

## Policy Screening Form

### Policy Scoping

**Policy Title: 4C UR Future LIVE Event**

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

New Policy

4C UR Future is an Industry-led social enterprise passionate about helping young people make more empowered education and career choices. The 4C UR Future *LIVE* was delivered over 11 events in June 2022 across Northern Ireland, with one event being held in each Council area. Our event took place on Monday 13<sup>th</sup> June 2022 and hosted 750 year 9 pupils from across the Borough at South Lakes Leisure Centre.

4C UR Future *LIVE* is a fast-paced and action-packed day of interactive activities and challenges that give Year 9 pupils an insight into the future world of work. The immersive experience is divided into Game Zones, with each game specifically created and facilitated in collaboration with local employers. The mental, physical, and practical work-based games and skills challenges are aligned with future of work employability criteria, and identify each young person's natural attributes, talents, and strengths.

Following the event, schools and pupils have access to the 4C UR Future careers portal. The 4C UR Future careers portal is a bespoke digital platform that has the potential to reach and engage every young person in Northern Ireland, providing them with a go-to resource for impartial and up-to-date careers information, and crucially, featuring local companies and local voices.

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

4C UR Future aims to:

- Engage, inform and inspire young people to become the best versions of themselves, optimising their opportunity to contribute to society and the economy
- Identify young people's skills and talents - The mental, physical, and practical work-based games and skills challenges are aligned with future of work employability criteria, and identify each young person's natural attributes, talents, and strengths.
- Enhance the quality of opportunity by ensuring all young people are aware of the subjects and career paths that provide options that work for them.
- Increase the knowledge and opportunity- all pupils have access to the bespoke digital platform giving them access to resources and up to date careers information.
- Collaborate with key employers, companies and the main sector groups in Northern Ireland economy to inform young people in the skillsets that are desirable both now, and in the future.
- Provide an opportunity for young people from different background to come together and engage

## 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?

Council in partnership with 4C UR Future developed the policy.

Legal advice was sought for the governance arrangements to support the event.

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

All Section 75 groups should benefit from the implementation of the 4C UR Future Live Event.

**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>  | <b>Who is responsible for implementation?</b>   |
|--|---|
| Officers within Community Development Department have contributed to the development and writing of the policy.<br><br>This has been agreed and approved by the funder TEO and by Council through reports to LCS committee and full Council in April 2022. | Officers across the Community Development Department are responsible for the implementation of the Event. |

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

The 4C UR Future LIVE Event is subject to approval from the funder TEO for delivery within the specified time period. It is also to be delivered in line with the partnership agreement between Council and 4C UR Future.

## 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)

TEO – core funding for the event  
4C UR Future – partnership within the event  
Local Secondary Schools  
Service users – year 9 pupils  
Local businesses and volunteers – assisting with the event  
Council Departments – link to ED, Legal etc.

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

Connected Community Plan for Armagh City, Banbridge and Craigavon Borough 2017-2030  
 Healthy Community Thematic Action Plan  
 Confident and Welcoming Community Thematic Action Plan  
 Skilled and Enterprising Economy Thematic Action Plan  
 Programme for Government Long-term goal – We give our children and young people the best start in life  
 Council Integration and Inclusion Strategy: Inclusion and Belonging, Language Learning and Employment

Regional Policies: -  
 Together Building a United Community T:BUC  
 People and Place Strategy DFC

**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  |                                    |                                      |   |          |        |       |                                |         |       |       |       |      |      |       |      |              |         |        |
|------------------------------------|---|------------------------------------|--------------------------------------|---|----------|--------|-------|--------------------------------|---------|-------|-------|-------|------|------|-------|------|--------------|---------|--------|
| Religious belief                   | <p>The 2011 Census shows that 43.0% of residents in the borough belong to or were brought up in the Catholic religion and 51.7% belong to or were brought up in a Protestant and Other Christian (including Christian related) religion. A further 0.8% belonged to or had been brought up in other religions while 5% neither belonged to, nor had been brought up in a religion.</p> <table border="1" data-bbox="592 1272 1374 1659"> <thead> <tr> <th data-bbox="600 1317 983 1384">Religion or Religion Brought Up In</th> <th data-bbox="983 1272 1198 1413">Armagh City, Banbridge and Craigavon</th> <th data-bbox="1198 1272 1366 1384">%</th> </tr> </thead> <tbody> <tr> <td data-bbox="600 1413 983 1458">Catholic</td> <td data-bbox="983 1413 1198 1458">85,770</td> <td data-bbox="1198 1413 1366 1458">43.0%</td> </tr> <tr> <td data-bbox="600 1458 983 1525">Protestant and Other Christian</td> <td data-bbox="983 1458 1198 1525">103,315</td> <td data-bbox="1198 1458 1366 1525">51.7%</td> </tr> <tr> <td data-bbox="600 1525 983 1570">Other</td> <td data-bbox="983 1525 1198 1570">1,590</td> <td data-bbox="1198 1525 1366 1570">0.8%</td> </tr> <tr> <td data-bbox="600 1570 983 1615">None</td> <td data-bbox="983 1570 1198 1615">9,018</td> <td data-bbox="1198 1570 1366 1615">4.5%</td> </tr> <tr> <td data-bbox="600 1615 983 1659"><b>Total</b></td> <td data-bbox="983 1615 1198 1659">199,693</td> <td data-bbox="1198 1615 1366 1659">100.0%</td> </tr> </tbody> </table> <p data-bbox="592 1659 1399 1794"><i>Table 1: Religion or religion brought up in of residents in Armagh City, Banbridge and Craigavon Borough. Source: Religion or Religion Brought Up In - KS212NI (administrative geographies), Census 2011, NISRA.</i></p> | Religion or Religion Brought Up In | Armagh City, Banbridge and Craigavon | % | Catholic | 85,770 | 43.0% | Protestant and Other Christian | 103,315 | 51.7% | Other | 1,590 | 0.8% | None | 9,018 | 4.5% | <b>Total</b> | 199,693 | 100.0% |
| Religion or Religion Brought Up In | Armagh City, Banbridge and Craigavon  | %                                  |                                      |   |          |        |       |                                |         |       |       |       |      |      |       |      |              |         |        |
| Catholic                           | 85,770  | 43.0%                              |                                      |   |          |        |       |                                |         |       |       |       |      |      |       |      |              |         |        |
| Protestant and Other Christian     | 103,315   | 51.7%                              |                                      |   |          |        |       |                                |         |       |       |       |      |      |       |      |              |         |        |
| Other                              | 1,590   | 0.8%                               |                                      |   |          |        |       |                                |         |       |       |       |      |      |       |      |              |         |        |
| None                               | 9,018   | 4.5%                               |                                      |   |          |        |       |                                |         |       |       |       |      |      |       |      |              |         |        |
| <b>Total</b>                       | 199,693   | 100.0%                             |                                      |   |          |        |       |                                |         |       |       |       |      |      |       |      |              |         |        |
| Political opinion                  | <p>Armagh City, Banbridge and Craigavon Borough Council has 41 elected members, the breakdown of seats by political party is:</p> <ul data-bbox="639 1966 1094 2031" style="list-style-type: none"> <li>• Democratic Unionist Party – 11</li> <li>• Ulster Unionist Party - 10</li> </ul>   |                                    |                                      |   |          |        |       |                                |         |       |       |       |      |      |       |      |              |         |        |

|                |   |
|----------------|---|
|                | <ul style="list-style-type: none"> <li>• Sinn Fein - 10</li> <li>• Social Democratic and Labour Party - 6</li> <li>• Alliance - 3</li> <li>• Independent - 1</li> </ul> <p>A total of 79,309 votes were polled in the borough from an eligible electorate of 147,977 giving a turnout of 53.6%. 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> </ul> <p>4.1% of residents aged 3+ years or (7,896 individuals) spoke a language other than English or Irish as their main language.</p> <p>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).</p> |
| Age            | <p>The population of the Borough was estimated to be 216,205 at 30 June 2019. The profile by age group is:</p> <ul style="list-style-type: none"> <li>• 0-15 years - 23%</li> <li>• 16-39 years - 30%</li> <li>• 40-64 years - 32%</li> <li>• 65+ years - 16%</li> </ul> <p>The Borough has a growing and ageing population. The population of the Borough is projected to increase by almost 8% or 16,675 people over the next 10 years to 2029. The largest percentage increase is projected in the 65 and over age group (29%). Within this age group the number aged 85 and over are projected to increase by an extra 1,781 people (46%).</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> </ul>  |

|                         |  |
|-------------------------|--|
|                         | <ul style="list-style-type: none"> <li>Divorced or formerly in a same-sex civil partnership which is now legally dissolved - 5%</li> </ul> <p>Widowed or surviving partner from a same-sex civil partnership - 7%</p>  |
| 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 2017/18 - 2019/20, 98% of respondents to the survey identified as Heterosexual/Straight, 1% as Gay/Lesbian and 1% as Bisexual in the Borough. Note figures may not sum to 100% due to rounding.</p> <p>Results from the 2019 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) - 2%</li> <li>I am heterosexual or 'straight' - 90%</li> <li>I am bi-sexual - 1%</li> <li>Other answer - 1%</li> <li>I do not wish to answer this question – 7%</li> </ul> <p>Note figures may not sum due to rounding.</p>                                      |
| 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> <p>Population estimates for 2019 show the borough is made up of 107,540 (49.7%) males and 108,665 (50.3%) 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 2015/16 to 2017/18, 19% of individuals in the Borough were disabled, similar to the level in NI overall (21%).</p> <p>Benefit statistics from the Department for Communities showed as of May 2020 there were:</p> <ul style="list-style-type: none"> <li>2,120 or 4.4% of under 16 population and 6,070 or 18.1% of 65 and over population claiming Disability Living Allowance</li> <li>5,550 or 16.6% of 65 and over population claiming Attendance Allowance</li> <li>15,130 Personal Independence Payment claims in payment</li> </ul> <p>(Experimental statistics).</p> |
| Dependants              | <p>The 2011 Census showed:<br/>36% or 27,287 households in the Borough contained dependent children.</p>   |

|  |   |
|--|---|
|  | <p>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 May 2020, there were 7,940 claimants or 4.7% of 16 and over population claiming Carer's Allowance in the Borough.</p> |
|--|---|

### 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>750 pupils were selected to attend the event, which equates to approximately 5 schools. The schools were selected using the equal opportunity criteria developed by 4C UR Future along with consideration for venue capacity. An independent panel carried out the selection process: Rachel and Rosemary who are Officers within 4C UR Future. Both Officers assessed all 11 Council areas with the same criteria in order to keep a consistent approach.</p> <p>The young people had the opportunity to engage and work with people from different backgrounds throughout the event regardless of religious belief, political opinion and racial group.</p> |
| Political opinion       |  |
| Racial group            |  |
| Age                     | <p>The Event was specifically targeted at year 9 pupils. This is due to the fact that they are approaching making their GCSE choices and this event is trying to support young people into making informed choices based on their natural attributes, talents, and strengths.</p>  |
| Marital status          | N/A  |
| Sexual orientation      | N/A  |
| Men and women generally | N/A  |
| Disability              | <p>In order to ensure access to the event and activities, reasonable adjustments are made where necessary to accommodate those with disabilities and their school support staff.</p>   |
| Dependants              | N/A  |

## 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>750 pupils were selected to attend the event, which equates to approximately 5 schools. The schools were selected using the equal opportunity criteria developed by 4C UR Future along with consideration for venue capacity. An independent panel carried out the selection process: Rachel and Rosemary who are Officers within 4C UR Future. Both Officers assessed all 11 Council areas with the same criteria in order to keep a consistent approach.</p> <p>The young people had the opportunity to engage and work with people from different backgrounds throughout the event regardless of religious belief, political opinion and racial group.</p> | Positive minor                     |
| Political opinion       |  |                                    |
| Racial group            |  |                                    |
| Age                     | <p>The Event was specifically targeted at year 9 pupils. This is due to the fact that they are approaching making their GCSE choices and this event is trying to support young people into making informed choices based on their natural attributes, talents, and strengths.</p>  | Positive minor                     |
| Marital status          | Neutral  | None                               |
| Sexual orientation      | Neutral  | None                               |
| Men and women generally | <p>There are a range of opportunities to positively promote equality of opportunity for the section 75 categories</p>  | Positive minor                     |
| Disability              |  |                                    |
| Dependents              |  |                                    |

| <b>2. Are there opportunities to better promote equality of opportunity for people within the Section 75 categories?</b> |                         |   |
|--|-------------------------|---|
| Category   | If yes, provide details | If no, provide reasons  |
| Religious belief   |                         | The event aims to promote equality of opportunity for all people within the section 75 categories across the Borough. |
| Political opinion  |                         |   |
| Racial group   |                         |   |
| Age  |                         |   |
| Marital status   |                         |   |
| Sexual orientation   |                         |   |
| Men and women generally  |                         |   |
| Disability   |                         |   |
| Dependents   |                         |   |

| <b>3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion, or racial group?</b> |   |                                    |
|---|---|------------------------------------|
| Category  | Details of Policy Impact  | Level of impact (major/minor/none) |
| Religious belief  | The 4C UR Future event will deliver outcomes to all members of the local community, employers and volunteers visitors and workers regardless of religious belief, political opinion and racial group.<br><br>Equality of opportunity and social inclusion is embedded into all stages of the project process along with the desirability of promoting good relations. We have considered how the promotion of good relations can be applied to all section 75 categories, reflecting and respecting the diversity across the Borough. | Positive minor                     |
| Political opinion   |   |                                    |
| Racial group  |   |                                    |

| <b>4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?</b> |  |                        |
|---|--|------------------------|
| Category  | If yes, provide details  | If no, provide reasons |
| Religious belief  | A range of opportunities to promote good relations are available throughout the event. |                        |
| 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 Council anticipates a range of categories will be represented and acknowledges that no individual belongs exclusively to one equality group.

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

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

The event was held in South Lakes Leisure Centre; a new modern flagship facility for the Council and as such it is able to accommodate those with disabilities and their carers.

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

N/A

## **Screening Decision**

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

Please identify reasons for this below

It is recommended the Community Development 4C UR Future Event is not subject to an EQIA. The 4C UR Future LIVE Event has been developed to support emerging need identified by the Social Enterprise Firm – 4C UR Future. This need is not only identified throughout the Borough but across Northern Ireland as a whole.

4C UR Future has identified that there is a current skills crisis, which leads to skills shortages and bottlenecked skills pipelines. It causes significant competition for talent and inequality of opportunity, negatively affecting social mobility. There is also a lack of focus on the needs and potential of individuals which results in under-employment. Through this innovative project, 4C UR Future aim to engage, inform and inspire young people to become the best versions of themselves, optimising their opportunity to contribute to society and the economy. They also aim to identify young people's skills and talents through engaging in mental, physical, and practical work-based games and skills challenges which are aligned with the future of work employability criteria.

Equality of opportunity and social inclusion is embedded into all stages of the project process along with the desirability of promoting good relations. We have considered how the promotion of good relations can be applied to all section 75 categories, reflecting and respecting the diversity across the Borough.

This is a pilot project, which has already proved successful in terms of the expressions of interest and demand. It is great to see so many schools have applied and taken interest in the event and it clearly demonstrates the need for similar types of programmes/events in our Borough. The remaining schools that applied for the 4C UR Future event will have the opportunity to use the careers portal despite not getting a place at the event. There is acknowledgement that providing the event and concept is successful, the Community Development Department need to look at ways to expand the opportunity to all secondary schools within the Borough.

**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.

**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.

| Priority 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](http://www.equalityni.org)).

Identify how the impact of the policy is to be 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       |
| Emma Casey        | Community Development Officer | 20/04/2022 |
| Approved by       | Position/Job Title            | Date       |
| Godfrey McCartney | Community Development Manager | 21/04/2022 |

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

[mary.hanna@armaghbanbridgescraigavon.gov.uk](mailto:mary.hanna@armaghbanbridgescraigavon.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.