

## Approval and Authorisation

| <b>Screened by:</b>                 | <b>Position/Job Title</b>                               | <b>Date</b>                   |
|-------------------------------------|---|-------------------------------|
| Kevin Scullion                      | Assistant Director: Facility Management and Maintenance | 22 <sup>nd</sup> October 2018 |
| Colin Moffett                       | Head of Corporate Policy                                | 22 <sup>nd</sup> October 2018 |
| <b>Approved by:</b><br>Roland Moore | Director of Neighbourhood Services                      | 22 <sup>nd</sup> October 2018 |
|                                     |   |                               |

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.