

Armagh City, Banbridge and Craigavon Borough Council

SECTION 75
AUDIT OF INEQUALITIES
FOR THE PERIOD
2020-2023

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CONTENTS

	Page No	
Section 1	BACKGROUND TO THE AUDIT OF INEQUALITIES	3
	1.1 How we identified the Inequalities	4
	1.2 The Equality Action Plan, the Community Plan 'Connected' and the Corporate Plan 'Making it Happen'	4
Section 2	PROFILE OF THE BOROUGH	5
Section 3	WHAT COUNCILS ARE RESPONSIBLE FOR	6
Section 4	FURTHER INFORMATION AND ALTERNATIVE FORMATS	8
Section 5	PUBLICATION	8
Section 6	MONITORING AND REVIEW	8
Appendix A	AUDIT OF INEQUALITIES	9
Appendix B	Local Statistics on Armagh City, Banbridge and Craigavon Borough	21

Section 1 BACKGROUND TO THE AUDIT OF INEQUALITIES

Section 75 of the Northern Ireland Act 1998 provides that:

- (1) A public authority shall in carrying out its functions relating to Northern Ireland have due regard to the need to promote equality of opportunity
 - (a) Between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
 - (b) Between men and women generally;
 - (c) Between persons with a disability and persons without; and
 - (d) Between persons with dependants and persons without

- (2) Without prejudice to its obligations under subsection (1), a public authority shall in carrying out its functions relating to Northern Ireland have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

In April 2010, the Equality Commission for Northern Ireland (ECNI) published its revised 'Guide to the Section 75 Statutory Duties for Public Authorities'. In order to improve outcomes for the section 75 categories, the Commission recommended that Equality Schemes are accompanied by an Action Plan. It further recommended that an Audit of Inequalities is conducted in order to inform the development of this Action Plan.

The Commission in its guide defines an audit of inequalities as a systematic review and analysis of inequalities which exist for service users and those affected by a public authority's policies."

The Council's Equality Scheme was approved by the Equality Commission on 25 March 2015. The Scheme included a commitment to conduct an Audit of Inequalities which would inform the development of an Equality Action Plan.

1.1 How we identified the Inequalities

This is the third Audit of Inequalities and Equality Action Plan to be developed for the Council. The Audit has identified a range of equality issues that exist for each section 75 group with supporting evidence which includes regional and local strategies, programmes, initiatives and relevant legislation. Particular attention was paid to the baseline data used to inform the Borough Community Plan 'Connected' as well as measures that have been established as part of the community planning process and will require input from a number of community planning partners.

A number of measures have been retained in the Equality Action Plan as they are ongoing requirements. These include measures in relation to training and measures to improve the monitoring of Council services.

Meetings were held with the Council's Equality Working Group. Individual meetings were also held with Officers from the different service areas in order to identify appropriate measures.

Measures that have been included in the Equality Action Plan cut across the majority of Council functions and inequalities are addressed by section 75 group and include associated performance indicators and timescales to address the inequalities identified. The Council believes that the measures included in the plan are likely to have the biggest impact on equality of opportunity and good relations.

1.2 The Equality Action Plan, the Community Plan 'Connected' 2017-2030 and the Council's Corporate Plan 'Making it Happen' 2018-2023

The Borough's first Community Plan 'Connected' was launched in May 2017. This plan has three strategic themes and nine long term outcomes.

1. Community- Confident, Healthy, Welcoming
2. Economy – Enterprising, Skilled, Tourism
3. Place-Creative, Enhanced, Revitalised

The plan also has three cross-cutting themes.

1. Equality/Good Relations/Inclusion
2. Connectivity
3. Sustainability

The Community Plan and its Vision has shaped our new Corporate Plan. The Vision has been adopted by the Council as its Corporate Vision

“a happy, healthy and connected community, a vibrant and sustainable economy and appealing places for living, working and learning.”

The Council's Corporate Plan 'Making it Happen' 2018-2023 will deliver services/activities across four main themes.

The first theme focuses 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', delivers improved services and becomes more efficient and effective in everything it does.

The remaining three themes are the themes of the Community Plan: Economy, Community and Place, and are aligned to the 9 long term outcomes.

The measures contained within the Equality Action Plan reflect the commitments outlined in the Corporate Plan.

Section 2 – PROFILE OF THE BOROUGH

The new enlarged Council area is a unique tapestry of contrasts: ancient-modern, urban-rural, industry-agriculture, waterways-road and railways that set it apart from anywhere else in Northern Ireland and offers exciting opportunities for the future.

Key facts:

THE AREA

Covering an area of 554 square miles and a population of 214,090 outside of Belfast we are the largest council in Northern Ireland in terms of population.

It is strategically positioned on the axis of the main East West and North South economic corridors and is supported by high quality road and rail links to both Northern Ireland and the Republic of Ireland.

THE ECONOMY

Despite the challenges of the recent economic recession the area can boast of a vibrant and growing economic sector.

- More than 8,700 VAT OR PAYE registered businesses
- Majority are small medium sized business employing fewer than 50 people.
- Notable large employers such as Moy Park, Tayto, Fane Valley, Almac, Irwins, Turkingtons and Wilsons.
- 76,700 employee jobs.
- In 2018, an employment rate of 73.9%
- 2017 Gross Value Added: £3.715bn-9.4% of NI total and second only to Belfast

THE COUNCIL

Employing approximately 1330 staff (full and part time) and led by 41 Elected Members. The Council is made up of 7 District Electoral Areas and has a budget in excess of £90 million.

DEMOGRAPHICS

- Projected population growth greater than regional average: the population of the Borough is projected to increase by 8% from 2018-2028 compared to a 4% increase in Northern Ireland overall.
- Lower recorded crime rate than in NI overall- in 2017/18 the Borough had a recorded crime rate of 46 per 1,000 population, compared to a rate of 53 per 1,000 population for NI overall.
- House prices in the ABC region are 12% lower than the NI average.

Section 3 – WHAT COUNCILS ARE RESPONSIBLE FOR

The roles and functions of Local Government in Northern Ireland are set out in the Local Government Act (NI) 1972, the Local Government Act (NI) 2014 and other Miscellaneous Acts and Regulations. As a result of Local Government Reform, the Council has acquired a range of transferring functions which includes elements of planning, roads, housing, local economic development, local tourism and Armagh County Museum.

The Council is the lead partner in the community planning process. This is done in partnership with other public service providers in order to collectively address local problems.

The Council also has a new General Power of Competence. This allows the Council to act with similar freedom to an individual, unless there is a law to prevent it from doing so. It allows the Council to act in its own interest and develop innovative approaches to addressing issues in its area.

Local Government responsibilities fall into three main areas:

- **Direct Service Provision** - Councils provide a range of local services
- **Representation** – Council nominees sit as representatives on various statutory bodies
- **Civic Leadership** – Councils reflect the views of their community in relation to the planning and delivery of certain regional services

The Council performs five principal roles within its local area and district:

- The direct provision of a number of services and facilities,
- The promotion of the arts, tourism, community and economic development,
- The regulation and licensing of certain activities relating to environmental health, consumer protection and public safety,
- A representative role on a number of bodies and Boards including Education and Health,
- A consultative role in relation to functions conducted by other Government bodies and agencies on issues such as planning, water, roads and housing.

In the performance of the above roles the Council carries out functions in the following areas:

The provision of facilities for recreational, social and cultural activities including leisure centres, community centres, parks, open spaces, sports grounds and places of entertainment

- Street cleansing
- Waste collection and disposal
- The provision of burial grounds
- The provision of grant aid to support the Arts, community development and the promotion of tourism and economic development
- The administration and regulation of certain matters relating to the environment, public health and public safety including building control, Energy Performance of Buildings Regulations, housing unfitness, food safety, statutory nuisance, dangerous

buildings, air pollution, noise pollution, dog control, consumer protection and health and safety

To enable the Council to provide the above services and perform its other functions, the Council must levy an annual rate and has the power to:

- Acquire and dispose of land
- Borrow money
- Employ staff
- Procure goods and services

Section 4 – FURTHER INFORMATION AND ALTERNATIVE FORMATS

This document can be made available in alternative formats including:

- Large Print
- Braille
- Easy Read
- Audio alternative format
- Other languages

It can also be downloaded from the Council's website at:

www.armaghbanbridgecraigavon.gov.uk

If you would like a copy in an alternative format, please contact:

Armagh City, Banbridge and Craigavon Borough Council

Mary Hanna
Policy & Diversity Officer
Armagh City, Banbridge and
Craigavon Borough Council
Armagh Office
The Palace Demesne
Armagh City
BT60 4EL

Tel: 028 3752 9600

E: mary.hanna@armaghbanbridgecraigavon.gov.uk

Section 5 – PUBLICATION

Following a 12-week consultation the Audit of Inequalities and Equality Action Plan will be submitted to the Equality Commission and will be published on the Council's website. Both documents will be available in alternative formats on request.

Section 6 –MONITORING AND REVIEW

The Audit of Inequalities will be regularly reviewed. The Equality Action Plan will be monitored annually and results of this monitoring will be included in the Council's Annual Equality Progress Report which will be forwarded to the Commission and made available on the Council's website. Responsibility for monitoring and review of the Action Plan will rest with the Council's relevant Officers in association with the relevant Council Departments.

Appendix A

Equality/inequality issues by Section 75 Category

Religious Belief and Political Opinion

Equality/Inequality issues and relevant data	Source of Evidence
See Appendix B	Census 2011
<p>The Draft Programme for Government has a core outcome-based quality of life focus and its stated purpose is to:</p> <p>“Improve wellbeing for all, by tackling disadvantage and driving economic growth.”</p> <p>The goals that are particularly relevant to the Equality Action Plan include</p> <ul style="list-style-type: none">• We have a more equal society• We are for others and help those in need• We are a shared, welcoming and confident society that respects diversity• We give our children and young people the best start in life.	Draft Programme for Government(2016-21)
T:BUC is a key building block of the Programme for Government (PfG) and provides the framework for government action in tackling sectarianism, racism and other forms of intolerance while seeking to address division, hate and separation	Together Building a United Community (T:BUC)
Prejudice, discrimination can occur both within and outside the workplace	Key Inequalities in Employment, (ECNI) 2018 Fair Employment and Treatment (NI) Order 1998

Religious Belief and Political Opinion ct'd

Equality/Inequality issues and relevant data	Source of Evidence
<p>The Council's Good Relations Strategy includes four aims</p> <ol style="list-style-type: none"> 1. Our Children and Young People 2. Our Safe Community 3. Our Shared Community 4. Our Cultural Expression 	<p>The Council's Good Relations Audit and Strategy 2018-2021</p>
<p>The Council's Community Development Action Plan sets out a new vision for the delivery of Community Development and Good Relations for the Council from April 2019 and seeks to ensure greater alignment with the overarching Corporate Plan, Community, Programme for Government and Together Building a United Community. There is an opportunity to work more collaboratively to reach those most in need within our communities, with a service delivery model designed around equality for all citizens of the borough.</p>	<p>The Council's Community Development Action Plan 2019/20</p>

Racial Group

Equality/Inequality Issues and relevant data	Source of Evidence
See Appendix B	Census 2011
<p>In the year ending mid-2017, Armagh City, Banbridge and Craigavon had the highest level of net inward internal migration (700 people)</p> <p>Medical card data shows Bulgaria, Poland and Lithuania were the top three most prevalent countries of last residence for people coming to live in Armagh City, Banbridge and Craigavon from outside the UK in the calendar year 2017.</p>	NISRA, Long-Term International Migration Statistics for Northern Ireland (2017)
The Community Profiles attitudinal data provides data on the attitudes towards migrant and minority ethnic communities within council areas	Northern Ireland Strategic Migration Partnership NISMP Community Profiles Supplement: Attitudinal Data January 2018
The health status of Travellers is much poorer than that of the general population	The All Ireland Health Study (University College Dublin, 2010)
<p>There are seven shared aims set out in the Racial Equality Strategy</p> <ol style="list-style-type: none"> 1. Elimination of racial inequality 2. Combating racism and hate crime 3. Equality of service provision 4. Participation (to increase participation and sense of 'belonging') 5. Social cohesion (strengthen social relations and interactions) 6. Capacity building (leadership and collective capacity) 7. Cultural identity (right to maintain cultural identity) 	Racial Equality Strategy 2015-2025
<p>Migrant workers and refugees face multiple barriers to employment in Northern Ireland.</p> <p>Recognition of qualifications</p> <p>Irish Travellers are less likely to be in employment than all other ethnic groups.</p>	Key Inequalities in Employment, (ECNI) 2018

Racial Group ct'd

Equality/Inequality Issues and relevant data	Source of Evidence
Prejudice, discrimination can occur both within and outside the workplace	Race Relations (NI) Order 1997
Language and Communication barriers	The Council has a Translation and Interpretation Service available. Infographics are also available and these provide key advice for new communities. They are available in the following languages; English, Portuguese, Polish, Lithuanian, Bulgarian, Tetum, Romanian.
<p>The aim of the Council's Integration Strategy is to support integration between Black Minority Ethnic (BME) and local indigenous communities by identifying barriers to integration.</p> <p>Three interlinked themes are set out: Inclusion and Belonging; Language Learning; and Employment</p>	The Council's Integration Strategy 2018-2022
<p>The Council's Good Relations Strategy includes four aims</p> <ol style="list-style-type: none"> 1. Our Children and Young People 2. Our Safe Community 3. Our Shared Community 4. Our Cultural Expression 	Council's Good Relations Audit and Strategy 2018-2021
<p>The Council's Community Development Action Plan sets out a new vision for the delivery of Community Development and Good Relations for the Council from April 2019 and seeks to ensure greater alignment with the overarching Corporate Plan, Community, Programme for Government and Together Building a United Community. There is an opportunity to work more collaboratively to reach those most in need within our communities, with a service delivery model designed around equality for all citizens of the borough.</p>	The Council's Community Development Action Plan 2019/20

Age

Equality/Inequality Issues and relevant data	Source of Evidence
See Appendix B	Census 2011
In 2018 11% of young people and 29% of adults in Northern Ireland felt they have an influence when it comes to any of the local decisions made in their neighbourhood.	The Young Life and Times and the Life and Times Surveys 2018
<p>Article 31 of the United Nations Convention on the Rights of the Child</p> <ol style="list-style-type: none"> 1. States Parties recognise the right of the child to rest and leisure, to engage in play and recreational activities appropriate to the age of the child and to participate freely in cultural life and the arts. 2. States Parties shall respect and promote the right of the child to participate fully in cultural and artistic life and shall encourage the provision of appropriate and equal opportunities for cultural, artistic, recreational and leisure activity. 	Article 31 of the United Nations Convention on the Rights of the Child (often referred to as the Right to Play)
<p>The Play Strategy acknowledges that play is a natural and fundamental aspect of children and young people's lives that supports growth and development across a range of developmental areas including:</p> <ul style="list-style-type: none"> • Physical and mental health and wellbeing • Social development • Intellectual growth and learning • Practical skills development • Personal resilience, and • Establishing a connection to wider society and the community in which children live 	The Council's Play Strategy 2018-2026

Age ct'd

Equality/Inequality Issues and relevant data	Source of Evidence
<p>The Play Development Team through the Play Strategy has been working to be truly inclusive and provide play areas which are “open and accessible to all, providing high quality physical, creative and social play opportunities for children regardless of their needs and abilities.”</p> <p>The Play Development Team recognises that children and young people are the experts when it comes to play. In keeping with its commitment to participation, the Council is proactively giving them the opportunity to be involved in the play area development process regardless of ability. This has been completed through schools and on-site visits. The Council is working closely with external partners and continues to support the experiences of as many children as possible. https://getactiveabc.com/news/play-matters-survey-on-disabilities/</p>	<p>The Council’s Play Strategy 2018-2026</p>
<p>Adapting play activities to suit children/young people with a range of needs and abilities</p>	<p>Training is provided to Summer Scheme staff to enable them to make practical adjustments to activities so that all children can participate in group play.</p>
<p>The Council launched its ‘Play in the Community’ programme in Craigavon on 27 July 2019. With a range of play and an opportunity to build positive relationships, the programme will also be rolled out across the Armagh and Banbridge areas.</p>	<p>The Council’s ‘Play in the Community Programme’</p> <p>The project is funded by the PEACE IV Programme, a cross-border initiative, financed through the European Union and managed by the Special EU Programmes Body (SEUPB). It has been designed to support peace and reconciliation in Northern Ireland and the Border Region of Ireland.</p> <p>The programme offers play for children up to 16 years old, regardless of ability and will be delivered by PlayBoard NI lead organisation for the development and promotion of children and young people’s play in Northern Ireland</p>

Age ct'd

Equality/Inequality Issues and relevant data	Source of Evidence
<p>The Council has a concession policy (Health and Recreation) The policy provides an opportunity to improve health and reduce health inequalities. The concessionary groups include the following;</p> <p>Adults of 60 years of age and over Children of 17 years and under. Students Children of 4 years of age and under Disabled People and their carers and Unemployed People</p>	<p>Council's Concession Policy (Health and Recreation)</p>
<p>Access to services can become difficult for some people as they get older as they may acquire a disability</p>	<p>Disability Discrimination Act 1995</p> <p>AccessAble is an Access Guide. A range of venues within the Borough have been surveyed which will ensure that disabled people and their families can make informed choices about where they want to visit. The Access Guides are available on www.AccessAble.co.uk</p>
<p>The Market Place Theatre has concession price tickets available for some shows. These are available to adults over 60, carers of disabled patrons, students and those that are unemployed.</p> <p>The Theatre programme includes events that specifically cater for children and young people both for schools and the public</p>	<p>Information is contained in the Theatre brochure and on the Theatre website</p>

Disability

Equality/Inequality Issues and relevant data	Source of Evidence
See Appendix B	Census 2011
The Family Resources Survey (FRS) shows 21% of the NI population were disabled in 2016/17	The Family Resources Survey (FRS)
See Appendix B	Benefit Statistics from the Department for Communities
<p>There is a persistent employment gap between people with and without disabilities.</p> <p>In Northern Ireland people without a disability are more than twice as likely to be in employment (80%) than those with a disability (38%).</p> <p>Around three times the proportion (31%) of disabled people had no qualifications compared to non-disabled persons (10%).</p> <p>Among people with disabilities, people with mental health issues and/or a learning disability are less likely to be employed compared to people with hidden disabilities, progressive or other disabilities, physical disabilities and/or sensory disabilities.</p>	<p>Key Inequalities in Employment, (ECNI) 2018</p> <p>Labour Force Survey January – March 2019</p> <p>The Council has facilitated work placements for disabled people</p>
<p>Outreach positive action involves reaching out to specific under –represented or disadvantaged groups of people. For example this may include disabled people, members of the black or minority ethnic communities, women or men</p>	<p>Outreach Positive Action A Guide to the Law and Good Practice for Employers, ECNI</p>

Disability ct'd

Equality/Inequality Issues and relevant data	Source of Evidence
<p>Prejudice, discrimination can occur both within and outside the workplace</p> <p>Equality of Access to services</p>	<p>Key Inequalities in Employment, (ECNI) 2018</p> <p>Disability Discrimination Act 1995</p> <p>AccessAble is an Access Guide. A range of venues within the Borough have been surveyed which will ensure that disabled people and their families can make informed choices about where they want to visit. The Access Guides are available on www.AccessAble.co.uk</p> <p>In November 2018 the Council officially became a JAM Card friendly organisation.</p> <p>The card or app can be used to alert staff in our facilities that the person needs a little bit of patience and understanding when interacting.</p> <p>The Navan Centre received the Autism NI Impact Award in 2018 which recognises organisations that strive to be more accessible for customers with Autism. Reasonable adjustments in place include two Autism Champions, sensory equipment, visual aids for use throughout visit, relaxed educational visits on request, VIP band system to enable staff to support visitors with hidden disabilities.</p> <p>The Council's Customer Care Action Plan includes measures to help address barriers to accessing Council services.</p>

Disability ct'd

Equality/Inequality Issues and relevant data	Source of Evidence
<p>People with disabilities participate less (Both in terms of frequency and duration) in sport than average. On average, people with disabilities, long-standing illnesses or infirmities spend half the amount of time on moderate intensity sport compared to an average adult (46 minutes compared to 87 minutes). However, the report notes the average age of people with disabilities is higher than the average of all adults and, as sport participation declines with age, this is one major factor associated with lower participation rates among disabled people.</p>	<p>The NI Sport and Physical Activity Survey 2010, Sport NI</p>
<p>Sport Northern Ireland has invested £6.2 million in the 11 District Councils across Northern Ireland to help increase quality opportunities for targeted groups</p> <p>Every Body Active 2020 will be targeting increases in participation among traditionally underrepresented groups which include:</p> <ul style="list-style-type: none"> • Women and girls (specifically aged 14-25) • People with a disability; and • Those living in areas of greatest social need (specifically people living within the top 25% of wards designated by NI Multiple Deprivation Measure Index 2010) 	<p>Sport NI's Every Body Active 2020</p> <p>This programme is delivered in the Armagh, Banbridge and Craigavon Council area</p>

Disability ct'd

Equality/Inequality Issues and relevant data	Source of Evidence
<p>Get out Get Active (GOGA) is a three year programme with delivery partners based across eighteen localities UK wide, supporting disabled and non-disabled people to enjoy being active together</p>	<p>Disability Sport NI's Get Out – Get Active Currently works in the Armagh, Banbridge and Craigavon Council area.</p> <p>The Council develops and delivers a range of inclusive sport and physical activity programmes and events in order to increase the skills, knowledge and confidence of people with a disability and enable them to access sport and physical activity opportunities in their local community.</p> <p>Activities include Nordic Walking, Wheelie Active Club, Buggy Fit, Goal Ball Club and Sensory Walks.</p> <p>The Council employs a Community Sport Active Inclusion Officer</p>
<p>Disability Sport NI has partnered with the Council to deliver the Sport Northern Ireland funded Inclusive Sport & Leisure Initiative.</p> <p>The aims of the project are to:</p> <ul style="list-style-type: none"> • Support leisure centres to improve access for people with a disability • Support the development and long term sustainability of existing sports and leisure programmes for people with disabilities • Support facilities to build capacity through providing staff training and mentoring • Support the development and promote inclusive sports clubs • Provide information and advice services • Identify, train and develop volunteers to support inclusive sports clubs 	<p>The Inclusive Sport and Leisure Initiative</p> <p>Programmes include:</p> <ul style="list-style-type: none"> • Craigavon Boccia Club • Richhill Activity Programmes • Inclusive Summer Schemes • Disability Gym Programme • Schools calendar of events • DCD Activ8 Wildcats Multi-Skills Club • The Monday Club for People with Disabilities <p>Craigavon Cyclones Wheelchair Basketball club</p>

Disability ct'd

Equality/Inequality Issues and relevant data	Source of Evidence
<p>Disability Sport NI has established working partnerships with a range of voluntary and statutory organisations to deliver a programme of sport and active recreation sessions. Partnership organisations include the Southern Health and Social Care Trust, local schools, sports clubs and youth clubs.</p>	
<p>Gosford Forest Park's All Out Trekking Project is the first of its kind in the UK and Ireland and provides an inclusive opportunity for people of all abilities (12 years and above) to access the forest's walking and mountain biking trails together.</p> <p>Battery operated Terrain Hopper and Quadrix all-terrain vehicles, which are particularly suitable for people with a disability, long term health condition or restricted mobility to access off-road terrains, are now on hand to help people get around.</p>	<p>Gosford Forest Park's All Out Trekking Project</p> <p>Disability Sport NI in partnership with the Council.</p> <p>Active Living: No Limits 2021 Sport NI</p>
<p>The Market Place Theatre has begun a series of Dementia Friendly film screening events specifically designed to be welcoming to people living with dementia and their carers.</p> <p>Within the next year The Market Place Theatre will be able to accommodate more audience members who are wheelchair users or have mobility issues as changes are made to the venue as part of an Improvement Works Scheme.</p> <p>The Market Place Theatre presents a relaxed performance of its pantomime each year. This is specifically designed to create a welcoming atmosphere for children and adults that may enjoy a more relaxed environment including those with Autism, a sensory, communication or learning disability.</p>	<p>Information is contained in the Theatre brochure and on the Theatre website.</p> <p>Full information will be available following the completion of works in 2020</p> <p>Information is contained in the Theatre brochure and on the Theatre website.</p>

Dependants

Equality/Inequality Issues and relevant data	Source of Evidence
See Appendix B	Census 2011
<p>Women experience a lower employment rate and a higher economic inactivity rate when they have dependants</p> <p>Lone parents with dependants experience barriers to their participation in employment</p>	Key Inequalities in Employment, (ECNI) 2018
The Council's concession policy (Health and Recreation) provides an opportunity to improve health and reduce health inequalities. The concessionary groups include disabled people and their carers.	Council's Concession Policy (Health and Recreation)
The Market Place Theatre has concession price tickets available for some shows at reduced prices. These are available to carers of disabled patrons.	Information is contained in the Theatre brochure and on the Theatre website.

Gender

Equality/Inequality Issues and relevant data	Source of Evidence
See Appendix B	Census 2011
There are three DEAs in the Borough Armagh, Lurgan and Portadown that have a potentially avoidable premature death rate for males that is considerably higher than both the overall Council level and Northern Ireland average	Public Health Agency analysis of NISRA deaths data 2009-2014
A higher proportion of males than females participate in sport, 59% of males compared to 49% of females	Continuous Household Survey 2017/18 Every Body Active 2020 targets Women and Girls (specifically aged 14-25) to encourage their participation in sport. See p.18
Women experience a lower employment rate and a higher economic inactivity rate when they have dependants	Key Inequalities in Employment, (ECNI) 2018
Prejudice, discrimination can occur both within and outside the workplace	Sex Discrimination (NI) Order 1976 Sex Discrimination (Amendment of Legislation) Regulations 2008
The Ulster University's Investigation of Gender Equality Issues at the Executive Level of the Northern Ireland Public Sector made a number of Strategy, Policy and Process recommendations. One of the Strategy recommendations was to ensure the achievement of equal participation of women and men on executive management boards.	Gender Equality at Executive Level of the N.I Public Sector, Ulster University 2016
No robust data on the UK trans population exists. It is estimated that there are approximately 200,000-500,000 trans people in the UK	Government Equalities Office Trans People in the UK 2018
41% of trans men and women responding to a Stonewall said they had experienced a hate crime or incident because of their gender identity in the last 12 months.	Stonewall survey

Sexual Orientation

Equality/Inequality Issues and relevant data	Source of Evidence
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	Continuous Household Survey, NISRA
<p>Results from the 2018 Northern Ireland Life and Times Survey showed for adults aged 18 and over in NI overall:</p> <ul style="list-style-type: none"> • I am 'gay' or 'lesbian' (homosexual) – 1% • I am heterosexual or 'straight' – 94% • I am bi-sexual- 1% • Other – Please specify – 1% • I do not wish to answer this question – 3% 	Northern Ireland Life and Times Survey, ARK, 2018
Equality of Access to Services	The Equality Act (Sexual Orientation) Regulations 2006
Prejudice, discrimination can occur both within and outside the workplace	<p>Key Inequalities in Employment, (ECNI) 2018</p> <p>Employment Equality (Sexual Orientation) Regulations (NI) 2003</p> <p>The Council has Transgender Guidelines which were developed as an aid for staff members on the rights of transgender customers when accessing Council facilities and services.</p>

Marital Status

Equality/Inequality Issues and relevant data	Source of Evidence
See Appendix B	Census 2011

Appendix B – Armagh City, Banbridge and Craigavon Borough statistics

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.

Religion or religion brought up in	Number	Percentage
Catholic	85,770	43%
Protestant and Other Christian (including Christian related)	103,315	52%
Other religions	1,590	1%
None	9,018	5%
All usual residents	199,693	100%

Table 1. Religion or religion brought up in, Armagh City, Banbridge and Craigavon Borough, 2011. Source: 2011 Census (Table KS212NI), NISRA.

National Identity

The 2011 Census showed that 50% of the population in the Borough had a British national identity, 25% had an Irish national identity and a further 29% had a Northern Irish national identity. Respondents could indicate more than one national identity

National Identity	Percentage
British National Identity	50%
Irish National Identity	25%
Northern Irish National Identity	29%

Table 2. National Identity, Armagh City, Banbridge and Craigavon Borough, 2011. Source: 2011 Census (Table KS2013NI), NISRA

Knowledge of Irish and Ulster Scots

Knowledge of Irish and Ulster Scots	Percentage
Some knowledge of Irish	10%
Some knowledge of Ulster-Scots	6%

Table 3. Knowledge of Irish and Ulster Scots, Armagh City, Banbridge and Craigavon Borough, 2011. Source: 2011 Census (Tables KS209NI and KS210NI), NISRA

Political Opinion

In the May 2019 Local Government Election 41 Councillors were elected for Armagh City, Banbridge and Craigavon Borough Council.

Party	Number of Councillors elected
Democratic Unionist Party	11
Ulster Unionist Party	10
Sinn Fein	10
Social Democratic and Labour Party	6
Alliance Party	3
Independent	1
Total	41

Table 4. Results of Local Government Election May 2019, Armagh City, Banbridge and Craigavon Borough Council. Source: The Electoral Office for Northern Ireland. Note Eligible Electorate 147,977; Total Votes polled 79,309; Turnout 53.6%

Racial Group - Ethnicity

The 2011 Census showed that 98.6% of the usually resident population of the borough were White (including Irish Traveller) and 1.4% were from minority ethnic groups. The main ethnic minorities were Mixed (605 individuals), Chinese (528 individuals) and Other Asian (463 individuals).

Ethnic Group	Number	Percentage
White	196,777	98.54%
Chinese	528	0.26%
Irish Traveller	136	0.07%
Indian	388	0.19%
Pakistani	196	0.10%
Bangladeshi	25	0.01%
Other Asian	463	0.23%
Black Caribbean	32	0.02%
Black African	195	0.10%
Black other	108	0.05%
Mixed	605	0.30%
Other	240	0.12%
All usual residents	199,693	100.00%

Table 5.. Ethnic Group, Armagh City, Banbridge and Craigavon Borough. Source: 2011 Census (Table KS201NI), NISRA.

Racial Group - Country of Birth

The 2011 Census results showed that 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.

Country of Birth	Number	Percentage
Northern Ireland	177,634	89.0%
England	6,125	3.1%
Scotland	1,312	0.7%
Wales	269	0.1%
Republic of Ireland	3,507	1.8%
Other EU: Member countries prior to 2004 expansion	1,399	0.7%
Other EU: Accession countries 2004 onwards	6,306	3.2%
Other	3,141	1.6%
All usual residents	199,693	100.0%

Table 6. Country of Birth, Armagh City, Banbridge and Craigavon Borough. Source: 2011 Census (Table KS204NI), NISRA.

Racial Group - Language

In the borough 4.1% 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).

Main Language	Number	Percentage
English	182,380	95.7%
Polish	2,919	1.5%
Lithuanian	1,736	0.9%
Irish (Gaelic)	250	0.1%
Portuguese	834	0.4%
Slovak	195	0.1%
Chinese	130	0.1%
Tagalog/Filipino	166	0.1%
Latvian	343	0.2%
Russian	170	0.1%
Malayalam	92	0.0%
Hungarian	100	0.1%
Other	1,211	0.6%
All aged 3+ years	190,526	100.0%

Table 7. Main language, Armagh City, Banbridge and Craigavon Borough. Source: 2011 Census (Table KS207NI), NISRA.

Age

The population of Armagh City, Banbridge and Craigavon Borough was estimated to be 214,090 at 30 June 2018; the profile by age group is shown below. The majority of the population (63%) were aged 16 to 64 years.

The borough has a growing and ageing population. The population of the borough is projected to increase by 8% or just over 18,000 people over the next 10 years to 2028. The population of each of the broad age groups shown is projected to increase, with the largest percentage increase in the 65 and over age group (30%). Within this age group the number aged 85 and over is projected to increase by an extra 1,975 people (53%).

Age	Mid-year Estimate 2018		Population Projection 2028		Change 2018 - 2028	
	Number	Percentage	Number	Percentage	Number	Percentage
0-15	48,166	22%	48,635	21%	469	1%
16-39	65,515	31%	67,840	29%	2,325	4%
40-64	67,598	32%	72,874	31%	5,276	8%
65+	32,811	15%	42,757	18%	9,946	30%
All Ages	214,090	100%	232,106	100%	18,016	8%

Table 8. Mid-Year Population Estimates 2018 and Population Projection 2028 (2016 based), Armagh City, Banbridge and Craigavon Borough. Source: NISRA.

Marital Status

The 2011 Census gives information on marital status. Over half (51%) of the population aged 16 and over in the borough were married, while just over a third (34%) were single (never married or never in a registered same-sex civil partnership).

Marital and Civil Partnership Status	Number	Percentage
Single (never married or never registered a same-sex civil partnership)	52,296	34%
Married	79,220	51%
In a registered same-sex civil partnership	110	0.1%
Separated (but still legally married or still legally in a same-sex civil partnership)	5,639	4%
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	8,087	5%
Widowed or surviving partner from a same-sex civil partnership	10,135	7%
All usual residents aged 16 and over	155,487	100%

Table 9. Marital and Civil Partnership Status, Armagh City, Banbridge and Craigavon Borough, 2011. Source: 2011 Census (Table KS103NI), NISRA.

Sexual Orientation

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.

Sexual Identity	Percentage
Heterosexual/Straight	98%
Gay/Lesbian	1%
Bisexual	0%
Other	0%
Don't Know/Refusal	1%
Persons aged 16 and over	100%

Table 10. Sexual identity of persons aged 16 and over, Armagh City, Banbridge and Craigavon Borough, 2013/14 - 2015/16.

Source: Continuous Household Survey, NISRA. Base – 1,280 persons aged 16 and over.

Results from the 2018 Northern Ireland Life and Times Survey showed 1% of adults aged 18 years and over in Northern Ireland were gay/lesbian and 1% were bisexual.

	Percentage
I am 'gay' or 'lesbian' (homosexual)	1%
I am heterosexual or 'straight'	94%
I am bi-sexual	1%
Other - Please specify	1%
I do not wish to answer this question	3%
Adults aged 18 or over	100%

Table 11. Sexual identity of adults aged 18 and over in Northern Ireland, 2018. Source: ARK, Northern Ireland Life and Times Survey; Base - 1,201 adults.

Gender

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.

Gender	Number	Percentage
Males	98,713	49%
Females	100,980	51%
All usual residents	199,693	100%

Table 12. Usual resident population, Armagh City, Banbridge and Craigavon Borough, 2011. Source: 2011 Census (Table CT0106NI), NISRA.

Disability

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.

Long-term health problem or disability	Number	Percentage
Limited a lot	22,970	12%
Limited a little	16,891	8%
Not limited	159,832	80%
All usual residents	199,693	100%

Table 13. Long-term health problem or disability limiting day-to-day activities, Armagh City, Banbridge and Craigavon Borough, 2011. Source: 2011 Census (Table KS301NI), NISRA.

The Family Resources Survey (FRS) shows 21% of the NI population were disabled in 2016/17. The population of disabled people differed by age group: 6% of children were disabled, compared to 18% of adults of working age and 50% of adults over state pension age. The overall estimated proportion in NI (21%) has remained broadly stable over the last ten years and is similar to the UK level. Using FRS data for 2014/15 to 2016/17, 20% of individuals in the Borough were disabled, the same as the level in NI overall (20%). The estimates for disability in the FRS cover the number of people with a long standing illness, disability or impairment which causes substantial difficulty with day-to-day activities.

Benefit statistics from the Department for Communities show that at Feb 2019 there were 5,700 people or 17.7% of eligible population claiming Attendance Allowance in Armagh City, Banbridge and Craigavon Borough. Experimental statistics show that there were 12,540 claimants in receipt of Personal Independence Payment at Feb 2019 in Armagh City, Banbridge and Craigavon Borough.

Disability Living Allowance (DLA) provides a non-contributory, non means-tested and tax-free contribution towards the disability-related extra costs of severely disabled people who claim help with those costs before the age of 65.

Attendance Allowance (AA) provides a non-contributory, non-means-tested and tax-free contribution towards the disability-related extra costs of severely disabled people who are aged 65 and over when they claim help with those costs.

From 20th June 2016 the Department for Communities began to replace Disability Living Allowance (DLA) for working age people with Personal Independence Payment (PIP). PIP helps with some of the extra costs caused by long-term disability, ill health or terminal ill health. The PIP statistics are classed as experimental. Experimental statistics are new official statistics undergoing evaluation. They are published in order to involve users and stakeholders in their development and as a means to build in quality at an early stage.

Dependants

Persons with a dependant are generally classified as persons with personal responsibility for the care of a child; the care of a person with a disability; or the care of a dependant older person.

The 2011 Census showed that 36% of households (or 27,287 households) in Armagh City, Banbridge and Craigavon Borough contained dependent children.

Respondents to the 2011 Census were asked whether they provide any unpaid help or support to family members, friends, neighbours or others because of long-term physical or mental ill-health / disabilities or problems related to old age. In Armagh City, Banbridge and Craigavon Borough 12% of the population (or 23,101 individuals) provided such unpaid care. Of those who provided unpaid support:

- 58% provided 1-19 hours per week,
- 17% provided 20-49 hours per week, and
- 25% provided 50+ hours per week.

Benefit statistics from the Department for Communities show that at Feb 2019, there were 7,870 people or 4.8% of the eligible population claiming Carer's Allowance in Armagh City, Banbridge and Craigavon Borough. Carer's Allowance (CA) is a non-contributory benefit for people:

- who look after a severely disabled person for at least 35 hours a week
- who are not gainfully employed (i.e. not earning more than £110 per week after certain deductions)
- who are 16 and over
- who are not in full-time education

The severely disabled person must be getting either the highest or middle rate of Disability Living Allowance care component, or Attendance Allowance, or a Constant Attendance Allowance at the maximum rate under the War Pensions or Industrial Injuries Scheme.

Some claimants are entitled to receive Carers Allowance, because they satisfy the conditions listed above, but do not actually receive a payment. This is because they receive another benefit (e.g. Incapacity Benefit for people of working age, or State Pension for people of State Pension age) which equals or exceeds their weekly rate of Carers Allowance

