

## Policy Screening Form

### Policy Scoping

**Policy Title:** Recovery & Growth Framework To view the [Recovery & Growth Framework](#) click [here](#)

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

Analysis undertaken as part of the Council response to the Covid-19 pandemic. It is part of the Council's recovery approach.

The framework was commissioned by the Council to address the economic recovery and growth of the region following the impact of the Covid-19 Pandemic. Its purpose is to provide a strategic framework that will focus on an economic agenda for inclusive growth.

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

The framework sets out an independent view of the Borough's current context and a series of options for the Borough's short term recovery through medium to long term growth. It provides a vision for the recovery and growth for the people, place and future of the region.

It is the forerunner for the development of an Inclusive Growth Strategy

### 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 will be able to use the data and evidence to develop a strategic approach to Inclusive Growth

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

All sections of the community will benefit when an Inclusive Growth Strategy is developed. However, evidence has shown that specific section 75 groups face barriers to accessing employment opportunities. More recent reports have shown that the pandemic has further compounded the difficulties facing section 75 groups such as the BAME community, younger people, women, those with caring responsibilities and those with disabilities.

**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> Olga Murtagh, Strategic Director	<b>Who is responsible for implementation?</b> Olga Murtagh, Strategic Director
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**Are there any factors which might contribute to or detract from the implementation of the policy (e.g. financial, legislative, other)?**

Government allocation of funding will impact the preparation of an Inclusive Growth Strategy

**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)

Industry/Businesses  
Government departments  
Employees  
Residents  
Universities/FE Colleges/Schools

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

Draft Programme for Government  
Community Plan- Connected  
Corporate Plan  
MSW Regional Economic Strategy

**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>
All	The Equality Commission has advised that the importance of addressing inequalities relating to employment remains:

	<p>“It is generally accepted that improving access to and progression within employment is seen in public policy as a key driver of economic and social wellbeing and presents a key route to improved social mobility and inclusion as well as a route out of poverty.</p> <p><u>ECNI (2007) Statement on key inequalities in Northern Ireland. ECNI, Belfast, p.8</u></p>
Religious belief	<p>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.</p> <p>Prejudicial attitudes and/or discrimination on the grounds of religious belief may impact on experiences within the workplace. Prejudicial attitudes toward those of different religious beliefs is present in Northern Ireland, particularly sectarianism and islamophobia</p> <p><u>Key Inequalities in Employment, (ECNI) 2018</u></p>
Political opinion	<p>Armagh City, Banbridge and Craigavon Borough Council has 41 elected members, the breakdown of seats by political party is:</p> <ul style="list-style-type: none"> <li>• Democratic Unionist Party – 11</li> <li>• Ulster Unionist Party - 10</li> <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. 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</p>

speak English or cannot speak it well (based on the three legacy council areas).

Migrant workers, particularly Eastern Europeans are over-represented in low paid, low status jobs such as 'Process, Plant & Machine Operatives' and 'Elementary' Occupations and in low paid industry sectors such as the 'manufacturing' Industry sector and the 'Distribution, Hotels Restaurants' Industry sector.

Migrant workers and refugees face numerous barriers to participating in and sustaining employment in Northern Ireland. Recognition of qualifications is an issue for migrant workers and refugees progressing in employment. In addition, inadequate language proficiency is a major barrier for migrant workers and refugees qualifying for and participating in employment particularly where the standard of English proficiency for particular professions is set very high.

Many migrant workers who are agency workers are confined to temporary and irregular work, including zero hours contracts. Many face poorer terms and conditions than local workers and are vulnerable to poor employment practices, including a lack of written contracts; long working hours, non-payment of wages and problems accessing statutory entitlements such as leave.

In addition, human trafficking is an issue in Northern Ireland with evidence of practices that constitute forced labour of migrant workers.

Irish Travellers are less likely to be in employment and are more likely to be economically inactive than other ethnic groups. Traveller women in particular are more likely to be economically inactive than women from all other ethnic groups.

Low educational attainment may partially account for the large employment gap between Irish Travellers and other ethnic groups. Another major barrier is prejudice and discrimination both in society and in the workplace with discriminatory attitudes preventing them from participating in employment. In addition, a greater traditional emphasis on family and home as well as cultural resistance to the use of formal childcare present further barriers to the participation of Irish Travellers in employment.

Racial prejudice and discrimination can impact on the ability of minority ethnic groups and migrant workers to participate in employment, sustain employment and progress in employment. Racial prejudice has been identified in accessing employment and in experiences of racial harassment and intimidation in workplaces

	<u>Key Inequalities in Employment, (ECNI) 2018</u>
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> <p><u>Employment</u></p> <ul style="list-style-type: none"> <li>• In 2019 the Borough had an employment rate (16-64) of 77.3%. This was equivalent to 96,000 people who were employed. This was the closest Council to the Northern Ireland average (71.9%) which was 0.4 pps lower.</li> <li>• Almost a third (32.1%) of people worked in the public administration, education and health sector and approximately a fifth (18.2%) worked in the manufacturing sector, this was the Council with the second highest proportion working in the manufacturing sector.</li> </ul> <p><u>Economic Inactivity</u></p> <ul style="list-style-type: none"> <li>• The economic inactivity rate (16-64) in Armagh City, Banbridge and Craigavon was 25.7%, the closest Council to the Northern Ireland rate which was 26.2% (0.5 pps higher)</li> </ul> <p><u>Labour Force Survey Annual Report 2019. Published 1 October 2020.</u></p> <p>Those aged 18-24 years have higher unemployment rates than those aged 25 years and older.</p> <p>Youth employment was identified as a key inequality in the Commission's previous 2007 statement on Key Inequalities.</p> <p>Youth unemployment is associated with lifelong problems such as poverty, limited employment opportunities, low wages, lower average life satisfaction and ill-health.</p> <p><u>Key Inequalities in Employment, (ECNI) 2018</u></p>

	<p>The Equality Commission's age equality policy priorities and recommendations include</p> <p>Reduce the proportion of young people who are Not in Education, Employment or Training (NEET) reduce long-term unemployment amongst older people.</p> <p>It states that targeted action is required, particularly for those who may face additional barriers due to section 75 identities. Mentoring, targeted careers advice and wider support for those at or approaching school leaving age could help match career aspiration and skills to job prospects. Co-ordinated action is needed to tackle perceived and actual barriers facing older people in returning to and remaining in work-including with regards to stereotypes, life-long learning and education, training and development opportunities and pathways to work.</p> <p><u>ECNI (2017) Age Equality; Policy Priorities and Recommendations</u></p>
<p>Marital status</p>	<p>The 2011 Census provides information on the marital status profile of those aged 16 and over in the Borough:</p> <ul style="list-style-type: none"> <li>• Single (never married or never registered a same-sex civil partnership) - 34%</li> <li>• Married - 51%</li> <li>• In a registered same-sex civil partnership - 0.1%</li> <li>• Separated (but still legally married or still legally in a same-sex civil partnership) - 4%</li> <li>• Divorced or formerly in a same-sex civil partnership which is now legally dissolved - 5%</li> </ul> <p>Widowed or surviving partner from a same-sex civil partnership - 7%</p> <p>Lone parents with dependants experience barriers to their participation in employment.</p> <p><u>Key Inequalities in Employment, (ECNI) 2018</u></p>
<p>Sexual orientation</p>	<p>The 2011 Census did not include a question on sexual identity.</p> <p>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> <p>Lesbian, gay and bisexual employees are subject to prejudicial attitudes in the workplace. Prejudicial attitudes may impact on the ability of lesbian, gay and bisexual people to participate in employment, sustain employment and progress in employment.</p> <p><u>Key Inequalities in Employment, (ECNI) 2018</u></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> <p>Women experience a lower employment rate and a higher economic inactivity rate when they have dependants.</p> <p>Factors explaining this are likely to be linked to the disproportionate share of caregiving by women, with gender stereotypes relating to the role of the mother as primary caregiver and father as earner that may result in higher rates of economic inactivity among women.</p> <p>Barriers may also be attributed to the cost and availability of childcare, with Northern Ireland having one of the lowest levels of available childcare and being one of the most expensive regions for childcare in the UK. For women, paid work may not be considered worthwhile if a significant proportion of female-generated income is being spent on childcare.</p> <p>Women, lone parents and carers working part-time are at risk of low pay and precarious employment as many part-time jobs are typically associated with the minimum wage and atypical contracts.</p> <p>Women experience prejudice, discrimination and harassment in the workplace; including discrimination due to pregnancy and maternity.</p> <p>Trans people face prejudice and hostility in employment and are less likely to be open about their gender identity in the workplace.</p> <p>Women are under-represented in industries associated with Science, Technology, Engineering and Mathematics (STEM) such as Manufacturing, Transport and Communication, Energy and Water and Construction.</p> <p>Young women are less likely to choose to study STEM subjects at further and higher education compared to young</p>

	<p>men thus decreasing their availability for high-level STEM jobs, where men outnumber women by nearly three to one.</p> <p><u>Key Inequalities in Employment, (ECNI) 2018</u></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> </ul> <p>15,130 Personal Independence Payment claims in payment (experimental statistics).</p> <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 people (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 and/or sensory disabilities.</p> <p>People with disabilities are more likely to experience prejudice in employment than those without disabilities.</p> <p><u>Key Inequalities in Employment, (ECNI) 2018</u> Labour Force Survey January-March 2019</p>
Dependants	<p>The 2011 Census showed: 36% or 27,287 households in the Borough contained dependent children. 12% of the population (or 23,101 individuals) provided unpaid care. Of those who provided unpaid support:</p> <ul style="list-style-type: none"> <li>• 58% provided 1-19 hours per week,</li> <li>• 17% provided 20-49 hours per week, and</li> <li>• 25% provided 50+ hours per week.</li> </ul> <p>Benefit statistics from the Department for Communities show that at May 2020, there were 7,940 claimants or 4.7%</p>



	<p>of 16 and over population claiming Carer's Allowance in the Borough.</p> <p>Barriers for carers increase with the volume of care provided. Carers who provide more than 20 hours of care per week are less likely to be in employment and more likely to be economically inactive than those who do not provide care.</p> <p>For carers, a lack of flexibility in the workplace to enable them to manage caring responsibilities and a lack of suitable care services are major barriers to participation. However, attitudinal barriers to carers from employers and work colleagues also represent a barrier to employment.</p> <p>These factors result in some carers giving up work, the consequence of which is negative impacts on their finances, health and wellbeing.</p> <p>Lone parents with dependants experience barriers to their participation in employment</p> <p><u>Key Inequalities in Employment, (ECNI) 2018</u></p>
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### Needs, experiences and priorities

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

Section 75 category	Needs, experiences and priorities
Religious belief	The framework sets out options for a pathway for growth, from short-term recovery to long-term prosperity. The community will benefit when an Inclusive Growth Strategy is developed. However, as the research has shown many section 75 groups will face barriers to accessing economic growth opportunities. In order to inform the strategy this evidence will need to be taken into account.
Political opinion	
Racial group	
Age	
Marital status	
Sexual orientation	
Men and women generally	
Disability	
Dependants	

### Screening Questions

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

Category	Policy Impact	Level of impact (Major/minor/none)
Religious belief	The framework sets out options for a pathway for growth, from short-term recovery to long-term prosperity. The community will benefit when an Inclusive	Minor positive
Political opinion		
Racial group		
Age		
Marital status		
Sexual orientation		

Men and women generally	Growth Strategy is developed. However, as the research has shown many section 75 groups will face barriers to accessing economic growth opportunities. In order to inform the strategy this evidence will need to be taken into account.	
Disability		
Dependents		

**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 framework sets out options for a pathway for growth, from short-term recovery to long-term prosperity. The community will benefit when an Inclusive Growth Strategy is developed. However, as the research has shown many section 75 groups will face barriers to accessing economic growth opportunities. In order to inform the strategy this evidence will need to be taken into account.	
Political opinion		
Racial group		
Age		
Marital status		
Sexual orientation		
Men and women generally		
Disability		
Dependents		

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

Category	Details of Policy Impact	Level of impact (major/minor/none)
Religious belief	The Framework was commissioned to address economic recovery and growth of the region following the impact of the Covid-19 pandemic. This has the potential to create an environment that promotes good relations. However, as already stated all potential barriers will need to be taken into account in the development of the strategy.	Minor positive
Political opinion		
Racial group		

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

Category	If yes, provide details	If no, provide reasons
Religious belief	The Framework was commissioned to address economic recovery and growth of the region following the impact of the Covid-19 pandemic. This has the potential to create an environment that promotes good relations. However, as already stated all potential barriers will need to be taken into account in the development of the strategy	
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.

Not applicable

**Disability Discrimination (NI) Order 2006**

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

There will be engagement with representative organisations during the development of the Inclusive Growth Strategy.

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

The framework was commissioned by the Council to address the economic recovery and growth of the region following the impact of the Covid-19 Pandemic. Its purpose is to provide a strategic framework that will focus on an economic agenda for inclusive growth.

It is the forerunner for the development of an Inclusive Growth Strategy

All sections of the community will benefit when an Inclusive Growth Strategy is developed. However, as the evidence presented in this equality screening has shown, specific section 75 groups face barriers to accessing employment opportunities. More recent reports have shown that the pandemic has further compounded the difficulties facing section 75 groups such as the BAME community, younger people, women, those with caring responsibilities and those with disabilities.

All of these potential barriers will need to be taken into account in the development of an Inclusive Growth Strategy. Further equality screening and/or Equality Impact Assessments will be carried out where necessary.

### 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	1
Social need	1
Effect on people's daily lives	1

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 potential barriers highlighted will be used to inform the Inclusive Growth Strategy and any future strategy and programmes will be monitored for equality impacts.

### 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
Olga Murtagh	Strategic Director	11/11/2020
Approved by	Position/Job Title	Date

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**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.**

## 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

Recovery & Growth Framework

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

Developing a	Policy		Strategy		Plan	X
Adopting a	Policy		Strategy		Plan	
Implementing a	Policy		Strategy		Plan	
Revising a	Policy		Strategy		Plan	
Designing a Public Service						
Designing a Public Service						

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

Recovery & Growth Framework

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

The framework sets out an independent view of the borough's current context and a series of options for the borough's short term recovery through medium to long term growth. It provides a vision for the recovery and growth for the people, place and future of the region.

It is the forerunner for the development of an Inclusive Growth Strategy

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

Population Settlements of less than 5,000 (Default definition).

Other Definition (Provide details and the rationale below).

A definition of 'rural' is not applicable.

*Details of alternative definition of 'rural' used.*

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

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

**SECTION 2**

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

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

Yes

No

If 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.**

The framework has outlined the borough's weaknesses in relation to physical infrastructure and inconsistent digital connectivity in the borough's rural hinterland. As part of the road map to recovery the framework recommends building a future – proof case for road investment, improving digital connectivity and driving rural development.

If these improvements are made they will have a positive impact on those living 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.**

One of the Framework's short term actions is to identify challenges faced by rural businesses and opportunities for rural development and support programmes.

One of the long term actions outlined in the framework is to support rural development. The framework suggests that rural development should be focused on reducing broadband deprivation, improving road infrastructure and boosting investment and innovation in existing sectors. This will have a positive impact on all residents in the Borough but will particularly impact on those living in rural areas.

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

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

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

### SECTION 3

#### Identifying the Social and Economic Needs of Persons in Rural Areas

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

Yes	x	No		If the Response is NO GO TO Section 3E.
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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		Published Statistics	x
Consultation with Other Organisations	x	Research Papers	
Surveys or Questionnaires		Other Publications	
Other Methods or Information Sources (include details in Question 3C below).			

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

Census 2011 – NISRA  
 Northern Ireland Multiple Deprivation Measure 2017 – NISRA  
 Stakeholder consultations

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

One of the short term actions is to identify challenges faced by rural businesses and opportunities for rural development and support programmes.

One of the long term actions identified in the framework is to support rural development and it recommended the following;

- Road investment will support rural economic development in the borough, including improvements on the road between Armagh City and Belfast port continuing work with DfI on road plans with respect to the east west link roads in Armagh.
- Positioning of a dual carriageway link westwards from the A1 would also materially improve the prospects for smaller settlements (e.g. bringing Gilford or Scarva into Belfast and Dublin commuter belts, or to the east of the A1, Rathfriland).
- Project stratum aims to improve broadband connectivity by extending Next Generation Access (NGA) broadband infrastructure across Northern Ireland, ensuring investment is targeted appropriately and improves connectivity in rural regions and small businesses will be key, not least rural Armagh. The Full Fibre Northern Ireland Consortium (FFNI) Programme will also support digital connectivity in rural areas.
- Lakes including Lough Neagh are underused, with existing facilities not sufficiently interactive to draw more domestic tourists. More investment in tourism will be key to supporting the rural economy.
- The view from TourismNI and some food players was that more should be made of Armagh's orchards, including around boutique hospitality and Destination of Origin type status. This could build upon existing 'food heartland' branding.
- Continued investment in AgriFood and agri-tech, for example through collaboration with AgriFood Quest, will also support long term productivity and economic growth in rural areas in the borough. Future-proofing farming practices with incentives to collaborate on IoT, data-driven decisions and new crop trends (e.g. hemp and climate suitable 'super foods') will be key. Development of an AgriFood strategic plan in partnership with sectoral representatives.
- In line with the preferred options outlined in 2018, rural development needs to be balanced with the focus of housing growth on Armagh City, Banbridge Town and Craigavon area. This will ensure rural communities can be sustained and infrastructure provision, access to services and employment across the borough can be managed appropriately for inclusive growth. Rural development should be focused on reducing broadband deprivation, improving road infrastructure and boosting investment and innovation in existing sectors
- Implementation of rural development funded programmes including village enhancement schemes.

Results from the 2011 Census show that just over half of the borough's population (51%) lived in urban areas while just under half (49%) lived in rural areas. This is based on the NISRA default urban/rural settlement classification where settlements with a population greater than or equal to 5,000 are classified as urban while those with a population less than 5,000 are classified as rural. This compares to 63% urban and 37% rural for Northern Ireland overall. Craigavon Urban Area (which includes Central Craigavon, Lurgan and Portadown), Banbridge, Armagh and Dromore are the four urban areas within the borough, all other settlements are classified as rural according to the NISRA default classification.

The NI Multiple Deprivation Measure (NIMDM) 2017 provides information on seven distinct types of deprivation, known as domains, along with an overall multiple deprivation measure (MDM). Results are available for the 890 Super Output Areas in Northern Ireland, ranked from 1 most deprived to 890 least deprived.

The Access to Services Domain which measures the extent to which people have poor physical and online access to key services is particularly relevant to rural areas. The borough has nine SOAs (10% of the total 87 SOAs in the borough) in the top 100 most deprived in Northern Ireland on the Access to Services Domain, each of which are defined as rural on the NISRA default classification. Twenty SOAs in Armagh City, Banbridge and Craigavon Borough (23% of the total 87 SOAs in the borough) are in the

top 20% most deprived SOAs in Northern Ireland in terms of Access to Services. All twenty are classified as rural. The purpose of the Income Deprivation Domain is to identify the proportion of the population on low income. Armagh City, Banbridge and Craigavon Borough has nine SOAs (10% of the total 87 SOAs in the borough) in the top 100 most deprived in Northern Ireland on the Income Deprivation Domain. Three of these nine are rural areas according to the NISRA default classification.

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

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

## SECTION 4

### Considering the Social and Economic Needs of Persons in Rural Areas

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

The following issues were considered in relation to the needs of people in rural areas

Access to digital infrastructure

Weaknesses in physical infrastructure

The requirement for rural development focusing on rural businesses rural tourism and AgriFood

## 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	<input checked="" type="checkbox"/>	No		If the response is NO GO TO Section 5C.
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**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.**

The plan has been influenced by research and stakeholder engagement and as 49% of the borough's population live in rural areas, rural needs have helped influence the short, medium and long term actions identified in the framework to aid COVID-19 recovery.

One of the short term actions is to identify challenges faced by rural businesses and opportunities for rural development and support programmes.

One of the long term actions outlined in the framework is to support rural development. The framework suggests that rural development should be focused on reducing broadband deprivation, improving road infrastructure and boosting investment and innovation in existing sectors. This will have a positive impact on all residents in the Borough but will particularly impact on those living in rural areas.

**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.**

## 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>	Olga Murtagh
<b>Position/Grade:</b>	Strategic Director
<b>Department/Directorate</b>	
<b>Signature:</b>	Olga Murtagh
<b>Date:</b>	11 November 2020
<b>Rural Needs Impact Assessment approved by:</b>	
<b>Position/Grade:</b>	
<b>Department/Directorate</b>	
<b>Signature:</b>	
<b>Date:</b>	