

## Policy Screening Form

### Policy Scoping

**Policy Title:** Corporate Plan: Making it Happen 2018-2023

**Brief Description of Policy (please attach copy if available). Please state if it is a new, existing or amended policy.**

The Community Plan and its vision has shaped our new Corporate Plan. The vision has been adopted by the Council as its Corporate vision and it is to have 'a happy, healthy and connected community, a vibrant and sustainable economy and appealing places for living, working and learning.' The Council will deliver services/activities across four main themes. The first theme focusses on the Council itself: Committed Council. Within this part of our Corporate Plan we outline the importance of ensuring our Council is 'fit for purpose', and that we deliver improved services and become more efficient and effective in everything we do. The remaining three themes are the same themes that shape our Community Plan: Economy, Community and Place and are aligned to the nine long term outcomes. The cross cutting themes of Connectivity, Equality and Sustainability which were developed as part of our Community Plan will also be integral to everything we will deliver within our Corporate Plan.

**Intended aims/outcomes. What is the policy trying to achieve?**

The Corporate Plan sets out our plans for 2018-2023. It reflects how we as an organisation commit to the long term outcomes identified in our Community Planning Process, as well as the work we will do to ensure we continue to provide high quality services.

### Policy Framework

Has the policy been developed in response to statutory requirements, legal advice or on the basis of any other professional advice? Does this affect the discretion available to Council to amend the policy?

The Corporate Plan was developed in response to the Council's Community Plan and builds on the Council's first Corporate Plan.

**Are there any Section 75 categories which might be expected to benefit from the policy? If so, please outline.**

The Council's overall vision is to have 'a happy, healthy and connected community, a vibrant and sustainable economy and appealing places for living, working and learning. The Corporate Plan has identified 30 commitments that we believe to be the most critical factors to positively contribute in this aim. Commitments relating to Committed Council, Community and Economy in particular have great potential to benefit all section 75 categories.

**Who initiated or wrote the policy (if Council decision, please state). Who is responsible for implementing the policy?**

<b>Who initiated or wrote policy?</b> Denise Girvan Corporate Planning Manager	<b>Who is responsible for implementation?</b> The Council is responsible for implementation
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**Are there any factors which might contribute to or detract from the implementation of the policy (e.g. financial, legislative, other)?**

Potential budget reductions

**Main stakeholders in relation to the policy**

Please list main stakeholders affected by the policy (e.g. staff, service users, other statutory bodies, community or voluntary sector, private sector)

Elected Members, Staff Members, Statutory agencies, Community and Voluntary organisations, citizens, businesses, those who work in the Borough and customers.

**Are there any other policies with a bearing on this policy? If so, please identify them and how they impact on this policy.**

Community Plan 'Connected'  
Performance Improvement Plan  
Departmental Business Plans

## Available Evidence

Council should ensure that its screening decisions are informed by relevant data. What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for each of the Section 75 categories.

Section 75 category	Evidence
	A range of information was collated and analysed, a summary of the information for the Borough is shown below, further details and tables of statistical results are available in the Council's Audit of Inequalities
Religious belief	The 2011 Census showed that 43% of the population in the Borough were either Catholic or brought up as Catholic and 52% belonged to or were brought up in Protestant, other Christian or Christian-related denominations. A further 1% belonged to or had been brought up in other religions, while 5% neither belonged to, nor had been brought up in, a religion.
Political opinion	<p>Armagh City, Banbridge and Craigavon Borough Council has 41 elected members, the breakdown of seats by political party is:</p> <ul style="list-style-type: none"> <li>• Democratic Unionist Party – 13</li> <li>• Ulster Unionist Party - 12</li> <li>• Sinn Fein - 8</li> <li>• Social Democratic and Labour Party - 6</li> <li>• United Kingdom Independence Party - 1</li> <li>• Independent - 1</li> </ul> <p>This breakdown is taken as an approximate representation of the political opinion of people within the Borough.</p>
Racial group	<p>The 2011 Census showed that:</p> <ul style="list-style-type: none"> <li>• 98.5% of the usually resident population of the Borough were White and 1.5% were from minority ethnic groups. The main ethnic minorities were Mixed (605 individuals), Chinese (528 individuals) and Other Asian (463 individuals).</li> <li>• 89.0% of residents in the Borough were born in Northern Ireland. The Borough had 5.4% of residents or 10,846 individuals who were born outside the United Kingdom or Republic of Ireland.</li> <li>• 4.1% of residents aged 3+ years or (7,896 individuals) spoke a language other than English or Irish as their main language. Apart from English and Irish, the most common other main languages were Polish (2,919 residents aged 3+ years), Lithuanian (1,736) and Portuguese (834). Of those whose main language is not English or Irish, 34% cannot speak English or cannot speak it well (based on the three legacy council areas).</li> </ul>
Age	<p>The population of the Borough was estimated to be 210,260 at 30 June 2016. The profile by age group is:</p> <ul style="list-style-type: none"> <li>• 0-15 years - 22%</li> <li>• 16-39 years - 31%</li> <li>• 40-64 years - 31%</li> <li>• 65+ years - 15%</li> </ul>

	<p>The Borough has a growing and ageing population. The population of the Borough is projected to increase by 10% or just under 20,800 people over the next 10 years to 2026. The population of each of the broad age groups is projected to increase, with the largest percentage increase in the 65 and over age group (29%). Within this age group the number aged 85 and over is projected to increase by an extra 1,920 people (53%).</p>
Marital status	<p>The 2011 Census provides information on the marital status profile of those aged 16 and over in the Borough:</p> <ul style="list-style-type: none"> <li>• Single (never married or never registered a same-sex civil partnership) - 34%</li> <li>• Married - 51%</li> <li>• In a registered same-sex civil partnership - 0.1%</li> <li>• Separated (but still legally married or still legally in a same-sex civil partnership) - 4%</li> <li>• Divorced or formerly in a same-sex civil partnership which is now legally dissolved - 5%</li> <li>• Widowed or surviving partner from a same-sex civil partnership - 7%</li> </ul>
Sexual orientation	<p>The 2011 Census did not include a question on sexual identity. The Continuous Household Survey provides results on the sexual identity of persons aged 16 and over. In 2013/14 - 2015/16, 98% of respondents to the survey identified as Heterosexual/Straight and 1% as Gay/Lesbian in the Borough.</p> <p>Results from the 2016 Northern Ireland Life and Times Survey showed for adults aged 18 and over in NI overall:</p> <ul style="list-style-type: none"> <li>• I am 'gay' or 'lesbian' (homosexual) - 1%</li> <li>• I am heterosexual or 'straight' - 89%</li> <li>• I am bi-sexual - 1%</li> <li>• Other - Please specify - 1%</li> <li>• I do not wish to answer this question - 7%</li> </ul>
Men and women generally	<p>The 2011 Census showed that in Armagh City, Banbridge and Craigavon Borough 49% (98,713) of usual residents were males and 51% (100,980) were females.</p>
Disability	<p>In 2011, one fifth (20%) of people (or 39,861 individuals) in the Armagh City, Banbridge and Craigavon Borough had a long-term health problem or disability that limited their day-to-day activities.</p> <p>The Family Resources Survey showed, using data for 2004/05 to 2014/15, 22% of individuals in the Borough were disabled, similar to the level in NI overall (20%).</p> <p>Benefit statistics from the Department of Communities showed as of August 2017 there were:</p> <ul style="list-style-type: none"> <li>• 20,160 people or 9.6% of eligible population claiming Disability Living Allowance</li> <li>• 5,800 or 18.3% of eligible population claiming Attendance Allowance</li> <li>• 3,130 claimants in receipt of Personal Independence Payment (experimental statistics).</li> </ul>

Dependants	<p>The 2011 Census showed: 36% or 27,287 households in the Borough contained dependent children. 12% of the population (or 23,101 individuals) provided unpaid care. Of those who provided unpaid support:</p> <ul style="list-style-type: none"> <li>• 58% provided 1-19 hours per week,</li> <li>• 17% provided 20-49 hours per week, and</li> <li>• 25% provided 50+ hours per week.</li> </ul> <p>Benefit statistics from the Department for Communities show that at August 2017, there were 7,850 people or 4.8% of the eligible population claiming Carer's Allowance in the Borough.</p>
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### Needs, experiences and priorities

Taking into account the information gathered above, what are the different needs, experiences and priorities of each of the following categories in relation to this particular policy/decision?

Section 75 category	Needs, experiences and priorities
Religious belief	<p>The Corporate Plan has been developed to meet the needs of a range of stakeholders in the Borough many of whom will fall within the nine section 75 categories. All strategies, plans, projects, services detailed in the Council's departmental business plans will need to be equality screened in order to ensure that the Council's statutory duty to promote equality and good relations is fully considered. This will be particularly important where the Council faces budget reductions which may lead to a change in service provision.</p>
Political opinion	
Racial group	
Age	
Marital status	
Sexual orientation	
Men and women generally	
Disability	
Dependants	

### Screening Questions

#### 1. What is the likely impact on equality of opportunity for those affected by this policy for each of the Section 75 categories?

Category	Policy Impact	Level of impact (Major/minor/none)
Religious belief	<p>There are a number of initiatives, plans, strategies and programmes that will have a positive impact on a range of section 75 categories. These include for example events and programmes organised, community and community support plans, Good Relations Strategy. However, as stated above it will be important to screen all strategies, plan, projects, services detailed in the Council's departmental business plans in order to ensure that the Council's statutory duty to promote equality of opportunity and good relations is fully considered.</p>	Minor positive
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 categories?**

Category	If yes, provide details	If no, provide reasons
Religious belief		The Corporate Plan is a high level document which outlines the Council's commitments over 2018-2023. Equality screening of all strategies, plans, projects services detailed in the Council's departmental business plans will ensure that every opportunity is taken to promote equality and good relations for all section 75 categories.
Political opinion		
Racial group		
Age		
Marital status		
Sexual orientation		
Men and women generally		
Disability		
Dependents		

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

Category	Details of Policy Impact	Level of impact (major/minor/none)
Religious belief	There will be opportunities to promote good relations through the various projects and initiatives undertaken by the Council. Many of these will be detailed in the good relations strategy. There will also be a number of Peace IV projects delivered.	Minor positive
Political opinion		
Racial group		

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

Category	If yes, provide details	If no, provide reasons
Religious belief	As stated above there will be opportunities to promote good relations through the various projects and initiatives undertaken by the Council.	
Political opinion		
Racial group		

### **Multiple Identity**

Generally speaking, people fall into more than one Section 75 category (for example: disabled minority ethnic people; disabled women; young Protestant men; young lesbian, gay and bisexual people). Provide details of data on the impact of the policy on people with multiple identities. Specify relevant s75 categories concerned.

The Corporate Plan will impact on a range of people falling within the section 75 categories and on those with multiple identities. Any potential negative impact will be addressed by equality screening all future strategies, plans, projects and services and equality impact assessments undertaken where necessary.

### **Disability Discrimination (NI) Order 2006**

Is there an opportunity for the policy to promote positive attitudes towards disabled people?

There will be opportunities to promote positive attitudes towards disabled people through the various projects and initiatives undertaken by the Council.

Is there an opportunity for the policy to encourage participation by disabled people in public life?

There may be opportunities to encourage participation by disabled people in public life through the various projects and initiatives undertaken by the Council.

## Screening Decision

### A: NO IMPACT IDENTIFIED ON ANY CATEGORY – EQIA UNNECESSARY

Please identify reasons for this below

### B: MINOR IMPACT IDENTIFIED – EQIA NOT CONSIDERED NECESSARY AS IMPACT CAN BE ELIMINATED OR MITIGATED

Where the impact is likely to be minor, you should consider if the policy can be mitigated or an alternative policy introduced. If so, an EQIA may not be considered necessary. You must indicate the reasons for this decision below, together with details of measures to mitigate the adverse impact or the alternative policy proposed.

The Corporate Plan is a high level document which outlines the Council's commitments for the period 2018-2023. It reflects how we as an organisation commit to the long term outcomes identified in our Community Planning Process, as well as the work we will do to ensure we continue to provide high quality services.

It has been developed to meet the needs of a range of stakeholders in the Borough many of whom will fall within the nine section 75 categories. The cross cutting themes of Connectivity, Equality and Sustainability which were developed as part of our Community Plan will also be integral to everything we will deliver within our Corporate Plan.

There are a number of initiatives, plans, strategies and programmes that will have a positive impact on a range of section 75 categories. These include for example events and programmes organised, community and community support plans, Good Relations Strategy. However, it will be important as part of the mitigation to screen all strategies, plans, projects, services detailed in the Council's departmental business plans in order to ensure that the Council's statutory duty to promote equality of opportunity and good relations is fully considered. This will be particularly important where the Council faces budget reductions which may lead to a change in service provision.

### C: MAJOR IMPACT IDENTIFIED – EQIA REQUIRED

If the decision is to conduct an equality impact assessment, please provide details of the reasons.

## **Timetabling and Prioritising**

If the policy has been screened in for equality impact assessment, please answer the following questions to determine its priority for timetabling the equality impact assessment.

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 equality impact assessment.

<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	

The total rating score should be used to prioritise the policy in rank order with other policies screened in for equality impact assessment. This list of priorities will assist the council in timetabling its EQIAs.

Is the policy affected by timetables established by other relevant public authorities? If yes, please give details.

## **Monitoring**

Effective monitoring will help the authority identify any future adverse impact arising from the policy. It is recommended that where a policy has been amended or an alternative policy introduced to mitigate adverse impact, monitoring be undertaken on a broader basis to identify any impact (positive or adverse).

Further information on monitoring is available in the Equality Commission's guidance on monitoring ([www.equalityni.org](http://www.equalityni.org)).

Identify how the impact of the policy is to be monitored

The Corporate Plan is a high level document which outlines the Council's commitments for the period 2018-2023. There will be a mid-term review and update of the plan. All strategies, plans, projects services detailed in the Council's business plans will be equality screened and subsequently monitored.

## Approval and Authorisation

A copy of the screening form for each policy screened should be signed off by the senior manager responsible for that policy. The screening recommendation should be reported to the relevant Committee/Council when the policy is submitted for approval.

Screened by	Position/Job title	Date
Denise Girvan	Corporate Planning Manager	December 2017
Approved by	Position/Job Title	Date
Elaine Gillespie	Head of Community Planning	December 2017

**Please forward a copy of the completed policy and form to:**

[mary.hanna@armaghbanbridgecraigavon.gov.uk](mailto:mary.hanna@armaghbanbridgecraigavon.gov.uk)

**who will ensure these are made available on the Council's website.**

**The above officer is also responsible for issuing reports on a quarterly basis on those policies "screened out for EQIA". This allows stakeholders who disagree with this recommendation to submit their views. In the event of any stakeholder disagreeing with the decision to screen out any policy, the screening exercise will be reviewed.**