



## SECTION 75 POLICY SCREENING FORM

**This form should be used for all new or amended policies. It has five parts.**

**Part 1 – Policy scoping** – provide details about the policy being screened and the available evidence to help assess the likely impact on equality of opportunity and good relations.

**Part 2 – Screening questions** – look at the extent of the likely impact of the policy on each of the Section 75 categories.

**Part 3 – Screening decision** – the information provided in the previous sections is used to decide whether there is a need to carry out an Equality Impact Assessment (EQIA).

**Part 4 – Monitoring** – sets how the effects of the policy will be monitored.

**Part 5 – Authorisation and approval** – the completed screening form must be signed by the officer who carries out the screening and the relevant Director/Section Head. The file reference and details of the approval by Committee and ratification by Council must also be included.

### PART 1 – POLICY SCOPING

Set out the background, context, aims and objectives for the policy being screened. This will help identify potential constraints as well as opportunities and to work through the screening process on a step-by-step basis.

NB Section 75 statutory duties apply to internal policies (relating to people who work for the Council), as well as external policies (relating to those who are, or could be, serviced by the Council).

#### Information about the policy

<b>Policy name</b>
Community Plan for the Borough for Antrim and Newtownabbey
<b>Is this an existing, revised or a new policy?</b>
New Policy with effect from 1 April 2017
<b>What is it trying to achieve? (intended aims/outcomes)</b>
The mission statement in the Community Plan is <i>“we will all work together to become a resilient and socially responsible community where citizens experience a high quality of</i>

*life.”*

The Plan has four outcomes;

- 1: Our residents enjoy good health and wellbeing
- 2: Our residents live in connected and vibrant places
- 3: Our residents benefit from economic prosperity
- 4: Our residents achieve their full potential

Achievement of these outcomes will be measured using the following indicators:

- % residents over 75 living in their own home
- % school leavers progressing to further / higher education, training, employment or voluntary activity
- Access to sustainable and affordable transport including walking and cycling routes, public transport services
- % of vacant non-residential units; town/village centre footfall
- % people who volunteer;
- % people who are members of a group/sports club
- % working age population who are employed/self employed
- % people who are engaged in learning
- % school leavers with 5 or more GCSEs including English and Maths
- % of people with a mood/anxiety disorder
- % people registered as obese or suffering from hypertension or
- % people who consider themselves to be in good or very good health

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

The policy is intended to directly or indirectly **positively** benefit all residents of the Borough through needs based approaches to service delivery and co-design of actions. As such the policy is expected to impact positively on all Section 75 groupings. That said, on the basis of the issues identified in the baseline study, particular attention will be paid to older people, children and young people.

**Who initiated or wrote the policy?**

Community Planning Officers Working Group and Community Planning Partnership

**Who owns and who implements the policy?**

The members of the Community Planning Officers Working Group and Community Planning Partnership have ownership of the policy however responsibility for its implementation is shared across service areas within the Council and between the Statutory Partners.

**Implementation factors**

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?

If yes, are they (please tick box)

√	financial
√	legislative
	other, please specify

**Main stakeholders affected**

Who are the internal and external stakeholders (actual or potential) that the policy will impact upon? (Please tick box)

✓	staff
✓	service users
✓	other public sector organisations
✓	voluntary/community/trade unions
✓	other, please specify <ul style="list-style-type: none"> <li>• Local businesses</li> <li>• Churches</li> <li>• Residents</li> </ul>

**Other policies with a bearing on this policy**

- What are they?

The Council’s Corporate Plan  
 The Council’s Corporate Improvement Plan  
 The Corporate/Strategic Plans of the Partner Organisations

- Who owns them?

The organisations which are part of the Community Planning Partnership:

- Antrim and Newtownabbey Borough Council
- The PSNI
- The NI Fire and Rescue Service
- Invest NI
- The Public Health Agency,
- The Northern Health and Social Care Trust
- The Northern Health and Social Care Board
- The Education Authority
- Tourism NI
- The NI Housing Executive
- Sport NI
- The Council for Catholic Maintained Schools
- Libraries NI

**Available evidence**

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>Details of evidence/information</b>
Religious belief	A comprehensive statistical baseline report has been compiled to inform the plan. This report uses statistics from NISRA and other public sector and open data sources. The baseline report is provided at appendix 1.
Political opinion	
Racial group	
Age	A wide engagement process with stakeholders including community and voluntary bodies, residents and other statutory bodies which are not designated as community planning partners has informed the development of the plan.
Marital status	
Sexual orientation	The engagement process identified and prioritised a number of themes which were translated into the draft outcomes in the Community Plan.
Men and women generally	
Disability	
Dependants	

### **Needs, experiences and priorities**

What are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Specify details for each of the Section 75 categories.

<b>Section 75 category</b>	<b>Details of needs/experiences/priorities</b>
Religious belief	There is some evidence that the experience of Protestant working class young people in the Borough is different in terms of accessing training and employment on leaving school.
Political opinion	There is some evidence that the physical connectivity in the Borough is influenced by legacy issues around territorial marking and the sense of safety in areas where such markings clearly reflect political opinion.
Racial group	There is not sufficient evidence in the baseline study to support the hypothesis that racial group has an influence on how the proposed outcomes would be experienced
Age	<p>Whilst committed to all of those who are vulnerable in our communities the focus of the community plan for the first four years is on those who are potentially vulnerable by virtue of their age, in particular those over 75 and those between 15 and 18.</p> <p>These groupings are particularly affected by the identified issues of access to services and employment, social isolation and mental health risks.</p>
Marital status	There is not sufficient evidence in the baseline study to support the hypothesis that marital status has an influence on how the proposed outcomes would be experienced.

Sexual orientation	There is not sufficient evidence in the baseline study to support the hypothesis that marital status has an influence on how the proposed outcomes would be experienced
Men and women generally	There is not sufficient evidence in the baseline study to support the hypothesis that racial group has an influence on how the proposed outcomes would be experienced
Disability	Connectivity and accessibility across the Borough has been highlighted as a key concern across all stakeholders however it can be assumed that this impacts to a greater degree on those with a physical disability and addressing such issues should have a positive impact on the lives of those living with a physical disability. In addition, the mental health and wellbeing of residents and in particular the more vulnerable in terms of their mental health are a group which the Community Plan seeks to positively impact upon.
Dependants	There is not sufficient evidence in the baseline study to support the hypothesis that having dependents has an influence on how the proposed outcomes would be experienced

NB Through the community planning process, there is an agreed need to address the inequalities that exist across the outcome themes. Proactive measures and targeting of areas most in need will aim to ensure that the varying social and economic needs of communities across the area are addressed with the overall aim of bringing indicators in the most deprived areas up to at least the average of the rest.

## **PART 2 - SCREENING QUESTIONS**

Taking into account the evidence from Part 1, consider and comment on the likely impact of the policy on equality of opportunity and good relations for each of the equality and good relations categories. Use the screening questions given below and indicate the level of impact on each category, i.e. minor, major or none.

### **Consideration of level of impact**

In favour of a 'major' impact

- a) The policy is significant in terms of its strategic importance;
- b) Potential equality impacts are unknown, because, for example, there is insufficient data upon which to make an assessment or because they are complex, and it would be appropriate to conduct an equality impact assessment in order to better assess them;
- c) Potential equality and/or good relations impacts are likely to be adverse or are likely to be experienced disproportionately by groups of people including those who are marginalized or disadvantaged;
- d) Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are concerns amongst affected individuals and representative groups, for example in respect of multiple identities;
- e) The policy is likely to be challenged by way of judicial review;
- f) The policy is significant in terms of expenditure.

In favour of 'minor' impact

- a) The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;
- b) The policy or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated by making appropriate changes to the policy or by adopting appropriate mitigating measures;
- c) Any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for particular groups of disadvantaged people;
- d) By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

In favour of none

- a) The policy has no relevance to equality of opportunity or good relations;

- b) The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity or good relations for people within the equality and good relations categories.

<b>1 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>		
<b>Section 75 category</b>	<b>Details of policy impact</b>	<b>Level of impact? minor/major/none</b>
Religious Belief	The policy is significant in terms of its strategic importance across all Section 75 categories;	Major (positive)
Political opinion		
Racial Group	Due to the complexity of the community plan and the fact that it is currently a strategic framework rather than an action plan, the potential equality impacts are unknown.	
Age		
Marital Status		
Sexual orientation	However the aim of the policy is to impact positively on the quality of life of residents across the Borough.	
Men and women generally		
Disability		
Dependants		

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

<b>Section 75 category</b>	<b>If YES, provide details</b>	<b>If NO, provide reasons</b>
Religious Belief		No, this policy does not seek to produce these outcomes, however, it is likely that the programme could promote equality of opportunity through certain projects which seek to narrow gaps between highest and lowest performing areas.
Political opinion		
Racial Group		
Age		
Marital Status		
Sexual orientation		
Men and women generally		
Disability		
Dependants		

**3 To what extent is the policy likely to impact on good relations Between people of different religious belief, political opinion or racial group? minor/major/none**

<b>Section 75 category</b>	<b>Details of policy impact</b>	<b>Level of impact? minor/major/none</b>
Religious Belief	The policy may indirectly/in a limited way impact on good relations and equality of opportunity, in that it will introduce projects which improve the quality of life for those living in the Borough.	None
Political opinion		None
Racial Group		None

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

<b>Section 75 category</b>	<b>If YES, provide details</b>	<b>If NO, provide reasons</b>
Religious Belief	Where identified as need in an area there is scope to include relevant action	
Political opinion		
Racial Group		



## Additional considerations

### Multiple identity

People can fall into more than one Section 75 category. Are there any potential impacts of the policy/decision on people with multiple identities?

*(For example – disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).*

Yes

Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

Where need for action is identified there is potential for positive impact.

### Disability

Under Section 49A of the Disability Discrimination Act 1995 (DDA 1995) (as amended by Article 5 of the Disability Discrimination (Northern Ireland) Order 2006), the Council is required when carrying out its functions to have due regard to the need to:

- promote positive attitudes towards disabled people; and
- encourage participation by disabled people in public life

Will the policy encourage disabled people to participate in public life or promote positive attitudes towards disabled people? **Yes**

#### Comments

The programme has the potential, subject to identified need, to both encourage disabled people to participate in public life and/or to promote positive attitudes towards disabled people.

### **PART 3 - SCREENING DECISION**

The responses to the screening questions in Part 2 should be considered in order to decide whether or not there is a need to carry out an equality impact assessment.

If the conclusion is **none** in respect of all of the Section 75 equality of opportunity and/or good relations categories, then the recommendation may be to screen the policy out. If a policy is 'screened out' as having no relevance to equality of opportunity or good relations, details should be given of the reasons for the decision taken.

If the conclusion is **major** in respect of one or more of the Section 75 equality of opportunity and/or good relations categories, then consideration should be given to subjecting the policy to the equality impact assessment procedure.

If the conclusion is **minor** in respect of one or more of the Section 75 equality categories and/or good relations categories, then consideration should still be given to proceeding with an equality impact assessment, or to:

- measures to mitigate the adverse impact; or
- the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

(See section on mitigation which follows.)

#### **Is an EQIA recommended? No**

If the recommendation **is not** to conduct an equality impact assessment, please provide details of the reasons.

Whilst the potential impact of the Community Plan is significant, it is significantly positive. It is also premised upon addressing inequalities across the borough.

Furthermore, at this stage of development, the document is a framework and does not include actions. As such it is considered it will be more appropriate to screen and consider EQIA when action planning has been considered.

If the decision **is** to subject the policy to an equality impact assessment, please provide details of the reasons.

Further advice on equality impact assessment may be found in the Equality Commission publication "Practical Guidance on Equality Impact Assessment".

#### **Mitigation**

When the public authority concludes that the likely impact is 'minor' and an equality impact assessment is not to be conducted, the public authority may consider mitigation to lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality of opportunity or good relations.

Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity and/or good relations? **Yes**

If yes, give the reasons to support your decision, together with the proposed changes/amendments or alternative policy.

The decision is not to conduct an EQIA on the plan framework however as action plans and initiatives are developed, these will be screened to establish if an EQIA is applicable.

**Timetabling and prioritising of policies screened in for an EQIA**

If the policy has been ‘screened in’ for equality impact assessment, then please answer the following questions to determine the priority for timetabling the equality impact assessment.

On a scale of 1 – 3, with 1 being the lowest and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.

<b>Priority Criterion</b>	<b>Rating (1 – 3)</b>
Effect on equality of opportunity and good relations	1
Social need	3
Effect on people’s daily lives	3
Relevance to a public authority’s functions	3

NOTE: The total rating score should be used to prioritise the policy in rank order with other policies screened in for equality impact assessment. This will assist in timetabling. Details of the Council’s Equality Impact Assessment Timetable should be included in the Quarterly Screening Report.

Is the policy affected by timetables established by other relevant public authorities?

**Yes**

If yes, please provide details.

The Department for Communities requires that there is a Community Plan in place for each Council area by 1<sup>st</sup> April 2017. The Plan must be agreed by all of the Partner Organisations during the month preceding launch (March 2017).

**PART 4 - MONITORING**

The Equality Commission recommends that where a policy has been amended or an alternative policy introduced, public authorities should monitor more broadly than for adverse impact (see the Commission’s Monitoring Guidance for Use by Public Authorities, July 2007, Page 9 – 10, paragraphs 2.13 – 2.20).

Effective monitoring will help identify any future adverse impact arising from the policy which may lead the Council to conduct an equality impact assessment, as well as help with future planning and policy development.

**What data are required in future to ensure effective monitoring?**

**PART 5 - AUTHORISATION AND APPROVAL**

**Screened by:**

Signature \_\_\_\_\_

Job Title Community Planning Manager

Date \_\_\_\_\_

**Signature of Director/Head of Service:**

Signature \_\_\_\_\_

Job Title Head of Community Planning

Date \_\_\_\_\_

Approving Committee \_\_\_\_\_  
(Name and date):

Date of Council ratification \_\_\_\_\_

File ref: \_\_\_\_\_

**NOTE: A copy of the completed screening form should accompany each new or amended policy being submitted for Committee/Council approval. Information on the file reference, approving Committee and the date of Council ratification should be completed and copies of each form and the related policy should be forwarded by e mail to the Equality, Diversity and Policy Section as soon as the policy has been ratified by Council. Quarterly reports will be published on policies screened and will include links to the completed screening forms on the Council website.**