

Armagh City, Banbridge and Craigavon Borough Council

Policy Screening Report

under

Section 75 of the Northern Ireland Act, 1998

September 2021

Equality Scheme Policy Screening Report

Armagh City, Banbridge and Craigavon Borough Council has developed a number of new policies. In complying with the Council's Equality Scheme Duties, these policies have been screened for any possible adverse impact that they may have under Section 75 of the Northern Ireland Act, 1998. The nine groups are:

Age; Marital status; Women (including girls) and Men (including boys); Persons with a disability and Persons without; Persons with dependants and Persons without; Political Opinion; Racial Group; Religious belief; and Sexual Orientation.

The policies have been screened against the questions below and have been ranked 1,2 or 3

1	'screened in' for equality impact assessment, including date of EQIA
2	'screened out' with mitigation
3	'screened out' without mitigation

Screening Questions

- A What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? (minor/major/none)
- B Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?
- C To what extent is the policy likely to impact on good relations between people of a different religious belief, political opinion or racial group? (minor/major/none)
- D Are there opportunities to better promote good relations between people of a different religious belief, political opinion or racial group?

The attached schedule is being published for consultees information. Comments may be submitted in writing, by telephone, e-mail, or in person and should be forwarded to the address below.

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

Tel: 028 3752 9600

E-mail: mary.hanna@armaghbanbridgecraigavon.gov.uk

This document is available in alternative formats on request

Section 75 Northern Ireland Act 1998 – Policy Screening Exercise

Policies have been assessed against the four screening questions and a ranking allocated. For each of the policies detailed below, a more comprehensive ‘screening’ document is available on the Council website or on request. Copies can be found at <https://www.armaghbanbridgecraigavon.gov.uk/council/policies/> The report includes published screening for the period April 2021 to August 2021.

Policy/Procedure	Policy/Procedure Aims	Ranking/ Screening Decision
Empty to Occupied Programme	<p>The aim of this project is to encourage vacant commercial property owners to invest in their buildings, attract tenants and reduce long term vacancy, thereby improving the vitality and vibrancy of our towns and villages for all users.</p> <p>The Empty to Occupied Programme aims to improve the physical environment for all its users. It is considered that the scheme will not have an adverse impact on any of the Section 75 groups. In fact the scheme will ensure that improvements to buildings will comply with building control regulations and are Disability Discrimination Act (DDA) compliant. This will improve access for those with disabilities and those with dependants.</p> <p>The Council will not consider applications from Applicants that discriminate against Section 75 groupings.</p>	3
Naming Navan Coffee Shop	<p>The aim of the policy is to name the Navan Coffee Shop with an appropriate name to assist in promotional activity.</p> <p>The name chosen for the coffee shop ‘Ancient Ground’ has been selected</p>	3

	<p>as it is neutral in nature, reflects the historical setting of the coffee shop and should prove inoffensive to all users. It was important that the name was appropriate, not offensive or discriminatory and remained compliant with the Council's equality and good relations duties.</p>	
<p>Northern Ireland Centenary Programme</p>	<p>In April 2019 Council adopted a Notice of Motion which stated:</p> <p>“That this Council recognises Northern Ireland’s centenary in 2021 and start a process to work toward a programme of events to celebrate this milestone, a budget is agreed through committee and that a working group is established at the earliest opportunity to oversee and develop the programme.</p> <p>Any celebration of Northern Ireland’s 100th birthday should reflect on its great strengths and on what makes Northern Ireland a great place to live, work, visit and invest in”</p> <p>A Members Working Group was established in accordance with the content of the Notice of Motion.</p> <p>As explained in the CRC/HLF document ‘Decade of Anniversaries Tool kit: Understanding Our Past, Shaping Our Future’ Commemorations can be a mixed bag. On the one hand they can be an enjoyable experience that opens up historical events in a way that makes a personal impact but on the other hand they can be difficult and divisive. The Commemoration of Northern Ireland is more likely to be welcomed by the Protestant/Unionist Community but is less likely to be celebrated by the Catholic/Nationalist Community. However, one of the objectives of the member working group was to develop an accessible and inclusive programme that will reflect the</p>	<p>3</p>

	<p>principles of the CRC/HLF document ‘Decade of Anniversaries Tool kit: Understanding Our Past, Shaping our Future’.</p> <p>This has been achieved in this programme as it has many activities and events which help participants reflect and deepen their understanding of the period. As outlined in the document Decade of Anniversaries Toolkit “being sensitive to this relationship between culture, society and commemoration creates space for thinking about the ways we can commemorate in a positive way. Marking the importance of certain events, movements, or people allows us to remember those who have gone before, as well as giving us the opportunity to imagine ways to consider the past and shape society for a better future.”</p> <p>There are activities and events to appeal to a range of people and are suitable for all ages. Events are being held in a range of locations and venues so that residents from all backgrounds/section 75 groups can attend. In order to ensure access to outdoor events, reasonable adjustments will be made where necessary to accommodate those with disabilities and their carers.</p>	
<p>Performance Improvement Plan 2021-2022 and 2022-2023</p>	<p>Each year the Council is required under the Local Government Act (NI) 2014 (Part 12) to develop a Performance Improvement Plan. This legislation provides a framework from which the Draft Performance Improvement Plan 2021-2022 has been developed to support continuous improvement in the delivery of our services. This Performance Improvement Plan will cover the year 2021/22* and has been aligned with the Programme for Government, the Borough Community Plan, and supports our Corporate Plan.</p> <p>To align with the timeframe for the Council’s Corporate Plan (2018-2023), our focus on the Medium Term Recovery Plan (next 2 years), it is</p>	<p>3</p>

	<p>recommended that the draft objectives are chosen for *minimum 2 year period from April 2021 - March 2023 (reviewed after 12 months).</p> <p>The Performance Improvement Plan is central to ensuring we are delivering on our vision and meeting the needs of a range of stakeholders in the Borough many of whom will fall within the nine Section 75 categories. Draft PIO 1 is to improve the availability of more inclusive services for those with Autism and their carers. As a result it is anticipated that there will be a positive impact on disabled people. All strategies, plans, projects, services detailed in the Council's departmental business plans will need to be equality screened in order to ensure that the Council's statutory duty to promote equality and good relations is fully considered. This will be particularly important where the Council faces budget reductions which may lead to a change in service provision.</p>	
<p>Tree Planting – Royal British Legion – Proposal to plant 3 trees with plaques within the grounds of the Palace Demesne, Armagh, Craigavon Civic and Conference Centre and the Civic Building, Banbridge to mark the 100th Anniversary of the Royal British Legion.</p>	<p>The trees are to mark this significant anniversary for the Royal British Legion.</p> <p>Since its formation the RBL's motto has been 'Service Before Self' and has been the foundation stone of their charitable works, with the primary focus on welfare, remembrance and benevolence.</p> <p>The campaign is to encourage integration within the community, membership being open to all irrespective of race, gender and religion in memory of all fallen heroes in particular WW1 and WW2 service men, women and animals. This has been demonstrated in recent years with the addition of names and installation of new memorial plaques proudly displayed on our Borough War Memorials.</p> <p>Intended outcome is for communities to get involved in creating living memorials, which complement the RBL's War Memorials throughout the Borough.</p>	<p>2</p>

	<p>The policy is likely to have a neutral impact on all equality categories based on the ethos of the Royal British Legion and addition of WW1 and WW2 names and installation of New Plaques on a number of Borough War Memorials.</p>	
<p>Tree Planting- Royal British Legion - Applications from 5 branches of the Royal British Legion to plant a commemorative tree on Council land to mark the 100th anniversary of the Royal British Legion</p>	<p>The trees are to mark this significant anniversary for the Royal British Legion.</p> <p>Since its formation the RBL's motto has been 'Service Before Self' and has been the foundation stone of their charitable works, with the primary focus on welfare, remembrance and benevolence.</p> <p>The campaign is to encourage integration within the community, membership being open to all irrespective of race, gender and religion in memory of all fallen heroes in particular WW1 and WW2 service men, women and animals. This has been demonstrated in recent years with the addition of names and installation of new memorial plaques proudly displayed on our Borough War Memorials.</p> <p>Intended outcome is for communities to get involved in creating living memorials, which complement the RBL's War Memorials throughout the Borough.</p> <p>The policy is likely to have a neutral impact on all equality categories based on the ethos of the Royal British Legion and addition of WW1 and WW2 names and installation of New Plaques on a number of Borough War Memorials.</p>	2
<p>Recovery and Growth Framework</p>	<p>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.</p>	3

	<p>It is the forerunner for the development of an Inclusive Growth Strategy</p> <p>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.</p> <p>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.</p>	
--	--	--