

## Policy Screening Form

### Policy Scoping

**Policy Title:** The Rainbow Flag will be flown at Banbridge Civic Building, Craigavon Civic Centre and Palace Demesne on Belfast Pride Day 2019 (3<sup>rd</sup> August 2019) and annually thereafter.

On Belfast Pride Day 2019 the Council civic buildings will be lit up in the colours of the Pride Rainbow and annually thereafter

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

This is a new policy. A Notice of Motion was agreed at the Council Meeting on Monday 24<sup>th</sup> June 2019 to fly the rainbow flag at Banbridge Civic Building, Craigavon Civic Centre and Palace Demesne on Belfast Pride Day 2019 (3<sup>rd</sup> August 2019) and annually thereafter.

At the same Council meeting another Notice of Motion was agreed that on Belfast Pride Day 2019 the Council civic buildings will be lit up in the colours of the Pride Rainbow and annually thereafter.

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

**The stated aims of the Notice of Motion to fly the rainbow flag were:**

This Council recognises the contribution made to our borough by LGBTQ+ citizens and rejects all forms of discrimination against the LGBTQ+ community

To show our support for equality and acceptance, this Council will fly the rainbow flag at Banbridge Civic Building, Craigavon Civic Centre and Palace Demesne on Belfast Pride Day 2019 (3<sup>rd</sup> August 2019) and annually thereafter.

**The stated aims of the Notice of Motion to light up the civic buildings in the colours of the Pride Rainbow were:**

As a statement of our solidarity with our LGBTQ+ citizens and to demonstrate that we are a welcoming and progressive Borough this council will;

On Belfast Pride Day 2019, light up our civic buildings in the colours of the Pride Rainbow and annually thereafter.

### 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?

This has been developed as a result of a Notice of Motion.

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

This policy will particularly benefit those from the LGBTQ+ community. Flying the rainbow flag and lighting up our civic buildings reflects the Council's support for Pride Week and recognises the valuable role and contribution the LGBTQ+ community make to the Armagh City, Banbridge and Craigavon Borough.

**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> Council Notice of Motion	<b>Who is responsible for implementation?</b> The Council is responsible for implementation
---	--

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

N/A

**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)

Staff members, customers, residents, community and voluntary sector

**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

**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.

<b>Section 75 category</b>	<b>Evidence</b>
Religious belief	The <b>2011 Census</b> showed that 43% of the population in the borough were either Catholic or brought up as Catholic and

	<p>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.</p> <p>On 30 June 2019 a complaint was received by e-mail from a resident. The resident expressed their disappointment at the Council's decision to fly the Rainbow Flag. They viewed it as divisive and failing to show respect to those who hold to the view of the bible. Across Northern Ireland there will be people with different religious beliefs, political opinions and from different racial groups that will support Pride Day and there will be others who because of their religious, political or cultural beliefs will not.</p> <p><b>Fair Employment and Treatment (NI) Order 1998</b> The Council has a duty not to discriminate on the grounds of religious or similar philosophical belief and/or political opinion in employment and the provision of goods and services.</p>												
Political opinion	<p>The table below shows the number of Councillors elected per party in the Local Government Elections in May 2019.</p> <table border="1" data-bbox="614 985 1388 1243"> <tr> <td>Alliance Party</td> <td>3</td> </tr> <tr> <td>Democratic Unionist Party</td> <td>11</td> </tr> <tr> <td>Sinn Fein</td> <td>10</td> </tr> <tr> <td>Social Democratic and Labour Party</td> <td>6</td> </tr> <tr> <td>Ulster Unionist Party</td> <td>10</td> </tr> <tr> <td>Independent</td> <td>1</td> </tr> </table> <p>Support for gay marriage is a political opinion for the purpose of the <b>Fair Employment and Treatment (NI) Order 1998</b>. Across Northern Ireland there will be people with different religious beliefs, political opinions and from different racial groups that will Support Pride Day and there will be others who because of their religious, political or cultural beliefs will not.</p> <p><b>Fair Employment and Treatment (NI) Order 1998</b> The Council has a duty not to discriminate on the grounds of religious or similar philosophical belief and/or political opinion in employment and the provision of goods and services.</p>	Alliance Party	3	Democratic Unionist Party	11	Sinn Fein	10	Social Democratic and Labour Party	6	Ulster Unionist Party	10	Independent	1
Alliance Party	3												
Democratic Unionist Party	11												
Sinn Fein	10												
Social Democratic and Labour Party	6												
Ulster Unionist Party	10												
Independent	1												
Racial group	<p>The <b>2011 Census</b> showed that 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). Across Northern Ireland there will be people with different religious beliefs, political opinions and from different racial groups that will support Pride Day and there will be others who because of their religious, political or cultural beliefs will not.</p>												

	<p><b>Race Relations (Northern Ireland) Order 1997.</b> The Council has a duty not to discriminate on racial grounds.</p>
Age	<p><b>Mid-Year Population Estimates 2015 and Population Projection 2025 (2014 based)</b></p> <p>The population of Armagh City, Banbridge and Craigavon Borough was estimated to be 210,260 at 30 June 2016. 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 10% or just under 20,800 people over the next 10 years to 2025. 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 (29%)</p> <p><b>National LGBT Survey: Summary report Updated 7 February 2019</b></p> <p>In 2016, the Office for National Statistics estimated that 2% of the UK population, or just over 1 million people, identify as having a minority sexual orientation. The proportion was higher for young people (e.g. 4.1% of 16-24 year olds) than older people (e.g. 2.9% of 25 to 34 year olds and 0.7% of those aged 65 and over). These figures are about sexual orientation only and not gender identity</p>
Marital status	<p><b>The 2011 census</b> showed that over half (51%) of the population aged 16 and over in the borough were married, 0.1 % were in a registered same-sex civil partnership, while just over a third (34%) were single (never married or never in a registered same-sex civil partnership). Support for gay marriage is a political opinion for the purpose of the <b>Fair Employment and Treatment NI Order 1998</b>. Across Northern Ireland those with different religious beliefs, political opinions and from different racial groups will support Pride Day and there will be others who because of their religious, political or cultural beliefs will not.</p>
Sexual orientation	<p>The <b>2011 Census</b> did not include a question on sexual identity.</p> <p>The <b>Continuous Household Survey</b> provides results on the sexual identity of persons aged 16 and over. In 2013/14 - 2015/16, 98% of respondents to the survey identified as Heterosexual/Straight and 1% as Gay/Lesbian in the Borough.</p> <p>Results from the 2016 Northern Ireland Life and Times Survey showed for adults aged 18 and over in NI overall:</p> <ul style="list-style-type: none"> <li>• I am 'gay' or 'lesbian' (homosexual) - 1%</li> <li>• I am heterosexual or 'straight' - 89%</li> <li>• I am bi-sexual - 1%</li> <li>• Other - Please specify - 1%</li> <li>• I do not wish to answer this question - 7%</li> </ul> <p><b>Promoting Sexual Orientation Equality: Priorities and Recommendations, ECNI, 2013</b></p>

The Commission has recommended the following areas for strategic action which it recommends that the Executive, Departments and other key stakeholders address

- Tackling prejudicial attitudes and behaviour towards LGB individuals; specifically in relation to homophobic hate crime and violence; harassment both inside and outside the workplace and homophobic bullying in schools; and
- Promoting positive attitudes towards LGB individuals; and
- Raising awareness of the rights of LGB people; both amongst LGB people themselves and amongst those with responsibilities under the sexual orientation equality legislation.

**Through our eyes: Perceptions and Experiences of Lesbian, Gay and Bisexual People towards Homophobic Hate Crime and Policing in Northern Ireland, The Rainbow Project, 2009**

39% of LGB people have been victim of some sort of crime in the last three years.

10% of LGB people have been a victim of one or more homophobic incidents in the last year.

30% of those experiencing homophobic hate incidents in the last three years were physically injured.

**Multiple identity; Multiple Exclusions and Human Rights: The experiences of people with disabilities who identify as Lesbian, Gay, Bisexual and Transgender people living in Northern Ireland, The Rainbow Project and Disability Action**

The majority of disabled LGB&T people reported that changing attitudes and raising awareness is a critical element to reducing barriers. There are a number of interrelated areas such as caring arrangements, education and access but the common element is how people think about LGB&T people who are disabled. Does society see LGB&T people who are disabled as equals with the same rights as everyone else or do we see them as vulnerable, in need of protection, as noble asexual beings?

**National LGBT Survey: Summary report Updated 7 February 2019**

1 in 8 trans employees responding to a recent Stonewall survey said they had been attacked by a colleague or customer at work.

	<p>Twenty three per cent had experienced a negative or mixed reaction from others in the workplace due to being LGBT, or being thought to be LGBT.</p> <p><b>Employment Equality (Sexual Orientation) Regulations (NI) 2003</b></p> <p><b>The Equality Act (Sexual Orientation) Regulations 2006 which relates to access to services</b></p> <p>The Council has a duty not to discriminate on the grounds of sexual orientation in employment and the provision of goods facilities and services.</p> <p><b>Legal advice</b> was sought following a call – in request from elected members in relation to the Council’s decision in <i>July 2018</i> to fly “The Rainbow Flag” on Council buildings on Pride Day on Saturday, 4<sup>th</sup> August 2018.</p> <p>The opinion advised that the issue of flying the Rainbow flag does engage the statutory requirement of a screening under Section 75 of the 1998 Act even though the advice stated that it was likely to be screened out.</p> <p>The call in request did not meet the standard of having merit in accordance with the statutory test under Section 41 (1) (b) <i>that the decision would disproportionately affect adversely any section of the inhabitants of the district.</i></p> <p><b>The Equality Commission</b> offered the following advice;</p> <p>The promotion of equality of opportunity and good relations between people of different sexual orientations and between those in other section 75 groups are legitimate aims; aims that equality law and your own equality scheme aspire to. It is important that a proportionate screening is completed in relation to any policy or decision that Council may make and that records are maintained of any deliberations up to the point decisions are taken. As you are aware, the Section 75 duty does not indicate the outcome of the process (i.e. the ultimate policy decision).</p> <p>It is important that your screening considers, as well as impacts, whether there are opportunities to promote equality of opportunity within the Section 75 groups and to promote good relations between persons of different religious belief, political opinion and racial group. Also attached to the advice was a copy of the Short Guide to the Public Sector Equality Duties and Advice on Good Relations in Local Councils.</p>
Men and women generally	<p>The <b>2011 census</b> 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><b>Gender Identity Update – Office of National Statistics</b>  This is an update to the 2009 Trans Data Position Paper. Since the publication of this paper the trans community, trans identities and gender identity matters have become more visible in society. There is a spectrum of terminologies under the trans umbrella. Trans people themselves have different preferences and words to describe themselves.</p> <p><b>Government Equalities Office Trans People in the UK 2018</b></p> <p>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. The Office for National Statistics is researching whether and how to develop a population estimate.</p> <p>41% of trans men and women responding to a Stonewall survey said they had experienced a hate crime or incident because of their gender identity in the last 12 months.</p> <p><b>National LGBT Survey: Summary Report Updated 7 February 2019</b></p> <p>1 in 8 trans employees responding to a recent Stonewall survey said they had been attacked by a colleague or customer at work.</p> <p>Twenty three per cent had experienced a negative or mixed reaction from others in the workplace due to being LGBT, or being thought to be LGBT.</p>
Disability	<p><b>The 2011 census</b> showed that, 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 day-to-day activities.</p> <p><b>Multiple identity; Multiple Exclusions and Human Rights: The experiences of people with disabilities who identify as Lesbian, Gay, Bisexual and Transgender people living in Northern Ireland, The Rainbow Project and Disability Action</b></p> <p>The majority of disabled LGB&amp;T people reported that changing attitudes and raising awareness is a critical element to reducing barriers. There are a number of interrelated areas such as caring arrangements, education and access but the common element is how people think about LGB&amp;T people who are disabled. Does society see LGB&amp;T people who are disabled as equals with the same rights as everyone else or do we see them as vulnerable, in need of protection, as noble asexual beings?</p>
Dependants	Persons with a dependant are generally classified as persons with personal responsibility for the care of a child;

	<p>the care of a person with a disability; or the care of a dependant older person.</p> <p><b>The 2011 Census</b> showed that 36% of households (or 27,287 households) in Armagh City, Banbridge and Craigavon Borough contained dependent children.</p> <p>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.</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?

<b>Section 75 category</b>	<b>Needs, experiences and priorities</b>
Religious belief	A complaint has been received from a resident and they have expressed their disappointment at the Council's decision to fly the rainbow flag. They believe the flag is divisive and fails to show respect for those who hold to the view of the bible. Across Northern Ireland there will be people with different religious beliefs, political opinions and from different racial groups that will support Pride Day and there will be others who because of their religious, political or cultural beliefs will not.
Political Opinion	Support for gay marriage is a political opinion for the purpose of the Fair Employment and Treatment (NI) Order 1998. Across Northern Ireland there will be people with different religious beliefs, political opinions and from different racial groups that will Support Pride Day and there will be others who because of their religious, political or cultural beliefs will not.
Racial group	Across Northern Ireland there will be people with different religious beliefs, political opinions and from different racial groups that will Support Pride Day and there will be others who because of their religious, political or cultural beliefs will not
Age	In 2016, the Office for National Statistics estimated that 2% of the UK population, or just over 1 million people, identify as having a minority sexual orientation. The proportion was higher for young people (e.g. 4.1% of 16-24 year olds) than older people (e.g 2.9% of 25 to 34 year olds and 0.7% of those aged 65 and over). These figures are about sexual orientation only and not gender identity



Marital status	Support for gay marriage is a political opinion for the purpose of the Fair Employment and Treatment (NI) Order 1998. Across Northern Ireland there will be people with different religious beliefs, political opinions and from different racial groups that will Support Pride Day and there will be others who because of their religious, political or cultural beliefs will not.
Sexual orientation	<p>Homophobic Hate Crime is still a significant factor in the lives of many in the LGTBQ+ community. Tackling prejudicial attitudes and behaviour towards LGB individuals; specifically in relation to homophobic hate crime and violence is one of the priority areas recommended by the Equality Commission in order to inform policy development to promote sexual orientation equality in Northern Ireland. The Equality Commission has also commented that LGTBQ+ community often face discrimination and harassment, but unfortunately these issues are too often suffered in silence and are under reported.</p> <p>1 in 8 trans employees responding to a recent Stonewall survey said they had been attacked by a colleague or customer at work.</p> <p>Twenty three per cent had experienced a negative or mixed reaction from others in the workplace due to being LGBT, or being thought to be LGBT.</p> <p>Discrimination and harassment can occur both in the workplace and in accessing Goods, Facilities and Services</p>
Men and women generally	<p>1 in 8 trans employees responding to a recent Stonewall survey said they had been attacked by a colleague or customer at work</p> <p>41 % of trans men and women responding to a Stonewall survey said they had experienced a hate crime or incident because of their gender identity in the last 12 months.</p>
Disability	The majority of disabled LGB&T people reported that changing attitudes and raising awareness is a critical element to reducing barriers.
Dependants	There is a neutral impact

### Screening Questions

<b>1. What is the likely impact on equality of opportunity for those affected by this policy for each of the Section 75 categories?</b>		
Category	Policy Impact	Level of impact (Major/minor/none)
Religious Belief	Some religious beliefs will not support the public recognition of the LGTBQ+ community	Minor for some beliefs
Political Opinion	Some political opinions will not support the public	Minor for some political opinions

	recognition of the LGBTQ+ community	
Racial Group	Some racial groups will not support the public recognition of the LGBTQ+ community	Minor for some racial groups
Age	Public recognition of the LGBTQ+ community will benefit a greater number of young LGBT people	Positive minor
Marital Status	None	None
Sexual Orientation	Positive	Minor
Men and Women Generally	Positive	Minor
Disability	None	None
Dependents	None	None

**2. Are there opportunities to better promote equality of opportunity for people within the Section 75 categories?**

Category	If yes, provide details	If no, provide reasons
Religious belief		The evidence shows that differing views exist within the religious, political and racial group categories. Some religious and political views will not support the public recognition of the LGBTQ+ community. It is important that the Council represents all views and in the carrying out of all its functions aims to be a welcoming and inclusive organisation. As stated in our Corporate Plan we are committed to promoting equality, good relations and inclusion and believe them to be central to improving quality of life for everyone. A peaceful and inclusive society is vital to ensuring that we have a welcoming, confident and safe community.
Political Opinion		
Racial Group		
Age		No
Marital status		No
Sexual orientation		No
Men and Women Generally		No
Disability		No
Dependents		No

3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion, or racial group?		
Category	Details of Policy Impact	Level of impact (major/minor/none)
Religious Belief	None	None
Political Opinion	None	None
Racial Group	None	None

4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?		
Category	If yes, provide details	If no, provide reasons
Religious belief		No
Political Opinion		No
Racial Group		No

### **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.

Disabled people who identify as Lesbian, Gay, Bisexual and Transgender may have different experiences. Young and older people may have different experiences.

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

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

N/A

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

**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.

Flying the Rainbow Flag and lighting up our civic buildings will have a positive impact on the LGBTQ+ community in the Armagh City, Banbridge and Craigavon Borough. It demonstrates the Council's support for Pride Week and recognises the valuable role and contribution the LGBTQ+ community make to the Armagh City, Banbridge and Craigavon Borough. It will show that the Council wants to tackle prejudicial attitudes and behaviour, promote positive attitudes and raise awareness of the rights of the LGBTQ+ community. It also reflects the Council's duty to have due regard to the need to promote equality of opportunity between people of different sexual orientations and the Council's desire for a more inclusive society.

The Council also recognises that different views exist within the borough. Some religious beliefs, political opinions and racial groups do not support the public recognition of the LGBTQ+ community. It is therefore important that the Council represents all views and in the carrying out of all its functions aims to be a welcoming and inclusive organisation. As stated in our Corporate Plan we are committed to promoting equality, good relations and inclusion and believe them to be central to improving quality of life for everyone. A peaceful and inclusive society is vital to ensuring that we have a welcoming, confident and safe community.

The Council's buildings will be lit up and the rainbow flag will be flown for one day only and on a Saturday when the Council Offices are closed. While this reflects the Council's duty to have due regard to the need to promote equality of opportunity between people of different sexual orientations, because it is only for one day it is unlikely to have an adverse impact on those who hold different views and do not support the public recognition of the LGBTQ+ community.

**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

The policy will be monitored annually.

### 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
Mary Hanna	Policy & Diversity Officer	July 2019
Kate McCusker	Senior Solicitor	
Approved by	Position/Job Title	Date
Eamonn Kelly	Head of Governance and Democratic Services	July 2019

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

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

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

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

## Appendix I - Rural Needs Impact Assessment (RNIA) Template

### 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 and Craigavon Borough 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.

The Rainbow Flag will be flown at Banbridge Civic Building, Craigavon Civic Centre and Palace Demesne on Belfast Pride Day 2019 (3<sup>rd</sup> August 2019) and annually thereafter.

On Belfast Pride Day 2019 the Council civic buildings will be lit up in the colours of the Pride Rainbow and annually thereafter.

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

Developing a	Policy <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input type="checkbox"/>
Adopting a	Policy <input checked="" type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input type="checkbox"/>
Implementing a	Policy <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input type="checkbox"/>
Revising a	Policy <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input type="checkbox"/>
Designing a Public Service	<input type="checkbox"/>		
Delivering a Public Service	<input type="checkbox"/>		

#### 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.

The Rainbow Flag will be flown at Banbridge Civic Building, Craigavon Civic Centre and Palace Demesne on Belfast Pride Day 2019 (3<sup>rd</sup> August 2019) and annually thereafter.

On Belfast Pride Day 2019 the Council civic buildings will be lit up in the colours of the Pride Rainbow and annually thereafter.

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

The stated aims of the Notice of Motion to fly the rainbow flag were:

This Council recognizes the contribution made to our Borough by LGBTQ+ citizens and rejects all forms of discrimination against the LGBTQ+ community

To show our respect for equality and acceptance, this Council will fly the rainbow flag at Banbridge Civic Building, Craigavon Civic Centre and Palace Demesne on Belfast Pride Day 2019 (3<sup>rd</sup> August 2019) and annually thereafter.

The stated aims of the Notice of Motion to light up the civic buildings in the colours of the Pride Rainbow.

As a statement of our solidarity with our LGBTQ+ citizens and to demonstrate that we are a welcoming and progressive Borough the Council will;

On Belfast Pride Day 2019, light up our civic buildings in the colours of the Pride Rainbow and annually thereafter.



**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.*

N/A

*Rationale for using alternative definition of 'rural'.*

N/A

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

This policy is particularly relevant to those from the LGBTQ+ community

**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 the response is **NO** GO TO Section **2E**.

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

**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	<input type="checkbox"/>
Rural Tourism	<input type="checkbox"/>
Rural Housing	<input type="checkbox"/>
Jobs or Employment in Rural Areas	<input type="checkbox"/>
Education or Training in Rural Areas	<input type="checkbox"/>
Broadband or Mobile Communications in Rural Areas	<input type="checkbox"/>
Transport Services or Infrastructure in Rural Areas	<input type="checkbox"/>
Health or Social Care Services in Rural Areas	<input type="checkbox"/>
Poverty in Rural Areas	<input type="checkbox"/>
Deprivation in Rural Areas	<input type="checkbox"/>
Rural Crime or Community Safety	<input type="checkbox"/>
Rural Development	<input type="checkbox"/>
Agri-Environment	<input type="checkbox"/>
Other (Please state)	<input type="text"/>

**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.**

This policy is particularly relevant to those from the LGBTQ+ community and is not likely to have a negative 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 the response is **NO** GO TO Section **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	<input type="checkbox"/>	Published Statistics	<input type="checkbox"/>
Consultation with Other Organisations	<input type="checkbox"/>	Research Papers	<input type="checkbox"/>
Surveys or Questionnaires	<input type="checkbox"/>	Other Publications	<input type="checkbox"/>
Other Methods or Information Sources (include details in Question 3C below).			<input type="checkbox"/>

**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.**

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

**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?**

This policy is particularly relevant to those from the LGBTQ+ community and is not likely to have a negative impact on 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.**

N/A

## 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 the response is **NO** GO TO Section **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.**

If the response to Section **5A** was **YES** GO TO Section **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.**

This policy is particularly relevant to those from the LGBTQ+ community and is not likely to have a negative impact on people in rural areas.

## 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.

<b>Rural Needs Impact Assessment undertaken by:</b>	Mary Hanna
<b>Position/Grade:</b>	Policy & Diversity Officer
<b>Division/Branch</b>	Governance and Democratic Services
<b>Signature:</b>	
<b>Date:</b>	July 2019
<b>Rural Needs Impact Assessment approved by:</b>	Eamonn Kelly
<b>Position/Grade:</b>	Head of Governance and Democratic Services
<b>Division/Branch:</b>	Governance and Democratic Services
<b>Signature:</b>	
<b>Date:</b>	July 2019