

## 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>   |
| Antrim and Newtownabbey Borough Council Draft Corporate Recovery Plan 2021-2023  |
| <b>Is this an existing, revised or a new policy?</b>   |
| New  |
| <b>What is it trying to achieve? (intended aims/outcomes)</b>  |
| The Draft Corporate Recovery Plan 2021- 2023 sets out an ambitious plan for recovery and renewal across the Borough, focusing on public safety, maintaining essential service delivery, maximising opportunities for community capacity building and investing in local businesses and the regeneration of our Towns and Villages. |

The Plan sits alongside the Corporate Plan, the Community Plan and the Local Development Plan (in development) to guide us through this period of uncertainty to assist us to work towards the goals and ambitions we have already committed to.

The Recovery Plan has 13 Strategic actions with further commitments based on three main pillars, Place, Prosperity and People, providing a roadmap to rejuvenate our places, support our people and re-build for prosperity. This forms the basis of our improvement plan for 2021-2023.

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

No – all objectives apply to all ratepayers within the Borough

**Who initiated or wrote the policy?**

Chief Executive, Jacqui Dixon

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

Chief Executive, Jacqui Dixon

**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)

|                                     |                       |
|-------------------------------------|-----------------------|
| <input checked="" type="checkbox"/> | Financial             |
| <input checked="" type="checkbox"/> | Legislative           |
| <input type="checkbox"/>            | 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)

|                                     |                                   |
|-------------------------------------|-----------------------------------|
| <input checked="" type="checkbox"/> | Staff                             |
| <input checked="" type="checkbox"/> | service users                     |
| <input checked="" type="checkbox"/> | other public sector organisations |
| <input checked="" type="checkbox"/> | voluntary/community/trade unions  |
| <input type="checkbox"/>            | other, please specify             |

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

- What are they and who owns them?

Corporate Plan

Community Plan

Corporate Improvement Plan – Head of Performance and Transformation, Helen Hall

Economic Development Strategy – Head of Economic Development, Colin McCabrey

Tourism Strategy – Head of Economic Development, Colin McCabrey

Digital Strategy – Head of IT, Graham Smyth/ Head of Performance and Transformation, Helen Hall

Council Draft Plan Strategy – Head of Planning, John Linden

### 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.

| Section 75 category     | Details of evidence/information  |
|-------------------------|--|
| Religious belief        | <b>29.74%</b> belong to or were brought up in the <b>Catholic religion</b> and <b>61.10%</b> belong to or were brought up in a <b>'Protestant and Other Christian (including Christian related)'</b> religion.   |
| Political opinion       | In the local government elections held in 2014, unionist parties gathered more first preference votes than nationalist parties. The total was made up of <b>63% Unionist, 21% Nationalist, and 16% of other.</b>   |
| Racial group            | <b>2.10%</b> were from an <b>ethnic minority population</b> and the remaining <b>97.90%</b> were <b>white</b> (including Irish Traveller).   |
| Age                     | <b>21.14%</b> were aged <b>under 16 years</b> and <b>14.57%</b> were aged <b>65+</b> . The average median age is <b>37 years.</b>  |
| Marital status          | <b>6.4%</b> were single and <b>57.8%</b> were <b>married or in a same sex civil partnership</b> and <b>35.8%</b> were <b>widowed or surviving partner of a same sex civil partnership/ separated/ divorced or formerly in a same sex civil partnership now dissolved.</b>  |
| Sexual orientation      | There is limited local data for this category. In <b>2015/16</b> , the Continuous Household Survey undertaken by NISRA (Northern Ireland Statistics and Research Agency) found that <b>97.9% of adult respondents identified themselves as heterosexual/straight;</b> with the remaining adults identifying as gay/lesbian, bisexual, 'don't know' or not providing an answer.       |
| Men and women generally | <b>48.61%</b> of the resident population <b>were male</b> and <b>51.39%</b> were <b>female.</b>  |
| Disability              | <b>19.04%</b> of the resident population had a <b>long-term health problem or disability</b> that limits day-to-day activity.  |
| Dependants              | The proportion of households with dependent children has significantly decreased since <b>1981 dropping from 50.8% of households in 1981 to 34.7% in 2011</b> (Census 1981, 2011). This decline in the number of households with dependent children is reflected in the decline in the size of the average household with 1 or 2 person households accounting for 59% of households. |

Statistics from NISRA LGD2014

**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           | No evidence of adverse impact on each category |
| Political opinion          |  |
| Racial group               |  |
| Age                        |  |
| Marital status             |  |
| Sexual orientation         |  |
| Men and women generally    |  |
| Disability                 |  |
| Dependants                 |  |

**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 Draft Corporate Recovery Plan 2021-2023, is applicable to all Section 75 categories equally | None                                     |
| Political opinion   |   |  |
| Racial Group  |   |  |
| Age   |   |  |
| Marital Status  |   |  |
| Sexual orientation  |   |  |
| 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, the Draft Corporate Recovery Plan 2021-2023, is applicable to all Section 75 categories equally |
| 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           |                                 | 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           |                                | No. The Draft Corporate Recovery Plan 2021-2023 has no implications for Good Relations |
| 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).

No

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

None

### 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 Draft Corporate Recovery Plan 2021-2023 is inclusive of all ratepayers equally.

## 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.

The Draft Corporate Recovery Plan 2021-2023 has no implications to the equality of opportunity or good relations of the Section 75 equality categories. The Plan is applicable to all Section 75 categories equally.

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? **No**

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

**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 | N/A                   |
| Social need  |                       |
| Effect on people's daily lives                       |                       |
| Relevance to a public authority's functions          |                       |

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? **No**

If yes, please provide details.

**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?**

Feedback from stakeholders on the implementation and delivery of the Draft Corporate Recovery Plan objectives and Corporate improvement indicators.

**PART 5 - AUTHORISATION AND APPROVAL**

**Screened by:**

Signature 

Job Title Head of Corporate Recovery/Governance

Date 13 May 2021

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

Signature *Sandra J Cole*

Job Title Director of Finance and Governance

Date 17/05/21

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.**