

Armagh City, Banbridge and Craigavon Borough Council

**SECTION 75**  
**AUDIT OF INEQUALITIES**  
**FOR THE PERIOD**  
**2018-2019**

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## **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."

This is a new approach to the development of an Equality Scheme which was one of the recommendations included in the Commission's Final Report of the Review of the Effectiveness of Section 75, published in November 2008. The Commission also states in its Guide that "...following the Effectiveness Review recommendations, the Commission's aim was to create a more user friendly Guide, to make improvements in the area of screening policies and to shift the focus within public authorities from concentrating primarily on the process of implementing Section 75, towards achieving outcomes within the Section 75 framework."

## **1.1 How we identified the Inequalities**

The development of the first Audit of Inequalities for Armagh City, Banbridge and Craigavon Borough Council 2015-2017 began with a consideration of the former Council Audits. These Audits identified a number of functional areas (Arts & Leisure, Development, Corporate Governance and Environmental Services) and the inequalities that existed within the specific area for one or more section 75 categories. While reviewing these audits it became apparent that some of these issues were addressed in the former Council Action Plans. However, a number of section 75 measures remain outstanding as well as measures that need to be addressed again or are ongoing requirements. Examples include improving the quality of section 75 data available to monitor Council services, improving the accessibility of the Council's services for all the section 75 categories as well as ongoing training requirements.

Meetings were held with Officers from the different service areas to discuss what other inequalities exist for the new Council and what other data exist to support the findings. In light of these discussions it was decided that the Armagh City, Banbridge and Craigavon Borough Council Audit would address the section 75 issues by section 75 group.

Baseline data such as the census statistics for the Armagh City, Banbridge and Craigavon Borough Council area has been collated and is attached at Appendix A. Other data used to inform the Audit include Strategies, Plans, programmes, policies, complaints, surveys, consultations and a range of completed section 75 screening templates and Equality Impact Assessments. In order to update the Audit for 2018-2019 information has been added which relates to a range of Council functions and the findings/inequalities have been identified.

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 210,000 outside of Belfast we are the largest council in Northern Ireland.

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 8,100 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.
- 72,300 employee jobs.
- In 2016, an employment rate of 70.7%
- 2015 Gross Value Added: £3.255bn-9.54% 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 10% from 2016-2026 compared to a 4% increase in Northern Ireland overall.
- Lower recorded crime rate than in NI overall- in 2015/16 the Borough had a recorded crime rate of 48 per 1,000 population, compared to a rate of 57 per 1,000 population for NI overall.
- House prices in the ABC region are comparable to 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. Powers transferring in April 2016 include urban regeneration and community development.

The Council will also lead on a community planning process. This will be 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](http://www.armaghbanbridgecraigavon.gov.uk)

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

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## **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**

**Section 75 categories and Inequalities**

Section 75 category	Who would this include?	What information/data sources are available?	Findings/Inequality identified
All 1.0		Part 12 of the Local Government Act (NI) 2014 confers on Councils a new duty of performance improvement from 1 April 2015 and under these provisions it will be obliged to make arrangements to secure continuous improvement in the exercise of its functions	Performance improvement plans for the Council have been drafted annually since 2015. Performance Improvement Objectives are published on the Council website. This plan is aligned to the Programme for Government, the Borough's Community Plan and Council Corporate Plan. One of the objectives relates to Customer Care which will require consideration to be given to section 75 of the Northern Ireland Act 1998.
1.1		A Corporate Plan for 2015-2017 was developed. The Council's new Corporate Plan: Making it Happen 2018-2023 was issued for consultation in January 2018	All new departmental/operational plans, service and individual objectives and targets will need to ensure where appropriate that they include a measurable commitment to the promotion of equality, good relations and diversity.
1.2		A Corporate Plan for 2015-2017 was developed. The Council's new Corporate Plan: Making it Happen 2018-2023 was issued for consultation in January 2018 Committee and Council reports, Council policies, Notices of Motion.	All Council decisions need to be made with the section 75 duties in mind and fully mainstreamed into the decision making and service delivery process.

Section 75 category	Who would this include?	What information/data sources are available?	Findings/Inequality identified
1.3		<p>The Borough's first community plan 'Connected' was launched in May 2017. This plan has three strategic themes and nine long term outcomes</p> <ol style="list-style-type: none"> <li>1. Community – Confident, Healthy, Welcoming</li> <li>2. Economy – Enterprising, skilled, tourism</li> <li>3. Place – Creative, enhanced, revitalised</li> </ol> <p>The Plan also has three cross – cutting themes.</p> <ol style="list-style-type: none"> <li>1. Equality/Good Relations/Inclusion</li> <li>2. Connectivity</li> <li>3. Sustainability</li> </ol>	<p>Early consideration was given to the needs of section 75 categories by each of the thematic working groups. This will be further developed at the next stage of action planning and each action plan will consider and address the needs of section 75 groups. An Equality Impact Assessment was completed on the Community Plan and this is now available on the Council website.</p>
1.4		<p>A number of preparatory studies were conducted in preparation for the Council's Local Development Plan. These were completed in March 2017. The local development plan process commenced in August 2017 which was announced by public notice, along with the publication of the local development plan timetable and statement of community involvement (SCI).</p> <p>The Preferred Options Paper (POP) is the first of three public consultation documents that the Council will issue during the Local Development Plan Process.</p>	<p>All section 75 groups on the Council's equality consultee list were contacted to advise them of the local development process and the statement of community involvement. They were invited to identify whether there were any types of planning policies which are likely to have a significant impact on the groups they represent. Comments received will be taken into account when screening and scoping the Equality Impact Assessments.</p> <p>In March 2018 The Preferred Options Paper (POP) was issued for public consultation. An EQIA was also issued.</p>

Section 75 category	Who would this include?	What information/data sources are available?	Findings/Inequality identified
1.5		There was an Officer Equality Working Group set up In the former Councils to facilitate equality screening of policies and to consider equality issues that impacted on the various departments.	In order to ensure that staff members remain up to date on the equality and good relations duties and are aware of the duty to mainstream equality and good relations into policy development, a new Officer Equality Working Group was set up in 2016. It will be important that this group meets regularly.
1.6		Commitment in Equality Scheme to draw up a detailed training programme for staff and members.	Prior to the commencement of the new Council in 2015, a considerable number of staff members and elected members attended equality and disability training while employed by the former Councils. However, work needs to be undertaken to ensure that the entire workforce/Council has been trained.
1.7		There is not a consistent approach to the collection of monitoring information. The former Councils have relied on a range of approaches which includes customer feedback, comment cards and evaluation forms. A number of arts programmes for example are monitored by s75 group – often these programmes are grant aided and the funding bodies require full and regular information regarding the programme being delivered. In Armagh City & District Council section 75 data were collated in relation to the Sports Grants Policy.	Monitoring of services has varied within and across the three former Councils. In 2016 a sub group of the regional Statutory Duty Network (Equality Officers from a number of Councils) updated the Local Government Staff Commission's Guidance Note. This Guidance note will inform any future monitoring work.

Section 75 category	Who would this include?	What information/data sources are available?	Findings/Inequality identified
1.8		A Financial Assistance Policy has been developed as a result of a wide community consultation and comments were received from organisations that represent a broad section of section 75 consultees. The organisations that participated in the online questionnaire deal with issues which include disability, youth, early years, school children, older people, women, good relations, ethnic minorities and faith.	This policy became effective from April 2015 but further amendments were made in September and December 2015. It is due for review in 2019.
Religious Belief 2.0	Protestant, Catholic, Hindu, Jewish, Islam/Muslim, Sikh, Buddhist, other religion, people of no religious belief	Census data, new larger Council area. Flags and Emblems policies for the former Councils. EQIAs conducted in legacy Councils in relation to these policies. Complaints in relation to these policies.	There are currently three different former Council Flags and Emblems policies in operation. In 2016 an audit of flags and emblems on display was completed and a report was drafted outlining options for the elected members' consideration.
2.1		Good Relations Audit, Good Relations Action Plan 2017/18. The Action Plan commits to the development of an Interface Strategic Framework and Visioning Plan which will reduce tension as well as the development of a Flags and Bonfires Management Plan in Partnership with key Community Influencers. An Internal Good Relations Reference Group was set up to provide a more effective and efficient approach to GR issues.	There are currently three different former Council Flags and Emblems policies in operation. Information from the Council's Good Relations Audit and Action Plan should inform any future Flags and Emblems Policy.

Section 75 category	Who would this include?	What information/data sources are available?	Findings/Inequality identified
2.2		Census data, new larger Council area. Enquiries received about the Council's policy on dual language. The Council approved a Street Naming and Numbering policy but agreed to consider dual language at a later Council meeting.	No decision has been taken on whether to incorporate a dual language section in the Street Naming and Numbering Policy
Political Opinion 3.0	Unionists generally, nationalists generally, members/supporters of any political party, other	Census data, new larger Council area. Flags and Emblems policies for the former Councils. EQIAs conducted in former Councils in relation to these policies. Complaints in relation to these policies	There are currently three different former Council Flags and Emblems policies in operation. In 2016 an audit of flags and emblems on display was completed and a report was drafted outlining options for the elected members' consideration.
3.1		Good Relations Audit, Good Relations Action Plan 2017/18. The Action Plan commits to the development of an Interface Strategic Framework and Visioning Plan which will reduce tension as well as the development of a Flags and Bonfires Management Plan in Partnership with key Community Influencers. An Internal Good Relations Reference Group was set up to provide a more effective and efficient approach to GR issues.	There are currently three different former Council Flags and Emblems policies in operation. Information from the Council's Good Relations Audit and Action Plan should inform any future Flags and Emblems Policy.
3.2		Census data, new larger Council area. Enquiries received about the Council's policy on dual language. The Council approved a Street Naming and Numbering policy but agreed to consider dual language at a later Council meeting.	No decision has been taken on whether to incorporate a dual language section in the Street Naming and Numbering Policy.

Section 75 category	Who would this include?	What information/data sources are available?	Findings/Inequality identified
Racial Group 4.0	Chinese, Irish Traveller, Indian, Pakistani, Bangladeshi, Black African, Black Caribbean, mixed ethnic group, any other ethnic group, nationality	There was an online telephone service made available in the former Armagh and Craigavon Council areas. A translation service was available in the three former Council areas. A Linguistic Diversity Policy existed in the former Armagh Council area.	<p>The Local Government Staff Commission agreed to assist the Councils to establish a list of providers for the 11 district Councils and the Northern Ireland Housing Executive in the provision of the following;</p> <ul style="list-style-type: none"> <li>• Providers of alternative formats (including Easy Read and/or Audio Transcription)</li> <li>• Translation Services including BSL and ISL translation</li> <li>• The list of providers were established in 2016. The Council will have to incorporate these providers into its own operations and raise awareness among Council staff.</li> </ul>
4.1		Good Relations Audit, Good Relations Action Plan. There is a commitment within the Action Plan to set up an Intercultural Forum which among other things is designed to reduce social exclusion of the Black Minority Ethnic (BME) communities in the Council area.	<p>Guidance may be required in relation to catering at events. Eg. vegetarian or type of meat. The Good Relations Unit should be able to inform future Council policy in this area.</p> <p>A policy on organising events may be necessary.</p>

Section 75 category	Who would this include?	What information/data sources are available?	Findings/Inequality identified
Age 5.0	The main categories are those under 18, people aged between 18 and 65, and people over 65	The majority of publications contain the strapline that the information will be made available in alternative formats on request.	Information may not always be available in the appropriate format for older people. May need to use larger print
5.1		<p>Accessibility may be an issue for older people. Access audits have been conducted in the former Council areas. The Disabled Go Access Guide was launched in March 2015 by Armagh City and District Council. Over 450 public venues within the Armagh City and District were visited and assessed by a DisabledGo surveyor. The guide outlines the disabled and access features at a particular venue.</p> <p>There may be other customer service issues such as services being increasingly made available via the website, timing of events, transport to an event.</p>	<p>In 2016, a community consultation was held in the Craigavon Civic Centre. Following this consultation further venues were surveyed in the Banbridge and Craigavon areas. Further venues will be added annually until 2019 when the contract is due to be renewed.</p> <p>Any future customer service policy/communications policy will be required to consider some of these issues.</p> <p>In 2016 the Council set up a Customer Care Project Team. This group will explore the different ways the Council can improve customer care for all its customers.</p> <p>A policy on organising events may be necessary</p>



Section 75 category	Who would this include?	What information/data sources are available?	Findings/Inequality identified
5.2		The former Councils have operated Household Recycling and Refuse Collection Service Policies. Different arrangements are in place for assisted lifts and bulky collections.	A new policy is currently being developed in this area. The policy covers household recycling and refuse collection service rules. The former Council policies currently apply. Disabled people and older people may require assistance.
5.3		A new policy on concessionary rates for access to Leisure services has been developed. In 2016 a new leisure membership policy was developed. These policies and equality screening information is available in the policy section of the Council website.	Although a policy has been developed the impact of the policy will be monitored through uptake of concessions; feedback and complaints.
5.4		Young people use social media and are more likely to be web users. Printed text may not be appropriate. There may be other accessibility issues such as timing of events, cost, transport, catering	Any future communications policy will be required to consider some of these issues. However, the Council has a facebook page and a Twitter account. An increasing number of Council services can now be accessed on-line.  A policy on organising events may be necessary

Section 75 category	Who would this include?	What information/data sources are available?	Findings/Inequality identified
5.5		Finding ways to engage with young people can be difficult. The Council has a duty to consult with section 75 categories in relation to policy development. The Council is also interested to hear the views of young people in relation to the delivery of Council services.	Further exploration of the opportunities to engage with young people is needed.
Sexual orientation 6.0	Gay, lesbian, bisexual, heterosexual	Employee Monitoring Forms from the three former Councils contain information broken down by 8 section 75 categories and sexual orientation is included.	Equality Training must address key issues affecting all section 75 groups including those from a sexual orientation perspective. The equality training programme was revised in 2016.
Men and Women 7.0	Men(including boys), women (including girls), transgend people, transsexual people	In the former Councils transgender customers accessed the Council leisure facilities.	In 2016 a policy was drafted. The focus was on access to facilities and services and Facility Managers were being asked to comment. SAIL NI, a group representing the Transgender community was asked to comment on the draft policy.

Section 75 category	Who would this include?	What information/data sources are available?	Findings/Inequality identified
7.1		<p>The Ulster University's Investigation of Gender Equality Issues at the Executive Level of the Northern Ireland Public Sector -January 2016. This report 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.</p> <p>The Council is also a member of the STEM Employers equality network for the Armagh, Banbridge and Craigavon area. This network is for Employers who aim to address gender imbalance in STEM related industries. These include science, technology, engineering and mathematics orientated professions.</p>	<p>Through positive civic leadership the Council has a great opportunity to raise awareness of these issues within the Borough and beyond. It may host, attend events, issue press releases.</p> <p>The Council hosts an International Women's Day Event in March. The 2017 event focussed on Women in the STEM industries. In September 2017 a rural women's regeneration conference was held. In October 2017 an informal networking event was held for females who are leading the way in business.</p>

Section 75 category	Who would this include?	What information/data sources are available?	Findings/Inequality identified
With or without a disability 8.0	Persons with or without a disability as defined in Sections 1 and 2 and Schedules 1 and 2 of the Disability Discrimination Act 1995	<p>Employee Monitoring Forms from the three former Councils contain information broken down by 8 section 75 categories and disability is included.</p> <p>Statement on Interview letter if special arrangements are required.</p> <p>Guidance taken from Occupational Health reports.</p> <p>Across the three former Councils, a number of work placements have been facilitated for disabled people. There has been ongoing work with organisations such as USEL and Mencap</p> <p>1 in 5 persons are disabled in Northern Ireland Census 2011</p>	The new organisation will require a clear approach to the management of work placements for disabled people. A commitment has been made within the Council's Disability Action Plan to develop a work placement policy/strategy. A cross departmental working group was formed to consider how this should be taken forward
8.1		A range of staff members in the three former Councils have received Disability awareness training as well as disability specific training such as training on Autism The British Deaf Association has recommended that staff receive deaf awareness training.	A number of equality and disability training sessions have been delivered. Training will have to continue to address different employee training needs and ensure comprehensive coverage of workforce and membership.
8.2		There was a commitment within the Council's Disability Action Plan to review the Diversity Champion initiative and reappoint Diversity Champions as necessary.	The Council has appointed three Officer Diversity Champions and an elected member Diversity Champion.

Section 75 category	Who would this include?	What information/data sources are available?	Findings/Inequality identified
8.3		<p>Accessibility may be an issue for disabled people. Access audits have been conducted in the former Council areas. The Disabled Go Access Guide was launched in March 2015 by Armagh City and District Council. Over 450 public venues within the Armagh City and District were visited and assessed by a DisabledGo surveyor. The guide outlines the disabled and access features at a particular venue.</p>	<p>In 2016, a community consultation was held in the Craigavon Civic Centre. Following this consultation further venues were surveyed in the Banbridge and Craigavon areas. Further venues will be added annually until 2019 when the contract is due to be renewed.</p>
8.4		<p>Accessibility may be an issue for those with learning disabilities. The NOW Group contacted the Council about an initiative that could assist people with learning disabilities/difficulties access services. It is called the JAM Card (an abbreviation for 'Just a Minute')</p>	<p>The NOW Group wants to extend this initiative to all parts of Northern Ireland.</p>
		<p>There may be other customer service issues such as services being increasingly made available via the website, timing of events, transport to an event.</p>	<p>Any future communications policy will be required to consider some of these issues.</p> <p>In 2016 the Council set up a Customer Care Project Team. This group will explore the different ways the Council can improve customer care for all its customers.</p> <p>A policy on organising events may be necessary</p>

Section 75 category	Who would this include?	What information/data sources are available?	Findings/Inequality identified
8.4		<p>The majority of publications contain the strapline that the information will be made available in alternative formats on request. Armagh City &amp; District Council produced a Disability checklist for written communication and a separate hand out for oral communication.</p> <p>There may be other customer service issues such as services being increasingly made available via the website, timing of events and access to a range of services.</p>	<p>A communications policy has yet to be developed. Many issues in relation to written and oral communication with disabled people will be required to be considered.</p> <p>Older people may not be web users. They may need an alternative way of accessing the service. Care is needed when organising events that disability accessibility is considered. A consistent approach is required.</p>
		<p>The British Deaf Association and Action on Hearing Loss provided the Council with advice at the regional consultation event for Council Equality Schemes on a range of accessibility issues affecting deaf people.</p>	<p>A policy on organising events may be necessary.</p>
8.6		<p>A new policy on concessionary rates for access to Leisure services has been developed</p>	<p>Although a policy has been developed the impact of the policy will be monitored through uptake of concessions; feedback and complaints.</p>

Section 75 category	Who would this include?	What information/data sources are available?	Findings/Inequality identified
8.7		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. Relevant strategies include; Sport NI's Every Body Active 2020 Disability Sport NI's Get Out – Get Active	Performance Indicators have been added to the Council's Disability Action Plan
8.7		The former Councils have operated Household Recycling and Refuse Collection Service Policies. Different arrangements are in place for assisted lifts and bulky collections.	A new policy is currently being developed in this area. The policy covers household recycling and refuse collection service rules. The former Council policies currently apply. Disabled people and older people may require assistance.
With or without dependants 9.0	Persons with primary responsibility for the care of a child, the care of a person with a disability, the care of a dependant elderly person	A new policy on concessionary rates for access to Leisure services has been developed. In 2016 a new leisure membership policy was developed. These policies and equality screening information is available in the policy section of the Council website.	Although a policy has been developed the impact of the policy will be monitored through uptake of concessions; feedback and complaints.

## **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.

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

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

<b>National Identity</b>	<b>Percentage</b>
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

<b>Knowledge of Irish and Ulster Scots</b>	<b>Percentage</b>
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 2014 Local Government Election 41 Councillors were elected for Armagh City, Banbridge and Craigavon Borough Council.

Party	Number of Councillors elected
Democratic Unionist Party	13
Ulster Unionist Party	12
Sinn Fein	8
Social Democratic and Labour Party	6
United Kingdom Independence Party	1
Independent	1
<b>Total</b>	<b>41</b>

Table 4. Results of Local Government Election May 2014, Armagh City, Banbridge and Craigavon Borough Council. Source [www.ark.ac.uk](http://www.ark.ac.uk) Note Eligible Electorate 140,307; Total Votes polled 73, 241; Turnout 53.3%

## Racial Group - Ethnicity

The 2011 Census 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).

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%
<b>All usual residents</b>	<b>199,693</b>	<b>100.00%</b>

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%
<b>All usual residents</b>	<b>199,693</b>	<b>100.0%</b>

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%
<b>All aged 3+ years</b>	<b>190,526</b>	<b>100.0%</b>

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 210,260 at 30 June 2016; 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 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%). Within this age group the number aged 85 and over is projected to increase by an extra 1,920 people (53%).

Age	Mid-year Estimate 2015		Population Projection 2025		Change 2015 - 2025	
	Number	Percentage	Number	Percentage	Number	Percentage
0-15	46,040	22%	50,023	22%	3,983	9%
16-39	65,286	31%	67,841	30%	2,555	4%
40-64	65,490	32%	71,400	31%	5,910	9%
65+	30,981	15%	39,851	17%	8,870	29%
<b>All Ages</b>	<b>207,797</b>	<b>100%</b>	<b>229,115</b>	<b>100%</b>	<b>21,318</b>	<b>10%</b>

Table 8. Mid-Year Population Estimates 2015 and Population Projection 2025 (2014 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%
<b>All usual residents aged 16 and over</b>	<b>155,487</b>	<b>100%</b>

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%
<b>Persons aged 16 and over</b>	<b>100%</b>

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 2016 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'	89%
I am bi-sexual	1%
Other - Please specify	1%
I do not wish to answer this question	7%
<b>Adults aged 18 or over</b>	<b>100%</b>

Table 11. Sexual identity of adults aged 18 and over in Northern Ireland, 2016. Source: ARK, Northern Ireland Life and Times Survey: Base - 1,208 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%
<b>All usual residents</b>	<b>199,693</b>	<b>100%</b>

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%
<b>All usual residents</b>	<b>199,693</b>	<b>100%</b>

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 20% of the NI population were disabled in 2014/15. The population of disabled people differed by age group: 5% of children were disabled, compared to 18% of adults of working age and 47% of adults over state pension age. The overall estimated proportion in NI (20%) has remained broadly stable over the last ten years and is the same as the UK level. Using FRS data for 2004/05 to 2014/15, 22% of individuals in the Borough were disabled, similar to 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 May 2017 there were 21,000 people or 18.2% of eligible population claiming Attendance Allowance in Armagh City, Banbridge and Craigavon Borough. Experimental statistics show that there were 2,650 claimants in receipt of Personal Independence Payment at July 2017 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 20<sup>th</sup> 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.

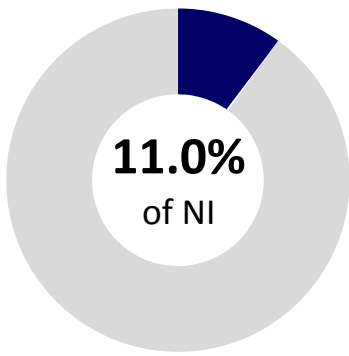
Benefit statistics from the Department for Communities show that at May 2017, there were 7,780 people or 4.8% of the eligible population claiming Carer's Allowance in Armagh City, Banbridge and Craigavon Borough. Carer's Allowance (CA) is a non-contributory benefit for people:

- 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

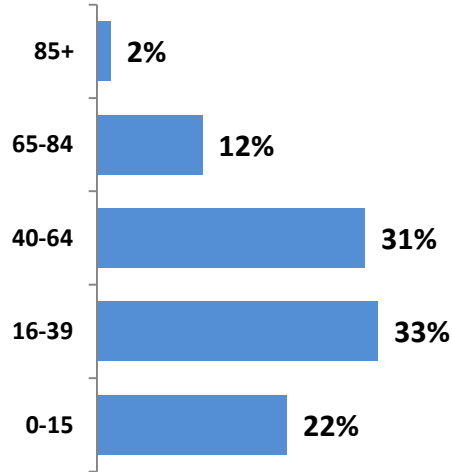
The severely disabled person must be getting either the highest or middle rate of Disability Living Allowance care component, or Attendance Allowance, or a Constant Attendance Allowance at the maximum rate under the War Pensions or Industrial Injuries Scheme.

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.

# Armagh, Banbridge and Craigavon (LGD2014)



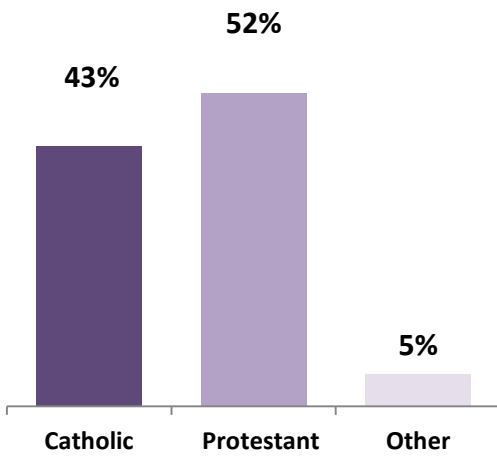
199,700 population  
(14% increase from 2001)



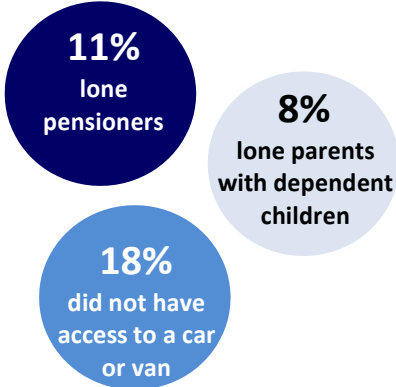
**20%**  
had a long-term health problem or disability that limited their daily activities

**12%**  
provided unpaid care to family, friends, neighbours or others

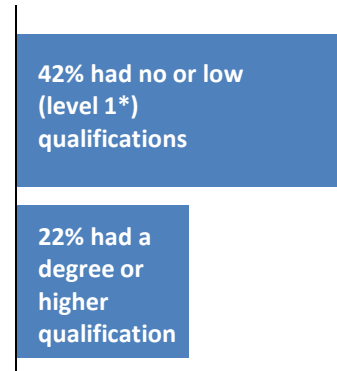
## Religion or religion brought up in



Percentage of households

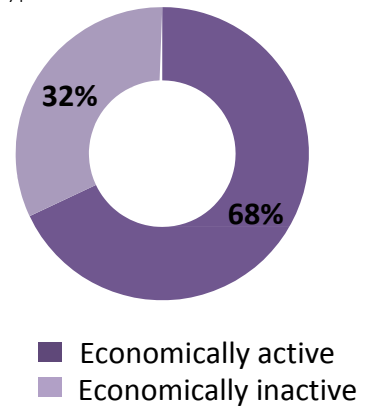


Aged 16 and over



\*Level 1 is 1-4 O Levels/CSE/GCSE (any grades) or equivalent

Aged 16 - 74



Source: [Census 2011](#)

