

Appendix 1 Equality Screening Form

Policy Scoping

Policy Title:

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

The Disability Action Plan is a statutory requirement for Armagh City, Banbridge & Craigavon Borough Council which states how, in relation to Council functions, we propose to fulfil the duties set out in Section 49A of the Disability Discrimination Act 1995, as amended (DDA). These duties are to “pay due regard to the need to:

- promote positive attitudes towards disabled people and
- to encourage participation by disabled people in public life”.

As committed to in our Equality Scheme, it will go out to public consultation as a Draft Plan and will be amended accordingly as a result of any feedback received.

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

The plan includes a number of actions aimed at promoting positive attitudes towards disabled people and encouraging their participation in public life. We will report annually to the Equality Commission on our progress in achieving these actions.

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 The Council to amend the policy?

The Council is committed to the fulfilment of its disability duties in all parts of the organisation and as required Under Section 49B of the DDA 1995, the Council has set out in this plan how it proposes to fulfil these duties in relation to its functions.

This plan, in form and content, must conform to the guidelines contained within the Commission’s guide for public authorities. There is discretion in relation to the actions that are included within the plan so long as they comply with the disability duties.

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

The Plan is most likely to benefit disabled people and people who have disabled dependents. Disabled people will also likely fall within a number of other section 75 groupings.

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

Who initiated or wrote the policy?	Mary Hanna, Policy, Equality & Diversity Manager
Who is responsible for implementation?	The Council

Are there any factors which might contribute to or detract from the implementation of the policy (e.g. financial, legislative, other)?

Lack of resources (financial and human) would negatively impact on achieving the actions within the plan.

Main stakeholders in relation to the policy

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

Disabled people, carers with disabled dependents, elected members, staff, customers, Equality Commission, disability and carer support groups/consultees.

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

Equality Scheme
Equality Action Plan 2024-2027

Available Evidence

The 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. For up to date [S75 Borough Statistics](#)

Section 75 category	Evidence
Religious belief	Census 2021 a population of 218,656 residents in ACBCBC, when asked what their current religion; <ul style="list-style-type: none"> • 41.7% identified as belonging to Protestant or other Christian religion • 41% identified Catholic and • 14.7% identified no religion and • 1.1% other religion.

	The Census data does not analyse by Disability & Religious Belief.
Political opinion	<p>There tends to be a generally accepted link between religious community background and political opinion in Northern Ireland.</p> <p>In terms of elected representatives, members of ACBCBC (May 2019 elections) belong to a range of parties across the political spectrum:</p> <ul style="list-style-type: none"> • Democratic Unionist Party – 13 • Ulster Unionist Party – 6 • Sinn Fein – 15 • Social Democratic and Labour Party – 1 • Alliance – 4 • Independent – 1 • TUV – 1 <p>Turnout for the elections in 2023 was 56.34% of the borough.</p> <p>The Census data does not analyse by Disability & Political Opinion.</p>
Racial group	<p>Census 2021 results identified approximately 3.3% of the borough population from a minority ethnic grouping with 8.6% of the population born outside of UK and 6.8% don't have English as their main language. The most prevalent languages spoken in ABC, outside of English are Polish (1.7%) and Lithuanian (1.2%). The main ethnic minority groups identified in the census were Mixed, Black African and Chinese.</p> <p>Whilst the Census data does not analyse by Disability & Racial Group it may be reasonable to suppose the proportion of people from racial minority groups with a disability will mirror the population as a whole at approximately 22%.</p>
Age	<p>2021 Census results on age of Borough citizens identified.</p> <p>0-15 years 22.1%, 16 – 24 years 10%, 25 – 49 years 32.9% 50 – 64 years 19% 65 and over 16%</p> <p>This represented a 26.7% increase in the 65+ age group and a 25.62% increase in the 50-64yr age group since the last census in 2011.</p> <p>The Census data does not analyse by Disability & Age however we note 56.8% of disabled people in the borough are aged 65+.</p> <p>The Family Resource Survey 2020-2021 noted in most age groups had a higher proportion of females than males reporting a disability. The exceptions were younger age groups (ages 14 and younger).</p>
Marital status	<p>Needs updated 2011 Census results identified 51.1% of Borough citizens were married (including civil partnership), 33.6% single, 6.5% widowed, 5.2% divorced & 3.6% separated. The 2021 Census provides information on the marital and civil partnership status of those aged 16 and</p>

	<p>over. Almost half of residents aged 16+ in the borough were married (49.0%).</p> <p>The Census data does not analyse by Disability & Marital Status.</p>
Sexual orientation	<p>Needs updated Whilst we don't have any census statistics available, the Continuous Household survey for 2016/2019 noted 98% of borough population was heterosexual, 1% as bisexual and 0.5% for each of Gay/Lesbian and other.</p> <p>Results from 2019 Life & Times Survey showed for adults aged 18+ yrs overall in NI showed 90% heterosexual, 7% did not wish to answer, 2% Gay/Lesbian and 1% each for Bi-sexual and Other.</p> <p>The question on sexual orientation was new for the 2021 Census and was asked of all people aged 16 and over. However, while completing the census is a legal obligation, there was no statutory penalty for those people who failed to provide an answer to the question on sexual orientation. The results from the question on sexual orientation are presented in Table 7. Just 1.5% of the population aged 16 and over in the borough identified as lesbian, gay, bisexual or other (LGB+) while 90.5% identified as straight or heterosexual and 8% did not provide an answer to the question.</p> <p>The Census data does not analyse by Disability & Sexual Orientation.</p>
Men and women generally	<p>2021 Census data – male 49.5% -- Female 50.5%</p> <p>The Family Resource Survey 2020-2021 noted that most age groups had a higher proportion of females than males reporting a disability. The exceptions were younger age groups (ages 14 and younger).</p> <p>The Census data does not analyse by Disability & Gender.</p>
Disability	<p>2021 Census results identified 22.3% of Borough citizens as having a limiting long term health problem or disability, affecting 36,488 households. Of those citizens in the Borough with a limiting long term health problem or disability, 56.8% are in the 65+ age group.</p>
Dependants	<p>Needs updated The 2011 Census showed that 36% or 27,827 households in the borough contained dependent children. Census 2021 results identified approximately 12% of Borough citizens aged over 5 years old provide unpaid care (which covers looking after, giving help or support to anyone because they have a long-term physical or mental health conditions or illnesses, or problems related to old age). Of the 24,741 residents aged 5+ providing unpaid care, 46% provide between 1-19 hours per week while 30% provide 50 or more hours per week.</p> <p>The 2021 Census showed that 32% or 27,192 households in the borough contained dependent children.</p> <p>Results from the 2021 Census also show that 12% of the borough's population aged 5 years old and over (or 24,741</p>

	<p>individuals) provided unpaid care. Of those who provided unpaid support:</p> <ul style="list-style-type: none"> • 46% provided 1 – 19 hours per week • 24% provided 20 – 49 hours per week • 30% provided 50+ hours per week. <p>Benefit statistics from the Department for Communities show that at November 2022 there were 8,120 claimants, or 4.8% of 16 and over population, claiming Carer's Allowance in the borough.</p> <p>The Census data does not analyse by Disability & Dependants.</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	No evidence of different experience or needs of disabled people according to religion in relation to the plan
Political opinion	No evidence of different experience or needs of disabled people depending on their political opinion
Racial group	Disabled people who are from a minority ethnic background may face difficulties understanding their rights and how Council's DAP is relevant to them. The barriers experienced by disabled people generally may be compounded for those of different nationalities, etc.
Age	Older disabled people may not find it as easy to access information or to understand how the DAP is intended to benefit them. We will engage with the Age Sector Partnership to engage and communicate this plan with them. Many older people will also meet the statutory definition of 'disabled' and will experience double disadvantage.
Marital status	No different experience/needs identified
Sexual orientation	Disabled people who are lesbian, gay or bisexual may face additional barriers to acceptance or participation – multiple disadvantages.
Men and women generally	Men and women's lived experience of disability may be different. Disabled women may experience all the barriers encountered by women generally in relation to under-representation in public life, employment, etc. There is evidence of particular barriers and discrimination faced by Trans people which will be compounded for disability.
Disability	Disabled people are more likely to have fewer educational qualifications and less likely to be employed than non-disabled. Disabled people face attitudinal barriers as well as physical and accessibility barriers. They are more likely to require adjustments to enable them to participate on an equal basis.
Dependants	Disabled people who are themselves carers will face challenges in terms of having time to be involved in engaging with this consultation.

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	The actions in the DAP will potentially benefit all disabled people, regardless of religious belief	No differential impact identified
Political opinion	The actions in the DAP will potentially benefit all disabled people, regardless of political opinion	No differential impact identified
Racial group	The actions in the DAP will potentially benefit all disabled people, regardless of racial background	No differential impact identified
Age	As more older people have disabilities, more older people may potentially benefit from the actions in the DAP	Minor - positive
Marital status	The actions in the DAP are intended to potentially benefit all disabled people, regardless of marital status	No differential impact identified
Sexual orientation	The actions in the DAP are intended to potentially benefit all disabled people, regardless of sexual orientation	No differential impact identified
Men and women generally	The actions in the DAP are intended to potentially benefit all disabled people, regardless of gender.	No differential impact identified
Disability	The actions in the DAP are specifically designed to benefit disabled people.	Significant - positive
Dependants	The actions in the DAP are intended to potentially benefit all disabled people, regardless of whether or not they have dependants. There is potential for some indirect benefit to those who care for a disabled dependant if the plan's measures deliver positive outcomes for the disabled person.	Minor - positive

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		None identified through this screening exercise. Can be kept under review over the life of the plan.
Political opinion		None identified through this screening exercise but can be kept under review over the life of the plan.
Racial group		None identified through this screening exercise but can be kept under review over the life of the plan.
Age		None identified through this screening exercise but can be kept under review over the life of the plan.
Marital status		None identified through this screening exercise but can be kept under review over the life of the plan.
Sexual orientation		None identified through this screening exercise but can be kept under review over the life of the plan.
Men and women generally		None identified through this screening exercise but can be kept under review over the life of the plan.
Disability	The Disability Action Plan's key purpose is to promote equality for disabled people.	
Dependants		None identified other than some potential for indirect benefit for people who care for a disabled dependant.

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		No specific impact identified
Political opinion		No specific impact identified
Racial group		No specific impact identified

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		Not at this time, but can be kept under review
Political opinion		As above
Racial group		As above

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.

As identified above, disabled people generally are intended to benefit from the Council's Disability Action Plan commitments. Disabled people will have other equality characteristics which may impact on how they are perceived, treated, participate in or benefit from Council activities and services.

For example, a person who has a disability and is black may experience challenges a white disabled person may not. Likewise, young disabled people may have different service requirements than older disabled people and may need different opportunities to participate or adjustments to be made.

Disabled people who are lesbian, gay or trans may experience additional challenges and barriers to participation.

Disability Discrimination (NI) Order 2006

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

Actions included in the plan will provide opportunities to promote positive attitudes towards disabled people.

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

Actions in the plan will provide opportunities to encourage participation by disabled people in public life.

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.

Equality screening of the draft Disability Action Plan has concluded that a full Equality Impact Assessment is not necessary. This is because the draft plan is actively intended to promote equality of opportunity for disabled people and should only have positive impacts. No negative impacts have been identified for any equality group.

However, efforts will be made to ensure that the outworking of the Plan is monitored so that disabled people with different personal characteristics benefit equitably from the measures it proposes.

The plan needs to be promoted widely, including to those disabled people who do not have English as a first language and to disabled people who face other barriers in accessing information about Council provision or barriers to participation. It can be made available in alternative languages and formats on request.

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.

Policy Criterion

Rating (1-3)

- 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).

Identify how the impact of the policy is to be monitored

This is a draft Disability Action Plan. Note will be taken of any feedback regarding further mitigation. It will also be reported on and reviewed on an annual basis as part of the submission to The Equality Commission and updated or amended accordingly.

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/The Council when the policy is submitted for approval.

Screened by	Position/Job title	Date
Mary Hanna	Policy, Equality & Diversity Manager	<i>Click or tap to enter a date.</i>
Approved by	Position/Job Title	Date
Martina McNulty	Head of Department: Strategy and Performance and Acting Joint Strategic Director, Strategy & Performance	<i>Click or tap to enter a date.</i>

A copy of the completed screening form should be signed off and approved by the senior manager responsible for that policy. The completed screening form should be attached to the relevant Committee paper when the policy is submitted for approval.

Following approval by Council please forward a copy of the completed approved policy and screening form to:

Equality@armaghbanbridgescraigavon.gov.uk

The policy and completed screening form will be made available on the Council’s website.

Appendix 2 Rural Needs Impact Assessment (RNIA)

SECTION 1

Defining the activity subject to Section 1(1) of the Rural Needs Act (NI) 2016

1A. Name of Public Authority: Armagh City, Banbridge & Craigavon Borough The Council

1B. Please provide a short title which describes the activity being undertaken by the Public Authority that is subject to Section 1(1) of the Rural Needs Act (NI) 2016.

Draft Disability Action Plan 2024 - 2027

1C Please indicate which category the activity specified in Section 1B above relates to:

Developing a

Adopting a

Implementing a

Revising a

Plan

Designing a Public Service

Delivering a Public Service

1D. Please provide the official title (if any) of the Policy, Strategy, Plan or Public Service document or initiative relating to the category indicated in Section 1C above

Draft Disability Action Plan 2024 - 2027

1E. Please provide details of the aims and/or objectives of the Policy, Strategy, Plan or Public Service

The plan includes a number of actions aimed at promoting positive attitudes towards disabled people and encouraging their participation in public life. We will report annually to the Equality Commission on our progress in achieving these actions.

1F. What definition of 'rural' is the Public Authority using in respect of the Policy, Strategy, Plan or Public Service?

- Population Settlements of less than 5,000 (Default definition)
- Other Definition (Provide details and the rationale below)
- A definition of 'rural' is not applicable

Details of alternative definition of 'rural' used

Rationale for using alternative definition of 'rural'.

Reasons why a definition of 'rural' is not applicable.

SECTION 2

Understanding the impact of the Policy, Strategy, Plan or Public Service

2A. Is the Policy, Strategy, Plan or Public Service likely to impact on people in rural areas?

Yes No If response is No go to 2E

2B. Please explain how the Policy, Strategy, Plan or Public Service is likely to impact on people in rural areas.

Disabled people and people living in rural areas may encounter difficulties in accessing consultation events in urban areas.

2C. If the Policy, Strategy, Plan or Public Service is likely to impact on people in rural areas *differently* from people in urban areas, please explain how it is likely to impact on people in rural areas differently.

Accessible transport.

Timing of meetings to allow for travel to meet needs of those who have care support needs or provide care support needs for disabled dependents.

2D. Please indicate which of the following rural policy areas the Policy, Strategy, Plan or Public Service is likely to primarily impact on.

- Rural Businesses
- Rural Tourism
- Rural Housing
- Jobs or Employment in Rural Areas
- Education or Training in Rural Areas
- Broadband or Mobile Communications in Rural Areas
- Transport Services or Infrastructure in Rural Areas
- Health or Social Care Services in Rural Areas
- Poverty in Rural Areas
- Deprivation in Rural Areas
- Rural Crime or Community Safety
- Rural Development
- Agri-Environment
- Other (Please state)

If the response to Section 2A was YES GO TO Section 3A.

2E. Please explain why the Policy, Strategy, Plan or Public Service is NOT likely to impact on people in rural areas.

SECTION 3

Identifying the Social and Economic Needs of Persons in Rural Areas

3A. Has the Public Authority taken steps to identify the social and economic needs of people in rural areas that are relevant to the Policy, Strategy, Plan or Public Service?

Yes No If response is No go to 3E

3B. Please indicate which of the following methods or information sources were used by the Public Authority to identify the social and economic needs of people in rural areas.

- Consultation with Rural Stakeholders
- Consultation with Other organisations
- Published Statistics
- Research Papers
- Surveys or Questionnaires
- Other Publications
- Other Methods or Information Sources (include details in Question 3C below)

3C. Please provide details of the methods and information sources used to identify the social and economic needs of people in rural areas including relevant dates, names of organisations, titles of publications, website references, details of surveys or consultations undertaken etc.

Section 75 stakeholders will be advised of the consultation which includes rural stakeholders. A survey will be placed on the consultation hub which will be accessible to residents across the borough.

We will specifically look to involve rural disabled people in the consultation process to ensure that our plan has fully considered the needs of rural disabled people and carers.

3D. Please provide details of the social and economic needs of people in rural areas which have been identified by the Public Authority?

Disabled people and people living in rural areas may encounter difficulties in accessing consultation events in urban areas.

If the response to Section 3A was YES GO TO Section 4A.

3E. Please explain why no steps were taken by the Public Authority to identify the social and economic needs of people in rural areas?

SECTION 4

Considering the Social and Economic Needs of Persons in Rural Areas

4A. Please provide details of the issues considered in relation to the social and economic needs of people in rural areas.

The inclusion of Disabled people who live in rural areas is important and in response to this we will engage with rural stakeholders as part of this consultation as well as Disability organisations who support disabled people.

SECTION 5

Influencing the Policy, Strategy, Plan or Public Service

5A. Has the development, adoption, implementation or revising of the Policy, Strategy or Plan, or the design or delivery of the Public Service, been influenced by the rural needs identified?

Yes



No



If response is No go to 5C

5B. Please explain how the development, adoption, implementation or revising of the Policy, Strategy or Plan, or the design or delivery of the Public Service, has been influenced by the rural needs identified.

We will specifically look to involve rural disabled people in the consultation process to ensure that our plan has fully considered the needs of rural disabled people and carers.

If the response to Section 5A was YES go to 6A.

5C. Please explain why the development, adoption, implementation or revising of the Policy, Strategy or Plan, or the design or the delivery of the Public Service, has NOT been influenced by the rural needs identified.

SECTION 6

Documenting and Recording

6A. Please tick below to confirm that the RNIA Template will be retained by the Public Authority and relevant information on the Section 1 activity compiled in accordance with paragraph 6.7 of the guidance.

I confirm that the RNIA Template will be retained, and relevant information compiled.

Rural Needs Impact Assessment undertaken by:

Position:

Department / Directorate:

Signature:

Date: [Click or tap to enter a date.](#)

Rural Needs Impact Assessment approved by:

Position:

Department / Directorate:

Signature:

Date: [Click or tap to enter a date.](#)